



Equality and Diversity Policy

The Anglican and Eastern Churches Association was founded in 1864 to advance the Christian religion, particularly by teaching members of the Anglican and Orthodox Churches about each other, in order to prepare the way for an ultimate union between them, in accordance with our Lord's prayer that "all may be one". All its members are urged to work and pray constantly to this end.

The Anglican and Eastern Churches Association is dedicated to encouraging a supportive and inclusive culture amongst Anglican and Orthodox Churches. It is within our best interest to promote diversity and eliminate discrimination within all areas of our work.

Our aim is to ensure that all Committee members and Association members are given equal opportunity and that our organisation is representative of all sections of society. Each member 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 members and not provide less favourable facilities or treatment on any ground. We are opposed to all forms of unlawful and unfair discrimination.

All members will be treated fairly and with respect. When the Anglican and Eastern Churches Association selects and accepts candidates for membership and for grant applications it will be on the basis of their aptitude and ability.

All members 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 membership.

The Anglican and Eastern Churches Association - commitments:

- To create an environment in which individual differences and the contributions of all members are recognised and valued.
- To create an environment that promotes dignity and respect for every member.

- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- To promote equality in the workings of the Association, which The Anglican and Eastern Churches Association believes is good management practice.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns with the Executive Committee.
- To encourage members to treat everyone with dignity and respect.
- To regularly review all our policies so that fairness is maintained at all times.

The Anglican and Eastern Churches Association will inform all members by publishing this policy on the AECA site.

The policy will also be drawn to the attention of grant applications, membership and the Charity Commission.

The Anglican and Eastern Churches Association equality and diversity policy is fully supported by the Executive Committee. Our policy will be monitored and reviewed annually, on the first Executive Committee meeting after the annual AGM to ensure that equality and diversity is continually promoted.

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