

CHICHESTER CATHEDRAL

EQUALITY, DIVERSITY & INCLUSION POLICY

1	Policy Statement
	<p>At Chichester Cathedral we are dedicated to encouraging a supportive and inclusive workplace culture amongst our employee and volunteer workforce. It is our aim to ensure that if you work here on either a paid or voluntary basis or if you are applying for a paid or volunteer role you will have an equal opportunity. We are also committed to working towards an organisation workforce that is diverse and as representative of our wider community as it can be. We respect and value each of our employees and volunteers and are committed to enabling you to be able to perform to the best of your abilities and to be your authentic self in the workplace.</p> <p>Our policy refers to Equality, Diversity and Inclusion and these terms are often interchanged. Whilst there is no single set of definitions for these terms, we use the following simple definitions:</p> <ul style="list-style-type: none"> ▪ Equality means ensuring every individual has equal opportunities regardless of who they are and any protected characteristic that might make them different to others. It also means ensuring that we are conscious of, and actively challenge bias or prejudice in order to ensure sure that no-one is treated less favourably. We understand that this may sometimes mean taking a proactive approach to make reasonable adjustments that address the visible and invisible barriers people face; ▪ Diversity means recognising and celebrating our differences be it identity, background or experience, and not allowing those differences to affect our prospects and the decisions that are made about us; ▪ Inclusion means being proactive in ensuring that people of different backgrounds, experiences and identities feel welcomed, respected and fully able to participate. It is not only about creating a diverse environment but also about ensuring a culture exists where individuals can be their authentic selves.
2	Principles
	<p>We will ensure that you are treated fairly and you will not be treated any less favourably or receive less favourable treatment on the grounds of any protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.</p> <p>If we make any decisions about you that may impact on your career aspirations or opportunities for development, these will be made solely on the basis of your aptitude and ability.</p> <p>You will be given support and encouragement to develop to your full potential and to make use of your unique talents so that Chichester Cathedral is able to make best use of the skills and resources that are available.</p>

3	Our Commitments
	<p>Chichester Cathedral is committed to:</p> <ul style="list-style-type: none"> ▪ creating an environment in which individual differences and the contributions of everyone are recognised and valued; ▪ creating a working environment that promotes dignity and respect for everyone; ▪ having a zero tolerance policy with regards to any form of intimidation, bullying, or harassment, and to investigate and act against any breaches of this policy; ▪ making development, and progression opportunities available to all employees and to volunteers where appropriate; ▪ supporting anyone who feels they have been subject to discrimination to raise their concerns so we can address them under our grievance and/or disciplinary processes; ▪ making training opportunities available to managers, other employees and volunteers on a regular basis; ▪ regularly reviewing our employment practices and procedures in order to ensure that fairness is maintained at all times; ▪ working towards the monitoring the make-up of our employees and volunteers, by recording information on protected characteristics, in order to better understand the demographics of our workforce and to develop a supporting action plan.
4	Our Expectations
	<p>We will make this policy available to our employees, volunteers and other stakeholders in order to ensure that they understand the commitments that Chichester Cathedral has made and our expectations of them.</p> <p>We expect you to commit to:</p> <ul style="list-style-type: none"> ▪ supporting us in meeting the commitments outlined above; ▪ reporting any incidences of possible discrimination that you personally experience or witness to your line manager or HR, we take every complaint seriously and you will not be penalised for raising a genuine concern, even if it is not upheld; ▪ sharing any thoughts and ideas that you might have about how we can improve diversity & inclusion in our workplace.
5	Responsibilities
	<p>This policy has been approved by our Senior Management Group and by Chapter.</p> <p>This policy will be monitored and reviewed annually to ensure that equality, diversity and inclusion is continually promoted in our workplace.</p>

Approved by SMG:	October 2022	Noted by Chapter:	November 2022
Issue date:	November 2023	Review date:	November 2023
This policy does not form part of your contract of employment. Any amendments will be advised to you.			