



### **St Cuthman's Whitehawk Diversity, Equality, and Inclusion Statement**

At St Cuthman's, we wholeheartedly embrace the principles of diversity, equality, and inclusion as foundational pillars of our faith community. We believe that every individual is a unique creation of God, worthy of love, respect, and dignity, regardless of differences in race, ethnicity, gender, age, ability, socioeconomic status, or any other characteristic.

Our commitment to diversity is rooted in the understanding that God's love knows no bounds, and we seek to reflect the richness of God's creation within our church family. We celebrate the diversity of backgrounds, experiences, and perspectives that each member brings, recognizing that it enhances the spiritual tapestry of our community.

Equality is at the core of our beliefs, and we strive to create an environment where all individuals are treated with fairness, justice, and equity. In every aspect of church life, from leadership roles to participation in activities, we actively promote equality, ensuring that everyone has the opportunity to contribute and flourish in their faith journey.

As followers of Christ, we recognize the call to love our neighbours as ourselves. We are dedicated to actively dismantling prejudice, bias, and discrimination within our church and in the wider community. Through intentional efforts, open dialogue, and continual learning, we strive to be a beacon of love and acceptance for all who seek spiritual growth within the St Cuthman's family.

#### **Hiring for roles**

We want our staff team, PCC, and volunteer team to reflect the diversity we see within the parish. When we recruit for paid or lay ministry roles, we actively search for the right mix of talent, skills and potential, and we welcome applications from a range of candidates. We select candidates for interview based on their skills, qualifications, experience and commitment to our values and purposes.

As an organisation seeking to deliver services within a Christian context, many of our roles can only be filled by Christians. The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to a 'protected characteristic' (or 'genuine occupational requirement') for the post-holders to be Christians. Relevant responsibilities include but are not limited to: leadership or management of a Christian organisation; teaching or promoting the Christian faith; evangelism; leading or participating in worship, team meetings with a Christian dynamic, prayer or bible-study. All staff in these posts may be required to demonstrate a clear

personal commitment to the Christian faith. We will ensure that job descriptions, person specifications and application forms reflect the requirements for the job and make clear if there is a genuine occupational requirement for the person to be a Christian.

### **Diversity, Equality, and Inclusion Action Plan**

We want to continue to improve and ensure that St Cuthman's is inclusive to all so we have created an action plan to hold ourselves accountable and to keep diversity, equality and inclusion in the centre of all that we do.

#### 1. Inclusive Worship and Programming:

- Ensure our services and ministry events are welcoming and inclusive to individuals from diverse backgrounds.
- Encourage diverse voices to contribute to our services in ways that are appropriate to the person's gifting and character.

#### 2. Diverse Leadership Development:

- Actively identify, mentor, and support individuals from underrepresented groups for leadership roles within the church.
- Ensure our leadership pathway focuses on cultivating the values of diversity and inclusion

#### 3. Inclusive Language and Communication:

- Review all church communications to ensure inclusive language that reflects the diversity of our congregation is being used.
- Provide training for staff and volunteers on the importance of inclusive communication.

#### 4. Accessible Facilities and Services:

- Ensure inclusivity for individuals with disabilities within our church facilities.
- Aim to accommodate diverse needs during worship services and events and provide assistive devices where available.

#### 5. Conflict Resolution and Pastoral Care:

- Continue using our conflict resolution process that addresses issues related to discrimination or exclusion promptly and fairly.
- Provide pastoral care resources that are sensitive to the unique needs of individuals experiencing discrimination or marginalization.

#### 6. Promote Allyship and Advocacy:

- Encourage members to actively engage in allyship by standing up against discrimination and promoting inclusivity.
- Equip the congregation with tools and resources to advocate for justice and equality in the wider community.

#### 7. Continual Evaluation and Adaptation:

- Seek feedback from the congregation and be open to making necessary adjustments to better align with our commitment to diversity.

By implementing these actionable steps, St Cuthman's aims to create a vibrant and inclusive community where the love of Christ is manifested through intentional actions that promote diversity, equality, and inclusion.