Anglican Diocese of Adelaide

	Equity, Diversity and Inclusion Policy v1.0		
Body adopting policy:	Diocesan Council	**Date of adoption or last review:**	8 July 2026
Related Documents:	'Being Together' Inclusive Language Policy	**Review schedule:**	Every three years

1. Preamble

The Synod of the Diocese of Adelaide of the Anglican Church of Australia Inc ('Synod") acknowledges the challenges that some people face in society at large and in the Anglican Church in particular. Within the limitations that exist in the Anglican Church of Australia, the Synod seeks to develop and build processes that foster equity, diversity and inclusion, including by the development of this Policy.

2. Purpose

This Policy outlines the Synod's commitment to equity, diversity and inclusion in its appointment and recruitment processes.

The Scriptures teach that we are all made in the image of God. St Paul affirms that we are all baptised into one body and that everyone brings unique gifts to enrich the body of Christ.

3. Scope

This Policy applies to appointments made by the Synod to all its Councils, Boards and committees, to Synod's recruitment of staff and volunteers, and to appointments made by the Synod.

4. Definitions

a. Equity is about ensuring that everyone is treated in a fair manner according to their individual needs and circumstances and adopting practices which provide everyone with equal opportunities to succeed in their role.

b. Diversity is the term used to describe the differences and uniqueness of all people. It can refer to demographic characteristics, such as age, race, national or ethnic origin, cultural or indigenous background, sex, genders, sexuality, religion, socioeconomic status, health, academic ability, or social origin. Diversity can also include personal characteristics such as disability, medical conditions, carer's responsibilities, pregnancy or potential pregnancy and any other characteristic of an individual.

c. Inclusion means to embrace and value all people equally, irrespective of their diversity and diverse characteristics.

5. Principles

Acknowledging its Anglican ethos, the Synod:

- seeks to promote inclusive practices in all its communities and places of worship;
- values the diversity of all Church members, office holders, employees, volunteers and of those whom we serve;

- upholds the right of every person to be treated with respect and fairness whilst participating in worship or performing their work;
- aims to be fair and equitable in the way it relates to all Church members, office holders, employees, volunteers and those whom we serve;
- looks for what individuals and communities need in order to achieve equality and inclusion; and
- does not tolerate unlawful discrimination, harassment, bullying and other unlawful behaviour in its communities and workplaces.

6. Synod's commitment to equity, diversity and inclusion

a. The Synod values the diversity of its members, office holders, employees, volunteers, those we serve and our other stakeholders and recognises that diversity is supported and enhanced by an equitable and inclusive culture.

b. All people working in or visiting or engaging with our church communities in the Adelaide Diocese and in Synod workplaces have the right to be treated with respect and fairness and to enjoy an environment free of discrimination, harassment, bullying and other unlawful behaviour.

c. Acknowledging the need to maintain its Anglican ethos and mission, and to facilitate ministry to people of the Anglican faith, the Synod will actively seek to ensure that appointments made to the Diocesan Council and to all other boards and committees to which it makes appointments are representative of the diversity in society.

d. The Synod will promote equity, diversity and inclusion in its staff recruitment processes.

7. Responsibilities

Equity, diversity and inclusion are everyone's responsibility. Certain groups have specific responsibilities as described below.

a. <u>Diocesan Council</u>

i. Model, acknowledge and encourage desired behaviour.
ii. Create an environment that promotes and values open dialogue, diverse perspectives and equality of opportunity throughout the Diocese.
iii. Achieve the Synod's objective to attain gender balance in the membership of Diocesan Council and in all its other boards and committees.
iv. Set further key objectives/targets from time to time in line with the purpose and principles of this Policy.

b. <u>Secretary of Synod</u>

i. Promote a culture of equity, diversity and inclusion in Synod workplaces.
ii. Ensure Synod's commitment to equity, diversity and inclusion is considered and reflected in strategic and operational plans, policies and procedures.
iii. Be particularly conscious of this Policy in making decisions as they relate to recruitment and development of employees.
iv. Provide regular reporting to assist the Diocesan Council assess the Synod's performance around equity, diversity and inclusion.
v. Provide advice and support in relation to promoting and embedding a diverse and inclusive workplace.
vi. Assist managers to apply the Policy appropriately.

c. <u>Clergy and Parish Councils</u>

i. Foster a culture of equity, diversity and inclusion in their communities of faith.
ii. Ensure their appointments and behaviours are consistent with the principles in this Policy.

d. <u>Employees and Volunteers</u>

i. Ensure their behaviours are consistent with the principles in this Policy.
ii. Undertake diversity and inclusion training if required to do so.

e. Members of the Church

i. Ensure their behaviours are consistent with the principles in this Policy.

8. Policy Review

This Policy is subject to review every three years.

9. Further Information

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