



130 years of Fun, Faith & Friendship ...

# The Church Lads' and Church Girls' Brigade Equality, Diversity & Inclusion Policy

December 2020



1. The CLCGB's Equality, Diversity & Inclusion Policy is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce and volunteer force. It is within our best interest to promote diversity and eliminate discrimination in the workplace and also within our Brigade companies and all Brigade settings. Our aim is to ensure that all employees, job applicants, volunteers and members hereafter known as "representatives", are given equal opportunity and that our organisation is representative of all sections of society.
2. Each representative will be respected and valued and able to give their best as a result. This policy reinforces our commitment to providing equality and fairness to all in our organisation and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation.
3. We are opposed to all forms of unlawful and unfair discrimination. All representatives, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. When we select candidates for employment, for volunteering, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability. All employees and volunteers will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce and volunteer force within our communities.
4. Commitments:
  - To create an environment in which individual differences and the contributions of all team members are recognised and valued
  - To create a working environment that promotes dignity and respect for every employee
  - To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy
  - To make training, development, and progression opportunities available to all staff and volunteers
  - To promote equality in all settings, which the Brigade believe is good management practice and makes sound business sense
  - To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
  - To encourage employees and volunteers alike to treat everyone with dignity and respect
  - To regularly review all our practices and procedures so that fairness is maintained at all times.
5. We will inform all employees and Officers in Command that an equality and diversity and inclusion policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace and within our Brigade companies in the communities. The policy will also be drawn to the attention of funding agencies, stakeholders, and job applicants.



6. This equality, diversity and inclusivity policy is fully supported by our Governors and Trustees and has been agreed with trade employee representatives. Our policy will be monitored and reviewed annually to ensure that equality, diversity and Inclusivity is continually promoted in our workplace and within our Brigade Companies.

