



Equality and Diversity Policy

Jesus Shaped People is a movement, a 'whole church discipleship adventure'. It offers an innovative way of encouraging churches, particularly those serving marginalised communities, to re-shape their vision and work, responding to the call of Jesus to 'Follow me'. JSP aims to see spiritual renewal and transformation, churches inspired afresh in mission, and welcoming all.

Jesus Shaped People takes diversity and equality of opportunity very seriously, and in accordance with its legal obligations under the Equality Act 2010.

Under this Act, age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion, transgender identity or sexual orientation are protected characteristics. Employees, other workers and applicants for employment who have one or more of these characteristics are protected from all forms of unlawful discrimination in the workplace, including: direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation.

We therefore commit ourselves to:

- treat all people with dignity and respect, and in accordance with the Equality Act 2010;
- ensure that all people involved in the life of our organisation feel that their opinions and ideas are listened to with respect, and that their individual needs are taken seriously;
- an atmosphere where everyone is able to work together in a spirit of mutual care and co-operation;
- ensure that all forms of intolerance, rudeness, aggression, ridicule and insensitive jokes are unacceptable within the organisation, creating a working environment that is inclusive and free from bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all;
- ensure that any unlawful discriminatory behaviour, including harassment or bullying by employees, individuals or groups, will be regarded extremely seriously and would constitute grounds for disciplinary action, (Note: Harassment is defined as unwanted conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Unwanted conduct of this nature can constitute harassment of an individual even if it is directed at another person);
- work with others to combat all forms of prejudice, religious intolerance and discrimination, and recognising the diverse nature of our society, join with others in celebrating the dignity and diversity of all people.

In respect of recruitment for employment or volunteer appointment, we will ensure that:

- we do not discriminate in the course of employment against employees or job applicants;
- we review periodically JSP's recruitment and selection criteria, and procedures, to maintain a system where individuals are selected on the basis of their merits and abilities, within the occupational requirements for the post;

- we make reasonable adjustments to our recruitment and selection arrangements and procedures to ensure that no applicant for employment is disadvantaged because of a disability;
- whenever reasonable and practicable, JSP will make adjustments to retain disabled workers in its workforce. This may include making reasonable adjustments to working arrangements and practices, making changes to the physical environment and/or providing auxiliary aids and services.

We will further ensure

- that all who are involved in the life of our organisation, staff and volunteers will be aware of, accept and adhere to this policy. In particular we will ensure that all new members of staff and volunteers will sign to confirm that they have read this policy and agree to abide by it. Employees will be made aware that they may be subject to action under the Disciplinary Policy for discrimination of any kind;
 - that any who have a concern about the way in which they have been treated by our organisation or in any of the activities, or by any of our staff or volunteers as they go about their duties, can make a complaint that will be thoroughly investigated, and appropriate action taken;
 - to monitor and review the operation of this policy and implement any changes required by law or to improve its effectiveness.
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Signed on behalf of JSP Trustees:

Date: 6 April 2022

Date to be reviewed: April 2023