

## **Equality and Diversity Policy**

**March 2017**

St Luke's Healthcare for the Clergy is committed to valuing diversity and seeks to provide all staff with the opportunity for employment, career and personal development on the basis of ability, qualifications and suitability for the work as well as their potential to be developed into the job.

We believe that people from different backgrounds can bring fresh ideas, thinking and approaches which make the way work is undertaken more effective and efficient.

The charity will not tolerate direct or indirect discrimination against any person on grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, sex, or sexual orientation whether in the field of recruitment, terms and conditions of employment, career progression, training, transfer or dismissal.

The charity is unreservedly opposed to any form of discrimination on the grounds of age, disability, gender / gender reassignment, marriage / civil partnership, pregnancy / maternity, race, religion or belief, or sexual orientation.

It is also the responsibility of all staff in their daily actions, decisions and behaviour to endeavour to promote these concepts, to comply with all relevant legislation and to ensure that they do not discriminate against colleagues, customers, suppliers or any other person associated with the charity.

In adopting these principles, St Luke's:

1. Will not tolerate acts that breach this policy and all such breaches or alleged breaches will be taken seriously, be fully investigated and may be subject to disciplinary action where appropriate.
2. Fully recognises its legal obligations under all relevant legislation and codes of practice.
3. Will allow staff to pursue any matter that they believe has exposed them to inequitable treatment through the internal procedures within the scope of this policy. If any of the staff need to access these procedures they can be obtained from the CEO. They also form part of this document e.g. Grievance Procedure, Dignity at Work Policy etc.
4. Will ensure that all senior staff and Trustees understand and maintain their responsibilities under this policy.
5. Will offer opportunities for flexible working patterns, wherever operationally feasible, to help employees to combine a career with their domestic responsibilities.
6. Will provide equal opportunity to all who apply for vacancies through open competition.
7. Will select candidates only on the basis of their ability to carry out the job, using a clear and open process.

8. Will provide all employees with the training and development that they need to carry out their job effectively.
9. Will provide all reasonable assistance to employees who are or who become disabled, making reasonable adjustments wherever possible to provide continued employment.
10. Will distribute and publicise this policy statement throughout the charity.

This Policy will be reviewed every two years by the Trustees.

Approved by the Trustees

Signed Richard Martineau ..... Dated 20th March 2017  
Chairman

Noted by the Board

Dated 20th March 2017 Reference Minute 10