SPI Equality, Diversity, and Inclusion Policy

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ST PADARN'S INSTITUTE

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Document History

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1	9 July 2019	Kathryn Delderfield	
2	December 2023	Kathryn Delderfield	• Comprehensive re-write

SPI Equality, Diversity, and Inclusion Policy

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2. Introduction

St Padarn's is committed to ensuring that our community is an inclusive environment in which our learners, staff and contributors to our programmes can flourish, free from prejudice and discrimination. Our aim is to have a community where everyone can contribute and be appreciated for who they are. We believe diversity enriches the whole community.

All our programmes are designed to deepen the Christian faith. Therefore, the contents of these programmes will prioritise the Christian faith, and its values, which includes recognising that each individual is made in God's image and as such should be treated with equality, respect, dignity, and acceptance.

Our approach builds on the Equality Act 2010, which provides a legal framework to protect people from discrimination.

3. Scope

This policy is applicable to all staff, learners, programme contributors, contractors and any other person associated with the functions of St Padarn's.

This policy is based on the Representative Body of the Church in Wales Equality, Diversity, and Inclusion commitment to:

Equality:

We are dedicated to treating everyone with respect and dignity, providing equal opportunities for employment, development, and advancement. Discrimination on the basis of race, ethnicity, sex, sexual orientation, age, disability, will not be tolerated. There are some roles for which it is appropriate to have a faith-based occupational requirement. The vast majority of the Representative Body's employed roles are open to those of all faiths and none.

Diversity:

We recognise and celebrate the unique backgrounds, experiences, and perspectives that each individual brings to our organisation. Embracing diversity enriches our workplace and enhances our ability to innovate.

Inclusion:

Inclusion is at the core of our values. We strive to create an environment where everyone feels welcome, valued, and heard. We encourage open dialogue, collaboration, and the sharing of ideas to build a workplace that reflects the diverse world we live in.

4. Our Approach

St Padarn's is committed to promoting equality and providing an environment where all members of its community are treated with respect and dignity. We will do this by:

Eliminating unlawful discrimination, harassment, and victimisation, which involves:

- Helping people to understand what these terms mean, and which behaviours and attitudes are inappropriate
- Ensuring everyone is treated equally

- Eliminating direct or indirect discrimination from our work and learning environment.

Promoting and advancing equality of opportunity, which involves:

- Minimising the impact of disadvantage
- Identifying, understanding, and meeting the needs of our staff and learners / learners

Promoting a culture of inclusion, which involves

- Creating a work/learning place where people are comfortable and confident to be themselves.
- Respecting and valuing differences
- Where possible, adapting the environment to ensure everyone can participate equitably.

To promoting and fostering good relations between people, which involves:

- Promoting tolerance and understanding
- Tackling prejudice
- Explaining the benefits of diversity

Putting in place strategies to widen representation of under-represented groups by:

- Monitoring data on protected characteristics
- Seeking out and listening to the voice of underrepresented groups
- Using qualitive and quantitative data to inform an ongoing action plan
- Monitoring progress against goals

5. Responsibilities

It is the responsibility of all members of the St Padarn's community, including learners, other learners, volunteers, and staff, to follow the policy, and to behave with dignity, courtesy, and respect and to act in a manner that does not unlawfully discriminate at all times. Breaches of the policy will invoke the appropriate disciplinary action, and if illegal

will be reported to the appropriate authority.

It is the responsibility of the St Padarn's Senior Leadership team to ensure the day-to-day implementation of the policy.

The St Padarn's Executive Board have overall responsibility for the implementation of the policy.

6. Policy Application

Any breaches of this policy will be taken seriously. A learner who feels they have been treated discriminately or feels that St Padarn's does not meet the commitments in this policy should refer to the St Padarn's Learner's Complaints Policy. Any member of staff who feels they have been treated discriminately should refer to the Representative Body of the Church in Wales Grievance Policy. Any learner or member of staff who witnesses discrimination should refer to the St Padarn's Whistleblowing Policy. Complaints against staff or learners which are upheld will be dealt with under the relevant disciplinary policy.