



Diversity and Equality Policy

Our Policy on Diversity and Equality recognises that, if we are to reflect and represent the love of Jesus effectively in the services we provide, we need to recruit volunteers, who are practising and committed Christians.*

However, in all other respects we will:

- Ensure that we recruit and retain the very best volunteers irrespective of their race, nationality, ethnic or national origin, age, gender or sexual orientation, marital status, disability, political opinion or family status.
- Value all of our volunteers and the differences between them.
- Employ those differences to improve our listening service.
- Promote diversity and equality in all aspects of our listening service.
- Ensure that all our policies, procedures and practices are free from any form of unlawful or unfair discrimination.

In applying this policy, we will:

- Ensure that we apply diversity and equality in all areas of our work.
- Ensure that we make every effort to achieve equality of access to all tools employed by New Kapporet volunteers.
- Regularly review all of our activities in the light of our need to achieve diversity and equality.
- Display this policy on all organisational premises and websites used by New Kapporet.

As part of this policy, the following behaviour will not be tolerated:

- Attacks or threats, name-calling, insulting remarks or jokes based on race, gender, ethnic origin, disability or sexual orientation.

* This policy is fully compliant with the Equality Act 2010, in that New Kapporet may be classified as a religious organisation within the terms of the Act, having the purpose of providing a religious benefit to callers, who would reasonably expect to speak to, or receive a response from, a Christian listener.