



Community of Hopeweavers Equality and Diversity Policy

Purpose of Policy

This policy seeks to define the ways in which the Community of Hopeweavers embrace and value equality and diversity, and how members and associates of the community from minority groups are valued and respected. The policy recognises diversity within Hopeweavers as vital to the community.

Equality and Diversity Statement

The Community of Hopeweavers welcomes all members as part of an inclusive community that is committed to equality and diversity. The Community welcomes all people who attend Quiet Days and other events run by Hopeweavers. We respect and embrace difference including the characteristics which are protected by law in the 2010 Equality Act, and other characteristics such as socio-economic status and refugee status.

The Community of Hopeweavers consider that equality means being open to others, accepting difference and ensuring that all people and groups have equal and relevant opportunities. We consider diversity to mean understanding and celebrating difference and valuing everyone. We acknowledge that equality and diversity are not the same but rely on each other; difference must be valued and utilised for equality to exist.

In embracing equality and diversity, the Community of Hopeweavers recognise God in all of creation.

Scope of this Policy

The policy applies to members and Enquirers of the Hopeweavers community, and to all services offered by the community.

Procedure

How We Will Embrace Equality and Diversity at Hopeweavers

- Our behaviour at Hopeweavers will reflect our values of love and acceptance, hospitality, compassion, listening, sharing and encouragement.
- Hospitality will be offered freely and openly to anyone who wishes to be part of the Hopeweaver community and to all people who choose to attend Hopeweaver Quiet Days and other events.
- All will be welcome to join the community as Members, the only requirement being a commitment to our Rule of Life, Daily Office, Community, and Sanctuary Space. Anyone wishing to become a member of the community will be guided through the Enquirer process by an experienced member, without prejudice or obligation.
- Any Member may become a Trustee of the community by putting themselves forward at the AGM and being voted for by members of the community. Trustee positions will be publicised well in advance to ensure that all members have time to consider whether this is a service they wish to offer.
- Guardians are elected from the Trustees and any member who is serving as a trustee may become a Guardian. When the role of Guardian becomes open, the position will be advertised so that trustees will have time to consider offering themselves for the role.



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- Election to the positions of Trustee and Guardian are time limited, as defined in the constitution section 13, at 3 years. Re-election is possible for a maximum of three terms, to ensure diversity in strategic roles.
- Any event Hopeweavers runs will offer attendees the opportunity to disclose any particular needs they may have in order to participate fully, and the organiser will make any reasonable adjustments as necessary.
- Those in organisational roles will facilitate with an attitude of service.
- Opportunities to recognise and understand diversity will be embraced through listening.
- Challenging of prejudice and stereotyping will be welcomed as an opportunity for learning and growth.
- Publications and media will, where practical, be representative of diverse and minority groups and will use inclusive language.
- We will endeavour to use people's preferred pronouns when informed of them.
- As part of our offering of sanctuary space, quiet days and other events, we will welcome opportunities to hold exclusive space for minority groups to be facilitated by and for themselves as the need and desire arises.

Application and Implementation of this Policy

We expect members and those facilitating on behalf of Hopeweavers to be inclusive and to implement this policy at all times. This can be facilitated by being open to understanding areas where we may inadvertently discriminate and by understanding difference.

If a member or event leader were seen to be discriminatory or acting against this policy:

- In the first instance if individuals witnessing the behaviour feel able to do so, they are encouraged to challenge this behaviour by pointing out how it has been perceived.
- If witnesses feel unable to make a challenge, or if behaviour were to be unresolved or to continue, the witnesses should use the complaints procedure to ensure the matter is properly investigated and addressed.

If a Member, Enquirer or anyone attending a Hopeweaver event were to experience anyone acting against this policy or believe they had been discriminated against, they should be encouraged to raise the matter using the complaints procedure, so that it is properly investigated and addressed.

Conclusion

This policy highlights the intention of the Community of Hopeweavers to empower each other by recognising and valuing difference, how we will do this, and how non-adherence to the policy will be handled.