

**Cymdeithas Grefyddol
y Cyfeillion (Crynwyr)
yng Nghymru a'r
Gororau**

Cymar

**The Religious Society
of Friends (Quakers) in
Wales and the Marches**

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**Charitable Incorporated
Organisation**

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**Registered charity number:
1207878**

Equality and Inclusion Policy

Date approved by Trustees: 2024.10.10

Received by AGM:

Date reviewed:

Equality and Inclusion Policy

This policy should be read in parallel with:

Quaker Faith & Practice (5th September 2020 edition) Chapters 23 and 27 Advices and Queries: 17, 18, 22, 33

“How can we make the meeting a community in which each person is accepted and nurtured, and strangers are welcome?” Advices and Queries 18.

1. Our Quaker Beliefs:

1.1 Cymar is committed to the historic Quaker testimony to equality. As Quakers we believe that everyone has the right to be treated as an equal regardless of wealth, status or power. We value the diversity of all people and we work towards being inclusive in our language and actions.

1.2 *Advices and Queries 33: “...Seek to understand the causes of injustice, social unrest and fear. Are you working to bring about a just and compassionate society which allows everyone to develop their capacities and fosters the desire to serve?”*

2. This policy:

2.1 This policy explains how we will work towards equality in practice.

2.2 Cymar is committed to encouraging and enabling full participation in our Quaker activities and worship including: at events, in training, and in giving service as volunteers and as role holders.

2.3 All employees, trustees, volunteers and other workers such as self-employed contractors, consultants and agency or casual workers, as well as those who manage and supervise them, are covered by this policy.

2.4 Cymar is committed to being an equal opportunities employer. This policy does not form part of an employment contract but applies regardless of how long a worker has been with us.

2.5 This policy should be read in conjunction with our Employment Policy and our policy on harassment and bullying, and the grievance and disciplinary procedures as listed below.

3. The Law:

3.1 It is unlawful to discriminate directly or indirectly in recruitment or employment because of a ‘protected characteristic’. The Equality Act 2010 defines the protected characteristics as being age, disability, sex, gender reassignment, pregnancy, maternity, race (which includes colour, nationality, caste and ethnic or national origins), sexual orientation, religion or belief, or because someone is married or in a civil partnership.

3.2 Discrimination after employment may also be unlawful, e.g., refusing to provide a reference for a reason related to one of the protected characteristics.

3.3 It is also unlawful to discriminate against anyone taking part in our Quaker worship or other activity or to harass them or fail to make reasonable adjustments to overcome barriers to taking part in our activities.

3.4 The duty to make reasonable adjustments includes the removal, adaptation or alteration of physical features, if those features make it impossible or unreasonably difficult for disabled people to make use of our premises or join in our activities.

4. Our commitment and aims:

- To create an environment in which individual differences and the contributions of all our staff, volunteers, members and attenders are recognised and valued.
- We recognise that many of us live in a country where 2 languages are in common use, Welsh and English. We seek to be inclusive of all languages and to communicate in clear, plain language that may be understandable to all.
- Every employee or volunteer is entitled to a working environment that promotes dignity and respect for all. No form of intimidation, bullying or harassment will be tolerated.
- Training, development and progression opportunities are available to all staff, volunteers, role holders, members and attenders as appropriate.
- Equality in the workplace is good management practice and in line with Quaker principles.
- We will review all our employment practices and procedures to ensure fairness at regular intervals.
- Breaches of our equality policy by employees or other workers will be regarded as misconduct and could lead to disciplinary proceedings.
- This policy will be monitored and reviewed every three years.

Quaker Faith and Practice 23.36 (final paragraph): “Discrimination also takes more subtle forms. It may occur, and feelings may be hurt, by unthinking assumptions and lack of sensitivity. Being a Friend does not confer automatic protection against this, either as giver or receiver. In our dealings with members of minority groups in our daily lives and also within the Religious Society of Friends we may sometimes be less thoughtful and sensitive than we should be.”

Meeting for Sufferings’ Statement of Intent on Racism, 1988

Related Policies and Procedures:

- Cymar Employment Policy
- Cymar Bullying and Harassment Policy
- Cymar Grievance Procedure
- Cymar Disciplinary Procedure
- Cymar Workforce Privacy Notice
- Cymar Putting our Testimony to Equality and Inclusion Policy into Practice
- Quaker Employers Resource (Version April 2020) at [er-quaker-employers-resource-2018](#)