



THE CORPORATION OF THE  
**CHURCH HOUSE**

# DE&I POLICY

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## DE&I Policy

**The Corporation of the Church House is committed to equality and diversity as an employer and in the provision of its services to the public and tenants.**

We are committed to fostering a diverse and inclusive environment where all individuals are valued, respected, and provided with equal opportunities. We believe that embracing diversity and promoting inclusion is not only the right thing to do but also essential for achieving our mission and making a positive impact in our communities.

We will ensure that all job applicants, employees (including contractors), trustees, directors, volunteers and all those who come into contact with the Charity are treated equally and with fairness & respect at all times. Employees should be sympathetic to the aims and objectives of the organisation.

Our organisation will continue to thrive if we build a diverse and inclusive organisation. Having people from different racial, educational, and social backgrounds, and a diverse age range, opens up a wealth of possibilities and helps encourage creativity and foster innovation. Additionally, as a diverse organisation, we will be better placed to understand the needs of, and interact with, a broad client and tenant base.

We will not discriminate because of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (which includes colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation – our aim is to build a culture that values openness, fairness, and transparency.

In line with this commitment all employees (including agency workers and contractors), trustees, directors and volunteers have a responsibility to advance this policy.

**Our policy is founded on the following tenets:**

**Respect and Dignity:** We are dedicated to treating all individuals, including staff, volunteers, clients, donors, and stakeholders, with dignity and respect, regardless of their race, ethnicity, gender, age, sexual orientation, disability, religion, or any other protected characteristic.

**Equal Opportunities:** We are committed to providing equal opportunities for all individuals, ensuring that no one is discriminated against or disadvantaged in any way, shape, or form. This includes recruitment, training, promotion, and access to resources and benefits.

**Inclusive Culture:** In our organisation, we will create an inclusive culture where everyone feels valued, heard, and included. We encourage open dialogue, collaboration, and the sharing of diverse perspectives to foster creativity, innovation, and effective decision-making.

**Diversity in Leadership and Governance:** We recognize the importance of diverse representation at all levels of leadership and governance. We are committed to actively promoting and building a diverse and inclusive workforce at levels of employment, including in senior roles.

**Accessibility:** We are dedicated to ensuring accessibility and providing reasonable accommodations for individuals with disabilities and impairments; both in our physical spaces and in our programs and services. We will work to remove barriers and facilitate full participation for all.

**Training and Education:** A part of our culture will be the provision of regular training and education to staff, volunteers, and stakeholders to increase awareness and understanding of diversity and inclusion. This will promote a culture of respect, empathy, and awareness of biases.

**Reporting and Accountability:** We have established mechanisms for reporting and addressing any instances of discrimination, harassment, or unfair treatment – and remain committed to taking appropriate action to address such issues promptly and confidentially. We also protect those making reports via our Whistle blowing policy – ensuring there are procedures in place that protect these individuals.

**Continuous Improvement:** Our policy and practices will be regularly reviewed and assessed to identify areas for improvement; and ensure ongoing progress towards our goal of an ever improving and truly diverse workplace.

**By adhering to this policy, we aim to create a vibrant, inclusive, and equitable environment that celebrates and harnesses the power of diversity.**

**Together, we can make a difference and create a positive impact in our work, and society.**