



Equality and Diversity Policy

1. Aims

This policy sets out the equality values and procedures which Encounter Christianity will follow with regard to equality, diversity, inclusion and accessibility.

Encounter Christianity aims to enrich the religious education of local pupils. Our aim is to support schools in their delivery of the Locally Agreed Syllabus for RE. All our materials are based on the syllabus.

We welcome pupils of all faiths and none and seek to value and respect each one's beliefs. We aim to offer an enjoyable and informative educational experience. It is not our aim to convert learners, or seek to impose on them any particular beliefs. We encourage a thoughtful, questioning approach to RE. We are guided by the Non-Statutory Guidance 2010 for Religious Education in English Schools (see extracts below) produced by the Department for Children, Schools and Families which states that RE should provide "opportunities to promote an ethos of respect for others, challenge stereotypes and build understanding of other cultures and beliefs."

Encounter Christianity is committed to creating a culture which promotes equality for children and young people. We recognise that discrimination is harmful to their well-being and development. Children and young people may be discriminated against because of race, gender, disability, culture, religion, language, age, sexual orientation and HIV status.

2. Code of conduct

We promote equality by:

- Creating a culture within our charity where equality is at the core of our activities.
- Working towards the elimination of discrimination, either direct or indirect bullying.
- Ensuring fairness, impartially and consistency in all our working practices with children and young people.
- Treating all views about religion and moral and ethical questions with sensitivity and respect
- Setting and applying the highest quality standards to ensure all children and young people have equality of opportunity.
- Ensuring all staff, volunteers and trustees are carefully selected and that they accept responsibility for helping to prevent discrimination against children in their care.
- All trustees, staff and volunteers must be asked to read this policy and agree to abide by it
- Not treating all children and young people the same but striving to meet their particular needs.



- We will strive to make our activities accessible to all children, including through making suitable adjustments for children with disabilities or special needs.

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