

EQUALITY DIVERSITY & INCLUSION POLICY

I. Equality Act 2010

- I.1 Carlisle Cathedral is committed to promoting and encouraging equality, diversity and inclusion among our workforce, members and volunteers, and eliminating unlawful discrimination.

The aim is for our staff, trustees, directors, members and volunteers to be truly representative of all sections of society and for each employee and volunteer to feel respected and able to give their best.

The Cathedral is also committed against unlawful discrimination of customers or the general public.

The policy's purpose is to ensure:

- equality, fairness and respect for all in our employment, whether temporary, part-time, full-time, as well as our volunteers and members.
- no individual, through coming into contact with the Cathedral in any way, is unlawfully discriminated against 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 and sexual orientation
- all forms of unlawful discrimination are avoided and opposed by the Cathedral. This includes pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, and selection for employment, promotion, training or other developmental opportunities, as well as access and participation more generally in the life and work of the Cathedral.

- I.2 The Cathedral recognises that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. The Cathedral will challenge discrimination and lack of opportunity in its own policy and practice and will help other organisations and individuals to do the same.
- I.3 The organisation aims to create a culture that respects and values each other's differences. The Cathedral sees these differences as an asset to our work as they improve our ability to meet the needs of the organisations and people we serve.
- I.4 All employees and volunteers must comply with the objectives of this Equality and Diversity and Inclusion Policy. Failure to do so may result in disciplinary action and/or ineligibility for trusteeship/membership or a volunteering role.

2. What is discrimination?

The Cathedral believes that discrimination can take one or more of the forms set out below.

- 2.1 **Direct discrimination** is treating one person less favourably than another in the same or similar circumstances or segregating them from others for certain reasons, for example solely because they have one of the nine protected characteristics. E.g. Refusing to employ someone who has the required skills because they are deaf or because they are pregnant would constitute such discrimination.
- 2.2 **Indirect discrimination** occurs where there is a requirement or condition which applies equally to everyone but which, in practice, has an adverse impact on a particular group and cannot be justified. E.g. an unnecessary physical requirement can discriminate against women or disabled people.
- 2.3 **Abuse and/or harassment** – Discrimination also covers actions which amount to abuse and/or harassment of people or groups of people because of any of the nine protected characteristics.
- 2.4 **Victimisation** occurs when a person is treated less favourably or is discriminated against because she/he has pursued or intends to pursue their rights in respect of alleged discrimination.
- 2.5 **Institutional racism (Macpherson Report, 1999)**
The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture or ethnic origin. It can be seen in the processes or attitudes and behaviour, which amount to discrimination, to unwitting prejudice, ignorance, thoughtlessness, and racist stereotyping which disadvantages minority ethnic people.
- 2.6 **Racist incident (Macpherson Report, 1999)**
Any incident which is perceived to be racist by the victim or any other person. If the victim doesn't want to complain, another person may do so. Discrimination in any of the forms stated above is unacceptable, regardless of whether there was any intention to discriminate or not.

3. Recruitment and selection

The Cathedral believes that no person or group should be treated less favourably in employment or voluntary opportunities because of any of the protected characteristics in the Equality Act 2010. Staff and volunteer appointments, including Job Descriptions will be monitored to ensure no discrimination is occurring at the point of selection.

4. Miscellaneous

- 4.1 The Cathedral will make every reasonable adjustment to ensure that premises used in relation to its work are accessible and inviting for all members of the community.
- 4.2 Promotion of policy - copies of this policy will be freely available to staff, volunteers, members and any other interested parties.
- 4.3 This policy should be read in conjunction with the Bullying and Harassment Policy

5. Implementation and monitoring

Monitoring of the Equality and Diversity policy and its implementation is the responsibility of Line Managers.

Agreed by Trustees – October 2023

Date of next review by COO – October 2024