



Equality and Diversity Policy

Leeds Chinese Gospel Church (LCGC)

Last reviewed: July 2024

Strings of Life (SOL) is devoted to ensuring that diversity and equality are completely included into the services we offer. In order to do this, we train all of our employees and volunteers to understand that there will be no discrimination, harassment, victimisation, prejudice, or other forms of inequality or lack of diversity tolerated in our practice.

Equality

Legislation

People are protected from discrimination in the workplace and in society under The Equality Act 2010. It is illegal to discriminate against anyone due to a protected feature.

The 9 protected characteristics are:

1. Age
2. Gender reassignment
3. Marriage and/ or civil partnership
4. Pregnancy or maternity
5. Disability
6. Race
7. Religion or belief
8. Sex
9. Sexual orientation

Diversity

Strings of Life aims to offer services in a way that recognises the values diversity and does not discriminate on the basis of age, ethnic origin, religious belief, lifestyle, gender, sexual orientation, or any other factor that is unrelated to a job or a service.

SOL values diversity and is devoted to working to promote an environment where people are valued for the knowledge, skills, and life experiences they contribute to the organisation.



SOL has a positive approach to diversity, which should be encouraged and promoted. Staff and volunteers should also understand its value to themselves, service users and the organisation as a whole for it to be effective. Every employee is required to perform their duties in an environment that values diversity.

All SOL services will promote diversity and seek to develop and complement existing approaches to equal opportunity. SOL considers that this positive approach will benefit the services and will also help meet emerging and current potential changes in anti-discriminatory legislation.

Review

This policy will be reviewed annually by the Strings Of Life Committee