



ST SAVIOUR'S CHURCH

SANDPIT LANE | ST ALBANS | AL1 4DF

stsavioursstalbans.com

DIVERSITY AND INCLUSION POLICY

"We are a welcoming and inclusive Christian community built on the understanding that God accepts us equally, irrespective of gender, sexuality, race, social standing, belief, age or ability - and believe that God calls us to share that unconditional love equally with all people, without exception."

As a church within the Diocese of St Albans as part of The Church of England, St Saviour's seeks to serve and support all members of the ecclesiastical parish, impartially and fairly in light of the Equality Act 2010 and irrespective of gender, sexuality, race, social standing, belief, age, ability, cultural heritage or any other basis.

The Parochial Church Council (PCC) of the Ecclesiastical Parish of St Saviour's St Albans is registered with the Charity Commission: 1180622 and is dedicated to encouraging a supportive and inclusive culture amongst its members and those it seeks to serve, minister to and work alongside. It is in our best interest to promote diversity and eliminate discrimination within all areas of our work and ministry.

Our aim is to ensure that all church members, committee members and volunteers are given equal opportunity and that our organisation is representative of all sections of society. Each member will be respected and valued and able to give their best as a result.

We will seek to make our worship and activities accessible to disabled people. Where reasonably practicable, the church will consider:

- physical access to buildings and facilities;
- accessible toilets and parking arrangements where available;
- seating requirements;
- hearing assistance and other communication needs;
- accessible information and publicity;
- the needs of people with visual, hearing, mobility, learning or other disabilities.

We recognise that accessibility is not limited to physical access and will seek to understand and respond to individual needs wherever possible.

This policy reinforces our commitment to providing equality and fairness to all in our members and not provide less favourable facilities or treatment on any ground. We are opposed to all forms of unlawful and unfair discrimination.

All members, no matter whether they are part-time, full-time, or temporary, paid or voluntary, will be treated fairly and with respect. When the clergy, officers and PCC select and appoint candidates for specific roles and areas of responsibility they will do so on the basis of their aptitude and ability.

All members will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole membership.

Concerns will be treated seriously, sensitively and, where appropriate, confidentially. They will be investigated and addressed in accordance with relevant church policies and procedures. No one should be victimised or disadvantaged for raising a genuine concern. Where a matter involves safeguarding, it should be reported through the parish safeguarding procedures.

The PCC of St Saviour's St Albans – commits:

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- To welcome all people from all backgrounds into the life of the Church
- To create a working environment that promotes dignity and respect for every member.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
- To promote equality in the workings and activities of the church in a manner which believes is good management practice.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Vicar and Churchwardens in the first instance.
- To encourage members to treat everyone with dignity, respect and fairness
- To ensure any decisions made by the Church are fair, transparent and consistent.
- To promote an environment in which people feel safe to be themselves and to participate fully.
- To regularly review all our policies so that fairness is maintained at all times.

A copy of this policy will be published on our website, www.stsavioursstalbans.com and kept on display in the church at all times.

This diversity and inclusion policy will be monitored and reviewed annually, at the first PCC meeting after the Annual Parochial Church Meeting to ensure that diversity and inclusion is continually promoted.

Approved by the PCC:



Date: September 2026