Esgobaeth Llandaf
Diocese of Llandaff
Mae Ffydd Yn Cyfrif | Faith Matters

Llandaff Diocesan Board of Finance (DBF) Equality, Diversity and Inclusion Policy

October 2026

1. Introduction
2. Our commitment
3. Our approach
4. Non-compliance

Appendix: Law

1. Introduction

1.1. Individuals with different cultures, perspectives and experiences are at the heart of the diocesan family: in our staff team we want to involve, recruit, and develop a diverse range of people.

1.2. Our values as a Diocese are central to everything we do, and we celebrate the fact that being a diverse and inclusive organisation helps us fulfil our role in the Church in Wales. These values are underpinned by the Church in Wales' Dignity Charter, which we seek to embody in all we do, and can be found on the Church in Wales website.

1.3. We seek to develop a work environment where we treat all employees as individuals, fairly and in a consistent way. We work within the spirit and the practice of the Equality Act 2010 by promoting a culture of respect and dignity and actively challenging discrimination, should it ever arise. We will remove unnecessary barriers for any employees seeking opportunities through training, development and career planning.

1.4. We will continue to support our employees to demonstrate the principles of diversity and inclusion in their everyday activities, roles and functions.

1.5. The nature of our work as a Church means that it is essential for some of our roles to be occupied by practicing Christians who are able to embrace the Church in Wales'

theology and tradition. Where this is the case, it will be made clear in the relevant application process and job description.

2. Our commitment

Llandaff DBF commits to:

2.1. Provide equality, fairness and respect for all in LDBF employment, whether temporary, part-time or full-time.

2.2. Not tolerate any unlawful discrimination committed because of the Equality Act 2010 protected characteristics of:

- age
- disability
- gender reassignment
- marriage or civil partnership
- pregnancy and maternity
- race (including colour, nationality, and ethnic or national origin)
- religion or belief
- sex
- sexual orientation

2.3. Not tolerate any form of unlawful discrimination including in the areas of:

- pay and benefits
- 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

3. Our approach

Llandaff DBF will do this by:

3.1.celebrating and encouraging equality, diversity and inclusion in the workplace

3.2. creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, in which dignity and respect for all is promoted, and where individual differences and the contributions of all staff are recognised and valued

3.3. training employees about their rights and responsibilities under the equality, diversity and inclusion policy

3.4. ensuring all employees are aware of their responsibilities including conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination

3.5. making clear to all employees that they 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

3.6. taking 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

3.7.making 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

3.8.making decisions concerning recruitment and deployment of staff and volunteers based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)

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

4.Non-compliance

LDBF aims to uphold this policy in all its activity and expects all employees to engage with it fully. However, LDBF recognises that sometimes organisations or individuals fall short.

This could happen unintentionally, for example through unintended consequences of other decisions or actions; it could happen by default, for example by failing to properly consider information; or it could happen intentionally. In any case, non-compliance with this policy is something LDBF takes extremely seriously.

4.1. In the event that an individual is acting in a way that is seen to be contrary to this policy or their actions have effects which are seen to be contrary to this policy, this would in the first instance be discussed with their line manager and corrective action taken where possible. Serious, negligent, intentional or continued non-compliance would be a disciplinary matter.

4.2. In the event that there is any perception that the organisation is acting in a way that is seen to be contrary to this policy, the person concerned should bring this to the attention of the Diocesan Secretary, who will investigate the concern and take action accordingly.

4.3. If an individual has any concerns about non-compliance with this policy and does not know how to raise them or is worried about doing so, they should proceed as outlined in the Whistleblowing policy.

Appendix: Law

In relation to the ability to make Christian belief (religious belief being a protected characteristic) a requirement for certain roles, the historic phrase "Genuine Occupational Requirement" is not used in the 2010 act, which refers only to an Occupational requirement.

This exception to the legislation is found in schedule 9 of the act, available online here:

https://www.legislation.gov.uk/ukpga/2010/15/schedule/9 and reproduced below:

SCHEDULE 9: Work: exceptions

Part 1: Occupational requirements

General

1(1) A person (A) does not contravene a provision mentioned in sub-paragraph (2) by applying in relation to work a requirement to have a particular protected characteristic, if A shows that, having regard to the nature or context of the work—

(a)it is an occupational requirement,

(b) the application of the requirement is a proportionate means of achieving a legitimate aim, and

(c)the person to whom A applies the requirement does not meet it (or A has reasonable grounds for not being satisfied that the person meets it).

In addition, specific exceptions apply to the 2010 Equalities Act for religious organisations in regard to their services and public functions.

These are found in the explanatory notes to schedule 23 of the act, available online here:

https://www.legislation.gov.uk/ukpga/2010/15/notes/division/3/16/40/2?view=plain and reproduced below:

Organisations relating to religion or belief: paragraph 2

Effect

990. Paragraph 2 provides an exception for religious or belief organisations with regard to the provisions in the Act relating to services and public functions, premises and associations.

991. The types of organisation that can use this exception are those that exist to: practice, advance or teach a religion or belief; allow people of a religion or belief to participate in any activity or receive any benefit related to that religion or belief; promote good relations between people of different religions or beliefs. Organisations whose main purpose is commercial cannot use this exception.

992.The exception allows an organisation (or a person acting on its behalf) to impose restrictions on membership of the organisation; participation in its activities; the use of any goods, facilities or services that it provides; and the use of its premises. However, any restriction can only be imposed by reference to a person's religion or belief or sexual orientation.

993.In relation to religion or belief, the exception can only apply where a restriction is necessary to comply with the purpose of the organisation or to avoid causing offence to members of the religion or belief whom the organisation represents.

994.In relation to sexual orientation, the exception can only apply where it is necessary to comply with the doctrine of the organisation or in order to avoid conflict with the

strongly held convictions of members of the religion or belief that the organisation represents. However, if an organisation contracts with a public body to carry out an activity on that body's behalf then it cannot discriminate because of sexual orientation in relation to that activity.

995. The exception also enables ministers of religion to restrict participation in the activities that they carry out in the performance of their functions as a minister and access to any goods, facilities or services they provide in the course of performing those functions.

Background

996. This paragraph replicates the effect of similar provisions in Part 2 of the Equality Act 2006 and the Equality Act (Sexual Orientation) Regulations 2007.

END OF POLICY



VERSION HISTORY

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