

Statement of Equality, Diversity & Inclusion

Policies & Principles

“It is the Church’s intention to value every human being as part of God’s creation and the whole people of God. At the heart of the Methodist community is a deep sense of the place of welcome, hospitality and openness which demonstrates the nature of God’s grace and love for all.”

This policy sets out Bromley Methodist Church (BMC) commitment to promoting equality, valuing diversity, and fostering inclusion in all aspects of our church and community life.

We are committed to creating an environment where all people are welcomed, respected, supported, and able to participate fully regardless of background, identity, or circumstance.

This policy applies to:

- Ministers and church leaders
- Employees and volunteers
- Congregation members
- Users of our premises
- Contractors
- All church activities, services, meetings, events, and communications

We affirm the following principles:

Dignity and Respect

- Every individual should be treated with compassion, fairness, and respect.

Equality of Opportunity

- We will seek to ensure that no person is disadvantaged or excluded unfairly from participation, leadership, employment, volunteering, worship, or services.

Diversity as a Strength

- We recognise and celebrate the diversity of people, experiences, cultures, identities, and gifts within our communities.

Inclusion and Belonging

- We aim to create spaces where all people feel welcomed, heard, valued, and able to contribute.

Justice and Accountability

- We will challenge discrimination, harassment, bullying, prejudice, and exclusion wherever they occur.

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In line with the Equality Act 2010, we will not tolerate discrimination based on:

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy and maternity
- Race, ethnicity, or nationality
- Religion or belief
- Sex
- Sexual orientation

We also recognise that disadvantage and exclusion may arise through socio-economic background, caring responsibilities, mental health, language, or other lived experiences.

We commit to:

Welcoming Communities

- Ensuring worship, meetings, and events are accessible and inclusive.
- Encouraging participation from underrepresented groups.
- Using respectful and inclusive language.

Recruitment and Volunteering

- Providing fair recruitment and appointment processes.
- Making decisions based on skills, suitability, and values.
- Offering reasonable adjustments where needed.

Accessibility

- Seeking to remove physical, communication, and procedural barriers.
- Considering accessibility in buildings, communications, and online activities.

Safeguarding and Wellbeing

- Maintaining safe environments free from harassment or victimisation.
- Taking concerns seriously and responding appropriately.

Learning and Development

- Encouraging awareness and understanding of equality, diversity, and inclusion issues.
- Providing training where appropriate.

Expectations of Behaviour

All individuals involved with BMC are expected to:

- Treat others with dignity and courtesy.
- Listen respectfully to differing experiences and perspectives.

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- Avoid discriminatory, abusive, or exclusionary behaviour.
- Contribute to an inclusive and welcoming culture.

Unacceptable behaviour may include:

- Harassment or bullying
- Racist, sexist, homophobic, transphobic, or discriminatory remarks
- Exclusionary conduct
- Victimisation of those raising concerns

Reporting Concerns

Anyone who experiences or witnesses a discrimination, harassment, or exclusion is encouraged to raise concerns with our Minister, Rev Karen George or our Safeguarding Officer, Mrs Hilary Cheverton as appropriate.

All concerns will be treated seriously, sensitively, and confidentially as appropriate.

Responsibilities

Leaders and trustees are responsible for:

Promoting this policy

- Leading by example
- Addressing concerns promptly and fairly
- Reviewing practices regularly

Everyone shares responsibility for creating an inclusive and respectful environment.

Monitoring and Review

This policy will be reviewed regularly to ensure it remains effective, legally compliant, and reflective of Methodist values and best practice.

Approval

Signed (minister): Revd Karen George

Church Council Meeting: 1st July 2026