



Inclusion and Diversity Policy

Context

The IFCG does not have premises of its own, and does not employ anyone. The IFCG exists to promote good relations between people of all faiths and none. As an organisation it is particularly aware of the need to treat all people with equal dignity, whatever their religious/secular, racial or cultural background, marital status, age, gender, ability/disability, sexuality, wealth or status. The IFCG is committed to treating all people equally and with respect.

The IFCG believes that

- It has a moral duty, as well as a legal one, to ensure that no one is discriminated against (prevented from taking part in something) or harassed (made to feel distressed, humiliated or threatened) because of their age, disability, sex, sexual orientation, race, religion or belief, gender reassignment, marriage or civil partnership, pregnancy and maternity.

The IFCG recognises that

- Faith communities hold a range of attitudes towards many personal, social, spiritual, moral and cultural issues, including issues relating to the nine legally 'protected characteristics' (listed above) and that it is the responsibility of the IFCG as an organisation to consistently uphold these protected characteristics, even if there are differing views amongst its members.
- Some people in the IFCG or attending IFCG events may be more likely to experience harassment than others – for example, teasing someone because of their disability, or making racist, sexist, homophobic or transphobic jokes or remarks, is harassment. Harassment based on any of the 'protected characteristics' is considered by the law to be hate crime, and can be reported to the police.

The IFCG will

- Alert all participants to our Code of Conduct (separate document) which sets out clearly the behaviours that are expected at all IFCG events;

- Continue to encourage as many different faith communities as possible to have a voice on our Executive Committee;
- Use a variety of different faith community venues for IFCG activities so that different faith communities are involved, and some public spaces, such as libraries, museums and ‘secular’ spaces;
- Ensure that speakers at IFCG events are drawn from a wide variety of faith communities and that some ‘secular’ voices are included;
- Endeavour to take account of festivals and other special days/periods across faith communities when fixing dates and times for IFCG events. (N.B. In exceptional circumstances, such as needing to respond quickly to a disaster by arranging a prayer vigil at short notice, it may not be possible, either to consult widely or to avoid all religious festivals. However, we will ensure that no faith community is excluded repeatedly.)
- Choose themes/topics for IFCG events that are sufficiently broad to be relevant to people of all faiths and none;
- Take account of participants’ special requirements e.g. dietary requirements, prayer facilities; provision of a BSL interpreter, where appropriate; use of subtitles in IFCG films;
- Ensure that venues used by the IFCG are accessible to wheelchair users and have satisfactory PA/Loop systems;
- Ensure that our publicity materials include some that are available in large print and to people who don’t have access to the internet;
- Take complaints relating to discrimination or harassment very seriously.

Complaints procedure

Complaints should be made to the Chair or Secretary of the IFCG in the first instance. The IFCG Executive Committee will investigate the complaint, listening to all members involved. If the complaint is against a committee member, that person will not be part of conducting the investigation. If the complaint is against a particular individual, this person will have the opportunity to express their point of view in a safe environment, accompanied by a friend. The person making the complaint will also have this opportunity. If the complaint is against the IFCG as a whole, the Committee will work to ensure that such discrimination or harassment is not repeated in the future. Any decision to exclude a person from the IFCG will be made with reference to the IFCG’s Constitution and Code of Conduct.

Review

This policy will be reviewed every three years. It was last reviewed by members of the IFCG Executive Committee on 19th August 2025.