

Equality and Diversity Inclusion Policy

Revised October 2017

Contents

1. Introduction
2. Equality Statement
3. Commitment to Equality
4. Assessing Equality of Opportunity and Fairness
5. Responsibilities and Commitment
6. Monitoring
7. Complaints of Discrimination or Harassment
8. Supporting Policies / Guidance
9. Review

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Revised October 2017

1. Introduction

Under the Equality Act 2010 Faithful Companions of Jesus, FCJ, is required to demonstrate that we have paid 'due regard' of equality issues when deciding the design and delivery of policies and services.

FCJ are required to evidence that they have paid due regard to:

- Elimination of unlawful discrimination, harassment and victimisation and other actions prohibited by the Act.
- Actively advance equality of opportunity between people who share a protected characteristic and those who do not.
- Fostering good, beneficial, relations between people who share a protected characteristic and those who do not.

Through this Equality Impact Assessment (EIA) FCJ have paid due regard to the above requirements.

In addition FCJ consider that there are additional benefits to undertaking this equality impact assessment including the demonstration of open transparency in all their Human Relations actions & responsibilities, accountability for all groups that they may have an interaction with, etc, all of which helps to support core values held by FCJ.

The FCJ Equality Impact Assessment, EIA, Policy relates specifically to,

- Age
- Disability
- Sexual Orientation
- Gender
- Transgender
- Religious, spiritual or of no belief
- Race or ethnicity

Legislation that forms the foundation of this document

- Disability Discrimination Act (DDA)
- Employment Equality Regulations
- Equality Act (2006)
- Equal Pay Acts
- Race Relations Act
- Race Relations Amendments Act
- Sex Discrimination Acts
- European Employment Directives
- Human Rights Act

Equality and Diversity Inclusion Policy

Revised October 2017

The FCJ Policy is designed to:

- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Foster good relations between people who share a protected characteristic and those who do not.

Internally FCJ are creating an inclusive living, working, studying and faith teaching environment where differences are valued and equality of opportunity is advanced.

Externally our focus is on continuing to deliver a fair service to community members, visitors and those exploring their faith & spiritual needs and aspirations by meeting the changing needs of diverse communities.

2. Equality Statement

FCJ is fully committed to respect and fair treatment for everyone, eliminating discrimination and actively promoting equality of opportunity and delivering fairness to all.

In addition to being compliant with the equality laws, public duties, and Human Rights Acts (Universal and European), FCJ supports diversity and promotes equality of opportunity for all staff, students and visitors regardless of their:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil partnership
- Pregnancy and Maternity (including Paternity)
- Race (colour, ethnic or national background)
- Religion or Belief (including non-belief)
- Sex/Gender
- Sexual Orientation
- Socio-economic background/grouping
- Union activity
- Political affiliation
- Unrelated spent criminal convictions

Equality and Diversity Inclusion Policy

Revised October 2017

The Equality & Diversity Inclusion Policy outlines the responsibility for promoting inclusive environments, which are free from discrimination for our national and international staff and anyone associated with FCJ (e.g. visitors, contractors and service providers).

3. Commitment to Equality

It is FCJ's aims to ensure that equality is embedded into all its functions, operations and activities.

Initiatives to support the embedding process are facilitated by the FCJ Trustees or their nominated representative.

4. Assessing the Equality of Opportunity and Fairness

Equality Impact Assessments (EIAs) are methods of self-assessment or auditing, which result in a detailed indicator of FCJ's performance with the Single Equality Act.

FCJ is committed to promoting and monitoring fairness and equality of opportunity through the conducting of EIAs.

5. Responsibilities and commitment

Each individual is responsible for their own behaviour and must accept the principle that there is equality of opportunity and fairness for all staff and anyone associated with FCJ (e.g. visitors, contractors and service providers), in all aspects of any relationship with FCJ.

Individuals must ensure they do not support unfair behaviour by ignoring what is happening around them and must not incite or collude with unfair or unlawful discrimination.

The law stipulates that, any member of the FCJ community found to be responsible for inciting, perpetrating or colluding with discrimination or harassment may face disciplinary action.

All staff and anyone associated with FCJ, have a responsibility to adhere to this statement and apply it in their day to day work. The specific responsibilities in relation to this statement are as follows:

- FCJ, as the employer, is ultimately responsible for ensuring that the organisation fulfils its legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled.

Equality and Diversity Inclusion Policy

Revised October 2017

- FCJ Trustees, having the overall leadership for running the Organisation, has the responsibility to ensure that the legal responsibilities for promoting equality and eliminating discrimination, and for making sure that the commitments within this statement are fulfilled across the FCJ Community.
- The Trustees are responsible for implementation of this statement with respect to staff and also for implementing related policies and procedures. The Trustees will also ensure that all staff receive appropriate equality and diversity inclusion training.
- The Trustees are responsible for implementation of this statement with respect to staff and anyone associated with FCJ (e.g. visitors, contractors and service providers), for implementing related policies and procedures.

All staff and anyone associated with FCJ (e.g. visitors, contractors and service providers), have a responsibility to promote equality and to eliminate discrimination on the grounds listed in section 2 and to adhere to the Equality Statement.

Any act of discrimination or harassment by a member of staff or a student will be taken very seriously and may result in disciplinary action being taken.

6. Monitoring

Monitoring will be essential to ensure that FCJ's Equality Statements are working effectively. In order to achieve this, the Trustees will monitor this annually and publish details of:

- the profile of staff and across the relevant community where this is applicable,
- recruitment and selection, leavers, promotion and participation in training and development activities, and
- complaints including harassment & bullying complaints, grievances and disciplinary proceedings for staff.

FCJ guarantees that information gathered for the purposes of monitoring will be used only for monitoring and to improve its equality performance and will be held and processed in accordance with the Data Protection Act (1998).

7. Complaints of Discrimination or Harassment

If a member of staff feels that they have been discriminated against, the complaint should be raised in accordance with the appropriate FCJ Grievance Procedure.

Equality and Diversity Inclusion Policy

Revised October 2017

If a member of staff or student feels that they are being bullied or harassed, the complaint should be raised in accordance with the relevant FCJ Supervisor or Trustee.

8. Supporting Policies & Guidance

FCJ has a range of policies and guidance that support the underlying principles of this policy.

9. Review

A review of the policy will be conducted annually and as legislation changes or forces a change.