



St Mark's Church

LEAMINGTON SPA

EQUALITY, DIVERSITY AND INCLUSION POLICY

St Marks Church affirms that all people are created in God's image and are loved by God. In his ministry, Jesus showed God's love by his openness to all people, including those who were marginalised in his day.

The aim of this policy is to provide a framework of equality, diversity and inclusion as part of our values of Belonging, Believing and Becoming. We affirm our commitment to show the same openness to all people in today's world. We intend, in spirit and in deed, to promote equality of opportunity, diversity and inclusion in all spheres of our activities.

Statement

Exclusion and discrimination can occur on many grounds including those recognised in law: gender, gender reassignment, sexual orientation, religious beliefs, colour, ethnic or national origin, age, marital status and disability. We seek to eradicate less favourable treatment in these areas by endeavouring to:

- build an inclusive and affirming church where individual differences and the contributions of all volunteers and employees are recognised and valued. We will promote dignity and respect for all and ensure equality of opportunity to contribute gifts to our church life.
- identify and remove barriers to participation in employment, training, promotion, leadership and representation on church committees and in the attitudes and actions of our church family.
- develop awareness of equality, diversity and inclusion issues within our church and our wider community.
- be alert to signs of invisible disability and exclusion, such as hearing and sight loss, mental health, head injury, dementia and financial or economic exclusion.
- create an environment free of bullying, harassment, victimisation and unlawful discrimination and act swiftly on any complaints about this type of behaviour.
- find ways to continually listen and respond to the ever-changing culture around us and look to implement appropriate actions.

Criminal records checks

As an organisation using Disclosure and Barring Service (DBS) checks to assess applicants' suitability for positions of trust, St Marks Church will comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. We will not discriminate unfairly against any subject of disclosure because of a conviction or other information revealed. A DBS check is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. Unless the nature of the position allows us to, we only ask about convictions that have not yet passed the rehabilitation period set out in the [Rehabilitation of Offenders Act 1974](#). These are often referred to as 'unspent' convictions.

We ensure that all those in the organisation who are involved in the recruitment process have received guidance or training to identify and assess the relevance of circumstances of offences. We will also ensure that they have received appropriate guidance or training in the legislation relating to the employment of ex-offenders including the [Rehabilitation of Offenders Act 1974](#).

We ensure that an open and measured discussion takes place, with the applicant, about any offences or other matters that might be relevant to the position. Having a criminal record will not necessarily bar an applicant from working with us. It will depend on the nature of the position and the circumstances and background of the offences.

Communicating and Monitoring this Policy

We aim to communicate the principles of equality, diversity and inclusion clearly in ways that can be understood by all. We will challenge attitudes and practices contrary to our statement of intent.

This policy will be approved by the PCC and reviewed every three years or earlier.

Date: 10 November 2025

Review Date: 3 years