



## Inclusion Policy

### 1. Introduction

“St Alban's Church, Wickersley is committed to being a church where everyone belongs, everyone is valued, and everyone is able to participate in the life of the church. We celebrate diversity as part of God's creation and strive to remove barriers to worship, service, and fellowship.”

St Alban's Church Wickersley is committed to creating a **welcoming, inclusive, and safe environment** for all members of our congregation and community.

We uphold the principles of the Church of England and the **House of Bishops' Guidance** to ensure that everyone, **regardless of age, ability, gender, ethnicity, background, or faith**, can participate in church life.

Inclusion is at the heart of our mission, reflecting the love and teaching of Christ, and is integral to **safeguarding, worship, ministry, and community engagement**.

### 2. Purpose

This policy:

- Ensures that **all activities and ministries are accessible** and inclusive.
- Promotes **equality and dignity** for all.
- Provides a clear framework for **responsibilities and practice**.
- Supports **compliance with legal requirements**, including the Equality Act 2010.

### 3. Scope

This policy applies to:

- All clergy, staff, volunteers, and PCC members
- Church members and congregants
- Visitors, children, young people, and vulnerable adults
- Activities on church premises or church-led events

### 4. Principles

St Alban's Church Wickersley is committed to:

1. **Welcoming Everyone**
  - Everyone is welcome in our worship, groups, and community activities.
  - We actively challenge exclusion and discrimination.
2. **Accessibility**
  - Church buildings, services, and events are made as **physically, socially, and spiritually accessible** as possible.
  - We provide reasonable adjustments for people with disabilities or additional needs.
3. **Participation**
  - Everyone has the right to participate in church life.
  - Opportunities to serve, lead, and contribute are **offered fairly and inclusively**.

#### 4. **Respect and Dignity**

- All people are treated with **respect, courtesy, and understanding**.
- Harassment, bullying, or discriminatory behaviour will **not be tolerated**.

#### 5. **Safeguarding and Safety**

- Inclusion always goes hand in hand with **robust safeguarding procedures**.
- Concerns about safety, abuse, or discrimination are taken seriously and **responded to promptly**.

### 5. Responsibilities

#### **PCC and Church Leadership**

- Ensure this policy is implemented, monitored, and reviewed.
- Ensure **training and guidance** for staff and volunteers on inclusion and accessibility.

#### **Clergy, Staff, and Volunteers**

- Treat everyone **fairly and with respect**.
- Support inclusive worship, groups, and pastoral care.
- Report concerns about exclusion, discrimination, or barriers to access.

#### **Congregation and Visitors**

- Participate in creating a **welcoming and respectful environment**.
- Support and respect diversity in all church activities.

### 6. Practical Measures

- **Accessibility Audits** – review buildings, facilities, and signage.
- **Inclusive Worship** – inclusive language, varied music, and accessible liturgy.
- **Communication** – ensure printed, digital, and online materials are accessible.
- **Training** – volunteers and leaders receive guidance on inclusion and equality.
- **Feedback Mechanism** – people can report barriers or concerns to the PCC or Churchwardens.

### 7. Monitoring and Review

- The PCC will **review this policy annually**.
- The PCC will take account of feedback from members, visitors, and statutory guidance.
- Revisions will be made to ensure **continuous improvement in inclusion**.

### 8. Complaints

Anyone who feels that this policy has not been followed may raise a concern with:

- A **Churchwarden**
- The **Incumbent / Oversight Minister**
- The **PCC Chair**
- If needed, the **Diocesan Safeguarding Adviser or Diocesan Inclusion Officer**

All complaints will be **treated seriously, confidentially, and impartially**.

*Policy Agreed: January 2026.*

