

## **Equal Opportunities and Diversity Policy St Leonard's Church, Streatham**

### **Introduction**

St Leonard's Church in Streatham believes 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, especially to those who were marginalised in his day.

### **Statement of Intent**

St Leonard's Church in Streatham affirms its commitment to show the same openness to all people in today's world. Our practice, both in spirit and in deed is to promote equality of opportunity and diversity in all spheres of our activity and we are committed to behaving as an equal opportunity organisation. We rejoice in the fact that people are called to be diverse and lively, inclusive, passionate and compassionate and that these gifts are expressed fully in our parish of Streatham and in this great global city of London.

### **Equal Opportunities and Diversity Policy 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. St Leonard's Church in Streatham seeks to eradicate less favourable treatment in these areas by endeavouring to:

- build inclusive communities where all will be treated with dignity and respect and have equality of opportunity to contribute their gifts to the common life;
- identify and remove barriers to participation in employment, training, promotion, leadership and representation on church committees and in the attitudes and actions of every expression of the life of the church;
- take positive action to counter attitudes and practices contrary to this statement of intent;
- define within the law when being of a particular religion or belief is or is not a requirement for any post within our church;
- develop detailed policies to give effect to these requirements; and monitor and report on progress in fulfilling these requirements.

### **Membership of Inclusive Church**

St Leonard's Church in Streatham is pleased to be a member of Inclusive Church and endorses the following Declaration of Belief

We affirm that the Church's mission, in obedience to Holy Scripture, is to proclaim the Gospel of Jesus Christ in every generation. We acknowledge that this is Good News for people regardless of their sex, race or sexual orientation. We believe that, in order to strengthen the Gospel's proclamation of justice to the world, and for the greater glory of God, the Church's own common life must be justly ordered.

To that end, we call on our Church to live out the promise of the Gospel; to celebrate the diverse gifts of all members of the body of Christ; and in the ordering of our common life to open the ministries of deacon, priest and bishop to those so called to serve by God, regardless of their sex, race or sexual orientation.

**Agreed by St Leonard's PCC January 2024**