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Equality policy

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| **Brief Description** | Policy aimed at ensuring equality for all who are associated with or come into contact with Godly Play UK |
| **Effective** | 26 March 2025 |
| **Approved by** | Trustees |
| **Written by** | Vicky Parry |
| **Creation date** | March 2025 |
| **Next review date** | March 2027 |
| **Applies to** | Godly Play UK administrator, trainers, trustees and advocates |

Godly Play UK is committed to encouraging equality, and inclusion among all its people – trustees, trainers, volunteers and administrators – making sure that everyone is treated fairly and is not subjected to discrimination, either directly or indirectly. We are committed to respecting the dignity and worth of each individual and to fostering a climate of tolerance and diversity.

As a Christian organisation, we recognise that an effective equal opportunities policy which encourages diversity and inclusion, will help everyone within Godly Play UK develop to their full potential, which is clearly in the best interests of both our people and Godly Play UK’s aims and objectives. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our people to be treated and to treat others, including the public with whom we interact, with respect. Our aim is to provide an environment within all aspects of Godly Play UK which is free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual. To that end, we provide training and support.

## Our people

Godly Play UK is not an employer. As a charity, our work is overseen by a board of trustees. A great deal of our work is undertaken by our volunteers and in addition, we use self-employed trainers, an administrator and a bookkeeper on an individually contracted basis, submitting invoices for the work they undertake on behalf of the charity.

This policy’s purpose is to:

1. Show our commitment to provide equality, fairness and respect for all who work on our behalf, whether in a voluntary or contracted capacity.

2. Show our commitment to the Equality Act 2010 and its protected characteristics of:

* age
* disability
* gender reassignment
* marriage and civil partnership
* pregnancy and maternity
* race (including colour, nationality, and ethnic or national origin)
* religion or belief
* sex
* sexual orientation

3. Show our commitment to opposing and avoiding all forms of unlawful discrimination. This includes our trainer agreement.

## Our commitments Godly Play UK commits to:

1. Encourage equality, diversity and inclusion in the services that we offer.

2. Create an environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all our people are recognised and valued.   
  
This commitment includes training all our people about their rights and responsibilities under this equality, diversity and inclusion policy. These responsibilities include all our people conducting themselves appropriately to help Godly Play UK provide equal opportunities in recruiting both volunteers and contracted trainers and prevent bullying, harassment, victimisation and unlawful discrimination. We accept thereby that trustees, trainers and volunteers can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their work, against other trustees, trainers, volunteers, users, suppliers and the public.

3. Take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by colleagues, users, suppliers, the public and any others in the course of our activities.

Deal with misconduct in relation to these commitments under our grievance and or harassment procedures, and take appropriate action (including reporting to the police if harassment amounting to a criminal offence has been committed).   
  
4. Make opportunities for training and development available to all our people, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the potential of Godly Play UK

5.Review the agreements and contracts we make with our trainers, advocates, administrator and bookkeeper when necessary to ensure continuing fairness, and also update these agreements and contracts and this policy as necessary to take account of changes in the law.

6.Monitor information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability within Godly Play UK personnel in order to encourage equality, diversity and inclusion, and to work towards meeting the aims and commitments set out in the equality, diversity and inclusion policy.  
  
Monitoring will also include assessing how the equality, diversity and inclusion policy, is working in practice, reviewing it annually, and considering and taking action to address any issues.  
  
Agreement to follow this policy

The equality, diversity and inclusion policy is fully supported by the trustees of Godly Play UK and is made available to all our people.

## Our disciplinary and grievance procedures Details of our grievance procedures can be found at [www.godlyplay.uk](http://www.godlyplay.uk). This includes with whom a person should raise a grievance – usually a trustee.