

EQUALITY, DIVERSITY and INCLUSION POLICY

The Methodist Church is committed to promote Equality and Diversity at every level of its worship, thought, activity and witness. Wesley Methodist Church, Chester (also known as 'Wesley Church Centre') IS THEREFORE COMMITTED to eliminating discrimination and creating an environment where all people, regardless of gender, cultural or ethnic origin, disability, sexual orientation, age, religion or belief, are treated with dignity and respect.

This policy is underpinned by the key theological principles received by the Methodist Church as part of its ongoing commitment to becoming an Inclusive Church:

- The Church should seek to promote Equality and Diversity as an intrinsically Christian response to divine love evidenced through works of creation, redemption and sanctification.
- Hospitality is a prime aspect of God's purpose for humanity.
- Churches should proclaim God's justice for all, through word, deed and life.
- A key task for the Church is to establish the boundaries of our hospitality and ensure that they are not based on constructed human prejudices.
- The Church is to become a community that transforms wider society, challenging all that prevents fullness of life being offered and experienced, not only within the Church but also outside it.
- We should ensure that the Church is a safe place for all¹.

WESLEY CHURCH CENTRE:

HAS procedures in place which enable complaints of discrimination to be dealt with promptly and fairly.

WELCOMES statutory requirements relating to equality, diversity and inclusion²

RECOGNISES that it has moral and social responsibilities that go beyond the provisions of the law, and that it should support and contribute to the wider process of change through all aspects of its work and practices in order to eliminate discrimination and promote equality and diversity.

IS COMMITTED to taking positive steps to ensure that:

- All people are treated with dignity and respect, valuing the diversity of all;
- Equality of opportunity and diversity is promoted;

¹ Principles taken from MC/13/42 *Towards an Inclusive Church 2013 Update*

² Legislation at the time of writing: the Rehabilitation of Offenders Act 1974; the NHS Community Care Act 1990; the Asylum & Immigration Act 1996; the Human Rights Act Nov 1998; Equalities Act 2010

- All activities and events are accessible and appropriate;
- We aim to understand the needs of the population of Chester and that all people across its breadth have equal access to the life of Wesley;
- We engage and communicate meaningfully with traditionally disadvantaged sections of the community to encourage them to influence decision-making;
- We nurture an inclusive culture which is confident with regards to equality, diversity and inclusion, where people are valued and are treated with dignity and respect;
- We demonstrate strong leadership, vision and commitment with accountability for equality, diversity and inclusion.

WESLEY INTENDS TO IMPLEMENT this policy by:

- Adherence to all relevant sections of the Constitutional Practice and Discipline of the Methodist Church;
- Ensuring that all committees, staff and volunteers are made aware, understand, agree with, and are willing to implement, this policy; all staff and volunteers will be given a copy of this policy as part of their induction;
- Actively encouraging staff, management committee and volunteers to participate in anti-discriminatory training, and making time and resources available for such training;
- Monitoring the services, publicity and events provided by the church, to ensure that they are accessible to all sections of the population and do not discriminate and taking active steps to ensure that participation is representative.

Monitoring and Reviewing

- The church has declared its commitment to establishing, developing, implementing and reviewing a policy of equality of opportunity.
- Effective record keeping and monitoring, and acting on information gathered, are essential in order to measure effectiveness and plan progress. The Church Council will review the policy annually.