

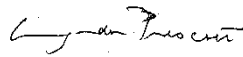


## Worcester and Shropshire Area Quaker Meeting

(Charitable Incorporated Organisation)

Charity No. 1175399

### EQUALITY, DIVERSITY & INCLUSION POLICY

Agreed by Area Meeting Trustees on	9 March 2026
Minute number	26.02.4
Signed	
Name signed by (Clerk of Trustees)	Lynda Prescott
Date for next annual review by Trustees	March 2027
The role-holder responsible for starting the next review	Clerk to A.M. Trustees

As an Area Meeting in the Society of Friends (Quakers in Britain) we are committed to encouraging equality, diversity, and inclusion among our Quakers and non-Quakers including workers, volunteers, and visitors, and eliminating unlawful discrimination as set out in the Equality Act 2010 (<https://www.gov.uk/guidance/equality-act-2010-guidance>).

Worcestershire & Shropshire Area Quaker Meeting (WSAQM) aims to welcome people from all sections of society and make them feel respected regardless of age, disability (including mental health), gender, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief.

Worcester & Shropshire Area Quaker Meeting recognises that every person, adult or child, is deserving of respect, value and care. This is reflected in our acknowledgement of 'that of God in everyone'.

'How can we make the meeting a community in which each person is accepted and nurtured, and strangers are welcome?'

#### **(Advices and Queries 18)**

## **Quaker Life - Reflecting on Diversity and Inclusion (May 2019)**

How do we open up our community to a wider range of people of different backgrounds?

How do we welcome people when they attend Meeting and in the online community; the importance of recognising the impact of our unconscious bias? We need to listen before making judgements, we need to recognise everyone's individual stories. We need to be able to make sure that we are the gateways for people and empathetic, supportive gatekeepers, not people who judge whether they fit the 'Quaker mould'.

(Carol Conroy)

### **General statement of policy**

Our policy is to ensure that WSAQM provides a nurturing environment of equality, fairness and respect for all Quakers and non-Quakers, including workers, volunteers, and visitors. Our aim is for all those who visit our Meeting Houses, places of worship or Quaker activities to be made welcome and included. This will be in accordance with living out our faith, good practice, and any relevant statutory provisions where they apply (see the Equality Act 2010).

We will ensure that adequate resources are made available to achieve these objectives. Any decisions we make will have due regard for them.

WSAQM appointed Trustees have specific responsibility for this policy and its implementation. They will keep Equality, Diversity and Inclusion matters under review at appropriate intervals. They will monitor the effectiveness of the policy, amending it where it is no longer valid.

WSAQM will provide appropriate and adequate training in equality, diversity, and inclusion for all Area Meeting Friends.

Local Meetings (LMs) will encourage equality, diversity, and inclusion in their meetings as a matter of good practice.

It is the duty and responsibility of each person, whether Quaker or non-Quaker, to ensure their local meeting is free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all are recognised and valued.

## **Responsibilities**

1. WSAQM Trustees have overall responsibility for implementing this policy.

### **They will ensure that:**

- All our Quaker meetings are places of equality, fairness, and respect for all.
- Where necessary, specialist advice will be sought.
- Any incidence of bullying, harassment, victimisation, and unlawful discrimination reported to them will be addressed immediately.
- They keep up to date on equality, diversity and inclusion matters and guidance from Britain Yearly Meeting.
- They set personal examples of respect for equality, diversity, and inclusion for all.
- Adequate information and training will be available for all.

2. WSAQM's appointed Elders and Pastoral Care Friends are responsible for the day-to-day implementation of this policy.

### **They will ensure that:**

- All Quakers and non-Quakers are aware of their responsibilities for equality, diversity, and inclusion for all.
- Incidents of bullying, harassment, victimisation, and unlawful discrimination are reported to WSAQM Trustees.
- They set personal examples and awareness of equality, diversity, and inclusion.

3. All individuals, Quaker or non-Quaker, workers, volunteers, or visitors (including those hiring any part of our premises or grounds), have responsibility to cooperate in the implementation of this policy whilst on Quaker Meeting premises.

### **They will ensure that they:**

- Read this policy and understand what is required of them.

## **Arrangements**

WSAQM, its LMs and individual Friends will aim to:

- Create an inclusive culture, that values diversity, in how we treat each other and interact with those that we meet in our lives, meetings, events and activities.
- Create a community free of bullying, harassment, victimisation, and unlawful discrimination.
- Promote dignity and respect for all, where individual differences and the contributions of all Friends are recognised and valued.
- Take personal responsibility for promoting equality, diversity, and inclusion.
- Take notice of complaints of bullying, harassment, victimisation and unlawful discrimination by Quakers and Non-Quakers involved in our meetings.
- Provide adequate information and training about our rights and responsibilities under the equality, diversity, and inclusion policy.
- Take opportunities for training and development in understanding the need for promoting equality, diversity, and inclusion.
- Review the practices and procedures of WSAQM and L.M. meetings and activities when necessary, to ensure fairness, and update these practices and this policy to take account of changes in the law.
- Monitor and assess how the equality, diversity, and inclusion policy and our actions are working in practice.