



## Equality and Diversity Policy

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Reason for revision	
Key changes	

### Policy Summary

The Besom in York believes that all people are created in God's image and are loved by God. In his ministry Jesus showed God's love by his openness to all people, including those who were marginalised in his day.

The Besom in York affirms its commitment to show the same openness to all people in today's world. It intends, in spirit and in deed, to promote equality of opportunity and diversity in all spheres of its activity and is committed to behaving as an equal opportunity organisation

Equality means ensuring people are treated fairly, giving them equal access to services and employment. Diversity is about valuing differences, whatever an individual's background. We will consider equality and diversity across the nine protected characteristics: age, disability, gender reassignment, marriage and civil

partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation, and will seek to give protection from discrimination, harassment and victimisation.

## **Different Groups Involved.**

There are three distinct groups of people involved with the Besoms; those giving through the Besom, those working for the Besom (coreteam) and those receiving through the Besom (recipients)

## **Recipients (including referrers)**

The Besom will accept any referral providing that it meets our two criteria:

1. Recipients must be referred by a front-line care professional (self referrals are not allowed.)
2. This professional must be willing to accompany the Besom for an assessment visit to the recipient. (As per our safeguarding policy)

Once each referral has been received and assessed, each recipient is treated equally, having open access to gifts that are given to the Besom. *To minimise the risk of any favouritism – the Besom asks (where possible) givers to specify where they would like their gift to go i.e. what type of person they'd like it to benefit – and single mum escaping domestic violence for example.*

## **Givers**

The Besom in York is a Christian organisation. It aims to help the church to give to the poor, therefore it focuses solely on this group of people. Within the church the Besom will allow anyone to give to those in need, provided that they can provide a reference from their church leader. It aims to encourage all people in the church to give regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sex, and sexual orientation, and will seek to give protection from discrimination, harassment and victimisation. The Besom aims to promote creativity and diversity in the ways in which givers give.

## **The Besom Core team**

The Besom in York is a Christian organisation. It aims to help the church to give to the poor, therefore it focuses solely on this group of people. Therefore it is very important that each person on the Besom coreteam is a committed Christian. Within

the church the Besom will allow anyone to be part of the coreteam, provided that they can provide a reference from their church leader and that they have suitable skills require to administrate the work. It does not discriminate against age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, sex, and sexual orientation, and will seek to give protection from discrimination, harassmnet and victimisation.