

GWENT VALLEYS EVANGELISM EQUALITY, DIVERSITY AND INCLUSION POLICY

Purpose of this document

Gwent Valleys Evangelism (GVE) is committed to encouraging equality, diversity and inclusion among our leadership team and employees and eliminating unlawful discrimination. In the context of this document any reference to “employment” or “employee” includes volunteering and volunteers. The aim is for each team member and employee to feel respected and able to give their best. GVE is also committed to eliminating unlawful discrimination against members of the public.

This policy is intended to:

- Ensure equality, fairness and respect for all in our team, including volunteers.
- Not unlawfully discriminate because of the Equality Act 2010 protected characteristics of:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
- Oppose and avoid all forms of unlawful discrimination. This includes in:
 - pay, benefits and expenses
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment, promotion, training or other developmental opportunities

While GVE does not discriminate on the grounds of religion or belief, it should be noted that GVE is a Christian organisation whose purpose includes the advancement of the Christian religion.

Our commitments

GVE will ensure equality, fairness and respect for all in our team, including volunteers.

GVE will encourage equality, diversity and inclusion in the workplace as they are good practice and are in keeping with Christian teaching.

GVE will create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

- This commitment includes training the leadership team and all other employees and volunteers about their rights and responsibilities under the equality, diversity and inclusion policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination.
- All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.

GVE will take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities.

- Such acts will be dealt with as misconduct and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
- Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence.

GVE will make opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

GVE will make decisions concerning staff being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).

GVE will review employment practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law.

GVE will monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in the equality, diversity and inclusion policy.

- Monitoring will also include assessing how the equality, diversity and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

The equality, diversity and inclusion policy is fully supported by the leadership team. Any grievance or concern under this policy should be raised with a member of the leadership team at the first opportunity.