

## **Equality and Diversity Policy Statement**

Congregational Institute for Practical Theology

### **1. Statement**

1.1. As a body within the Congregational Federation, complying fully with its Equal Opportunities and Diversity Policy,<sup>1</sup> the Congregational Institute for Practical Theology is dedicated to providing an inclusive, accessible and welcoming environment which supports a diverse and culturally rich community. We will inspire our students and staff to value equality, diversity and inclusion and we aim to ensure that all our students are given the opportunity to reach their full potential.

1.2. The Institute is committed to developing, implementing and monitoring policies which promote equality, inclusivity, diversity and human rights and to ensuring an environment which is free from all forms of unfair treatment, discrimination and harassment for all those who study, work and engage with the institution.

### **2. The Institute as a Provider of Formational Education**

2.1. The Institute's principal aim is to provide excellent, flexible, and relevant Christian education which is accessible to all members of society. Applications are welcomed from all groups in society and applicants who identify themselves as having particular requirements benefit from procedures designed to ensure that they are aware of the facilities and provision offered by the Institute.

2.2. Given the residential and formational nature of the provision of the Institute and recognising the diversity of students, the Institute is committed to:

- providing an environment free of any form of discrimination
- offering curriculum content which offers a balance of perspectives
- using non-discriminatory language in module and programme descriptions and in all communications
- providing learning materials and facilities which are inclusive and non-discriminatory
- making reasonable adjustments to accommodate particular needs.

2.3. Because of our commitment to residential teaching and providing a residential context for personal nurture and formation, we do not offer an online alternative to the residential course.

### **3. Recruitment of Tutors**

3.1 The Institute aims to recruit, develop and retain the most effective community of tutors for our course and students, actively seeking diversity, and our recruitment policies and procedures will support this aim.

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<sup>1</sup> Available at: <https://www.congregational.org.uk/downloads/Human%20Resources/Policy%20Documents/5.-diversity---equal-opportunity-policy.pdf>.

3.2. The Institute is committed to making reasonable adjustments to accommodate particular needs.

#### **4. Recruitment of Students**

4.1 The Institute complies fully with the Admissions Policy of its validating institution, York St John University.<sup>2</sup> This policy expresses full commitment to inclusivity and diversity with regard to student recruitment.

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<sup>2</sup> Available at: <https://www.yorks.ac.uk/media/content-assets/admissions/documents/Admissions-Policy-2020-v1.pdf>.