Anglican-Lutheran Society

Diversity, Equity and Inclusion Policy

The purpose of our Diversity, Equity and Inclusion policy is to provide guidance for our Trustees and members and covers all members of the Society including trustees, consultants, and other agency workers.

2. Definitions

Diversity: the presence of difference.
Equity: fair treatment for all people.
Inclusion: a culture that is welcoming to all.

3. The Law

Under the Equality Act, 2010, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation are protected characteristics.

Trustees and members of the Society who have one or more of these characteristics are protected from all forms of unlawful discrimination including: direct and indirect discrimination; discrimination by association; discrimination by perception; discrimination arising from disability; harassment; and victimisation. The Act also places a duty on the Society to provide reasonable facilities for members with physical disabilities.

The Society aims to go beyond this legislation by considering socio-economic background, recognising that people from less affluent backgrounds, e.g. from developing countries, are disadvantaged when applying for membership or to join some of the Society's activities.

Our beliefs

We believe that:

- Diversity of people brings diversity of perspective, skills and experience, which in turn can deliver richer creativity to our Society.
- Everyone, no matter their background, should be able to access the Society's activities and events on a fair and equitable basis.

Our commitment

We will promote diversity, equity and inclusion in every aspect of the Society's work to ensure that members and others are free from bullying, harassment, victimisation, and unlawful discrimination.

We will promote dignity and respect for all, where individual differences and the contributions of all our members are recognised and valued.

We will take seriously complaints of bullying, harassment, victimisation, and unlawful discrimination.

We will provide Diversity, Equality and Inclusion training for our Trustees as necessary.

Policy implementation

In order to ensure the effective implementation of this policy the Society will:

- Communicate this policy to our membership
- Provide training and guidance for Trustees as necessary.
- Review the Diversity, Equity and Inclusion Policy on a regular basis.
- Publish the Policy on the Society's website.

Breaches of this policy

Allegations regarding potential breaches of this policy will be treated in confidence and investigated in accordance with the relevant procedure.

Any member, including Trustees, failing to observe the principles of this policy will be referred to the Moderators who may take necessary action including withdrawal of membership.

Date and review

This new Policy was adopted by the Trustees at their meeting on 22nd September 2026.

It is to be reviewed annually at the first meeting of Trustees following the annual meeting