

Equality Policy

The Diocese of Kilmore recognises and upholds the dignity and rights of all its staff and volunteers and is committed to encouraging diversity and eliminating discrimination of any kind.

The diocese values and encourages the participation of children and young people in all diocesan and parish activities promoting their spiritual, emotional, physical and social development. It is committed to their protection and support in a way that promotes their human dignity, equality and integrity as children of God.

The diocese is committed to putting procedures in place to ensure the welfare, dignity and protection of children and young people, together with the welfare and dignity of those who work with them. This is done by creating an environment free from discrimination, harassment or bullying and by dealing effectively with any complaints of such alleged conduct.

The policy promotes equality, dignity and fairness for all engaged in church activities. The diocese does not engage in discrimination on the grounds of gender, marital status, race, ethnic origin, age, colour, nationality, disability, or sexual orientation.

All church personnel must comply with these procedures.

Commitment to Equality:

- Creating an environment in which individual differences and the contribution of all, volunteers and children/young people are recognised and valued.
- Creating an environment that promotes the dignity and respect for all in which no form of intimidation, bullying or harassment will be tolerated.
- Ensuring safeguarding training is available to all who work with children.
- Fostering best practice in safeguarding children throughout the diocese.
- Continuing safe recruitment and vetting practices.
- Upholding the diocesan code of behaviour.
- Demonstrating accountability through establishing effective structures e.g. annual parish audit, attendance sheets and evaluation forms returned from training events.
- Continuing to monitor and review all diocesan safeguarding policies to ensure that they comply with current national and international legislation.
- Making new staff and volunteers aware (at induction time / training) of the diocesan policy and procedures which are in place for the safety and well being of all who participate in church related activities, both adults and children.