

Multi Faith and Equal Opportunities Statement & Policy

Sixty-One celebrates and welcomes diversity in our organisation and in society as a whole. Sixty-One is therefore committed to ensuring within the framework of the law, that our workplace is free from unlawful discrimination on the grounds of race, religion or belief, sex, sexual orientation, gender, age, marital status, disability, pregnancy or maternity. These are characteristics which are protected under the 2010 Equalities Act.

Equality and Sixty-One's Christian Ethos:

Sixty-One's charitable objects are: The relief of those in need or hardship in Bristol and the surrounding region and in particular prisoners and ex-prisoners and those who are at risk of entering the prison system by (in each case in ways which are consistent with principles of the Christian faith): Providing and financing a mentoring service to assist such person in developing skills to improve their conditions of life and to advance their education; and promoting and financing other such charitable activities as the trustees see fit in order to relieve such persons from hardship and to improve their conditions of life.

Sixty-One does this by offering practical love, relational support and creating community for those on the margins – irrespective of their own faith or lack of it.

Sixty-One also seeks to inspire, enable and equip churches and others to participate in this work. Sixty-One does not seek to convert anyone.

As an organisation inspired by the Christian faith but working in a multi-faith and no faith environment, we wish to state that:

- We acknowledge the freedom of people of all faiths, or none, both to hold and to express their beliefs and convictions respectfully and freely.
- We serve and respect all people regardless of their gender, marital status, race, ethnic origin, religion, age, sexuality, economic status or physical and mental capability.
- Sixty-One accepts and welcomes that there is a need to understand what discrimination is, admit it exists and to try to recognise it in all its forms. It accepts that it is possible, and even likely, for individuals, policies and structures to be unintentionally discriminatory or offensive and accepts that such attitudes and structures must be challenged firmly and constructively. It welcomes the input of staff, volunteers, committee members and users to bring this to the attention of the project.
- Sixty-One aims to nurture an environment of equality of opportunity in employment. Interviews for employment and voluntary work take place in accordance with Equal Opportunities legislation. Candidates are welcome irrespective of their faith background. However, successful candidates will generally need to be sympathetic to our Christian values as an organisation and to be willing recognise that the charity

works with and seeks to inspire churches who support our work.

- Sixty-One undertakes Equal Opportunities monitoring. This assists in measuring the effectiveness of the Policy as well as identifying training needs, gaps in service and review of practices.
- In the event of any Sixty-One member of staff witnessing an act of discrimination they must:
 - If in prison the incident must be immediately reported to the prison Diversity Officer or senior prison contact, the Sixty-One CEO and Chair of Trustees.
 - If out of prison they should immediately report the incident to the Sixty-One CEO and Chair of Trustees.
 - If the discrimination comes from either of the afore-mentioned individuals then it must be reported to all the other Sixty-One trustees.
- Any Sixty-One member of staff found guilty of undertaking any act of discrimination may face disciplinary procedures that may result in dismissal from Sixty-One employment.