



Equality, Diversity and Inclusion Policy

St Peter's Church is committed to encouraging equality, diversity and inclusion among our PCC, our employees, our volunteers, and our worshipping community, both in person and online, and eliminating unlawful discrimination.

Our aim is that the St Peter's Church family should be truly representative of the community we serve, and for each individual to feel respected and valued for who they are, without fear of prejudice or harassment. We strive to be a place where people can be free to be themselves no matter what their identity or background, and to foster good relations with all.

St Peter's Church seeks to eliminate discrimination on the basis of "age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; or sexual orientation" as set out in Section 4 of the Equality Act (2010) (ref: Protected Characteristics - Equality Act 2010 <https://www.legislation.gov.uk/ukpga/2010/15/contents>). We aim to create an environment, in church, in the community and online, which is free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued. You can read more about the Equality Act by visiting <https://www.equalityhumanrights.com/en/equality-act-2010/what-equality-act>

We are committed to taking action to redress any imbalance arising from gender, ethnicity, age, disability, or other aspects of diversity. We will oppose all forms of unlawful discrimination and in addition, we will support organisations where these values match our own in furthering our mission to be a truly inclusive church.

St Peter's takes seriously any complaints of bullying, harassment, victimisation and unlawful discrimination by anyone engaged in the course of the church's activities. Everyone within the St Peter's family and wider community should understand they can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination against other individuals. If you have any concerns that you have been treated unfairly, please contact our Safeguarding Officers, John Chapman or Anne Duke, or the Rector, Revd Lizzie.

Vulnerable adults - John Chapman john1768@sky.com 0117 931 1844
Children and young people - Anne Duke anneduke@outlook.com 0117 949 7288
Revd Lizzie - rector@stpeterschurchfilton.com 07452 992 122

St Peter's is proud to be a part of the Church of England's **Living in Love and Faith** campaign. The campaign centres on encouraging the whole church "to think more deeply about identity, sexuality, relationships and marriage in the bigger context of being human. It is an invitation to people, whatever their background and experience, to think more deeply about what it means to be human and to live in love and faith together". (www.bristol.anglican.org/visionandpriorities/living-in-love-faith/)

We would seek to remind everyone that we are each created in God's image, and equally loved by God.

*For we are what he has made us,
created in Christ Jesus for good works,
which God prepared beforehand to be our way of life.*

Ephesians 2.10