



# Leicester Cathedral

## **Equality, Diversity and Inclusion Policy**

01/11/2022

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1.	<b>Introduction</b>
1.1	The Cathedral is committed to the principles of equality, diversity and inclusion and aims not to discriminate on grounds of gender, sex, age, appearance, colour, race, sexuality, class, marital status, ability, disability, culture, nationality, ethnic or national origin, political belief, trade union activity, religious or other similar philosophical belief. It is the intention of the Chapter to ensure that such principles are embedded into the planning, decisions and actions by the Cathedral, including the treatment of people who work or volunteer for, with or within the Cathedral (e.g. employees including former employees, job applicants, casual and temporary workers, office holders, volunteers, interns, consultants, contractors) as well as visitors.
1.2	<p>Our policy is:</p> <ul style="list-style-type: none"> <li>a) To promote equality of opportunity, fair participation and respect for all working or volunteering for, with or within the Cathedral and those visiting;</li> <li>b) To oppose, prevent and eliminate occurrences of discrimination (direct or indirect), victimisation and harassment on grounds of the Equality Act 2010 (“<b>Equality Act</b>”) protected characteristics stated in paragraph 1.1 above;</li> <li>c) To maintain a workforce or volunteers’ team truly representative of all sections of the local population, and for each member and also each person visiting or engaging with the Cathedral to feel respected;</li> <li>d) To make sure each person who visits, works or volunteers for, with or within the Cathedral knows what to do if they have any concerns in equality, diversity or inclusion;</li> <li>e) To ensure that the Cathedral fulfils its legal obligations under the anti-discrimination laws and the associated codes of practice; and</li> <li>f) To take lawful affirmative or positive action, where appropriate, for the effective implementation of this policy.</li> </ul>
2.	<b>Equality, diversity and inclusion for employees</b>
2.1	The Cathedral believes that everyone has the right to be treated with dignity and respect at work, and commits itself to fair, unbiased and objective employment practices and a work environment free of harassment and victimisation. It is the responsibility of every person working for, with or within the Cathedral (including employees, casual and temporary workers, office holders, interns, consultants and contractors) to support this commitment by acceptance of and adherence to this policy which forms part of the terms and conditions of employment or other engagement.
2.2	The Cathedral is committed to promoting equality, diversity and inclusion in the workplace to foster staff wellbeing by creating a positive work environment by embedding good practice.
2.3	In order to create a working environment free of bullying, harassment, victimisation and discrimination and where individual differences and contributions are recognised and valued, the Cathedral’s employees and others referred to in paragraph 2.1 should familiarise themselves with their rights and responsibilities under this policy and also their liability for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their employment or engagement with the Cathedral against others.
2.4	The Cathedral takes seriously complaints of bullying, harassment, victimisation and discrimination by employees and any others in the course of its activities. Where

	appropriate, it will deal with such acts as misconduct under its grievance and/or disciplinary procedures and will take appropriate action. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both an employment rights matter and a criminal matter; and similarly, harassment under the Protection from Harassment Act 1997 is a criminal offence.
2.5	The Cathedral commits to making opportunities for training, development and progress available to all staff and encouraging all staff to develop and fully utilise their talents and resources so as to maximise the mission and ministry of the Cathedral.
2.6	The Cathedral makes decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act).
2.7	The Cathedral reviews and updates employment practices and procedures and this policy when necessary to ensure fairness and compliance with the law.
2.8	The Cathedral may monitor the diversity of the workforce to encourage equality, diversity and inclusion, and to better meet the aims and commitments set out in this policy.
<b>3.</b>	<b>Equality, diversity and inclusion for volunteers and members</b>
3.1	The Cathedral commits to ensuring that all volunteers and all members of the Cathedral committees, sub-committees and bodies (such as Chapter, Advisory Body etc.) are treated with fairness, dignity and respect and that its volunteering or serving opportunities are available to all. Its decisions regarding these individuals must be taken without reference to irrelevant or discriminatory criteria.
3.2	The Cathedral takes complaints of bullying, harassment, victimisation and discrimination by volunteers and members of committees, sub-committees and bodies in the course of its activities seriously and will take appropriate action.
3.3	The Cathedral commits to making opportunities for training, development and progress available to all volunteers and all members of committees, sub-committees and bodies, and encouraging all of them to develop and fully utilise their talents and resources for the benefit of the Cathedral.
3.4	All volunteers and members of committees, sub-committees and bodies are expected to be committed to this policy and to familiarise themselves with their rights and responsibilities under this policy as well as their liability for acts of bullying, harassment, victimisation and unlawful discrimination in the course of their volunteering or service for or engagement with the Cathedral against others.
3.5	The Cathedral may monitor the diversity of the volunteers' team and its committees, sub-committees and bodies to encourage equality, diversity and inclusion, and to better meet the aims and commitments set out in this policy.

<b>4.</b>	<b>Equality, diversity and inclusion for others</b>
4.1	The Cathedral commits to offering fair, unbiased and objective treatment and an environment free of harassment and victimisation to all people it engages with including visitors and congregation members, and ensuring that they are treated with fairness, dignity and respect.
4.2	The Cathedral takes seriously complaints of bullying, harassment, victimisation and discrimination in the course of its activities and will take appropriate action.
<b>5.</b>	<b>Raising grievance</b>
5.1	Any staff member who wishes to raise a grievance regarding equality, diversity or inclusion should follow the Cathedral's grievance procedures as set out in the Employee Handbook. Use of the Cathedral's grievance procedures does not affect an employee's right to make a claim to an employment tribunal within 3 months of the alleged discrimination.
5.2	Any volunteer who wishes to raise a grievance regarding equality, diversity or inclusion should follow the relevant procedures as set out in the Volunteer Handbook, a copy of which is published on the website.
5.3	Any other person engaging with the Cathedral (other than staff or volunteers) who wishes to raise a grievance regarding equality, diversity or inclusion should follow the procedures set out in the Complaints Policy, a copy of which is published on the Cathedral's website.
<b>6.</b>	<b>Policy Review</b>
6.1	This policy should be reviewed every three years and updated as required.

## DOCUMENT CONTROL INFORMATION

### Document status

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