

Equality, Diversity and Inclusion



For the Diocese of Coventry our Equality, Diversity and Inclusion statement is a commitment to build a truly inclusive workplace where everyone can thrive.

Our policies, working practices, office values and personalised support are strongly weaved into our culture.



Equality, Diversity and Inclusion Statement

We welcome Diversity at the Diocesan Board of Finance

We are dedicated to employing staff with diverse backgrounds, abilities and working styles.

We understand that a diversity of ability can involve a diversity of needs.

We are committed to actively supporting all staff members to fulfil their potential.

If you have a disability, long-term illness or are neurodivergent, and feel this prevents you from meeting any of the essential criteria, please contact us to discuss the adjustments we can make for you. If you meet the shortlisting criteria then we guarantee that we will offer you an interview.

All employees undertake equality, diversity and inclusion training.

Support

Our Wellbeing,
Disability &
Neurodiversity
Support



We are committed to ensuring the wellbeing of all our staff and we give proactive support for all employees, from the start of their employment with us, regardless of any disability or non-disability, and whether they are neurodivergent or neurotypical.

In terms of recruitment, our processes support all candidates, including those who have disabilities or who are neurodivergent, to thrive in the recruitment and interview process.

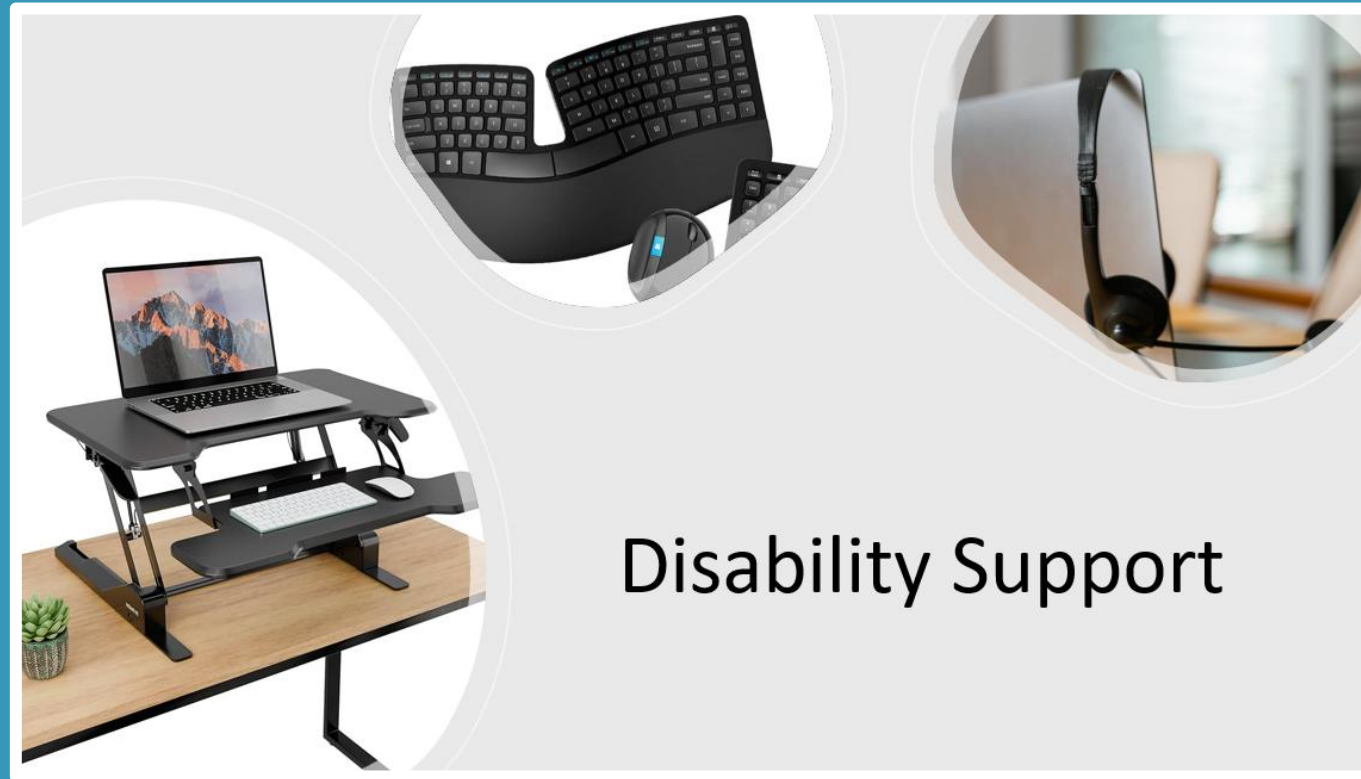
Neurodiversity



We have on-site Neurodiversity Champions, and all staff receive training on neurodiversity, with line managers being trained to support staff who are neurodivergent.

Alongside this, all employees receive a personalised risk and needs assessment when they join the organisation, with access to a list of reasonable adjustments they can choose from, to ensure that they are supported to achieve their full potential and maintain their wellbeing.

Disability Support



Alongside the personalised risk and needs assessments, we will ensure that we put in place all reasonable adjustments to support those with disabilities in their roles.

The office is a listed building, therefore does not have a lift and access is limited for those with mobility issues, however you should speak to the HR Manager to find out what other options we can provide, for example, working from another location, such as your home or another office.

Mental Health Support



We have trained Mental Health Supporters on site, as well as access to an Employee Assistance Programme which provides counselling and other support such as Financial support, Pensions advice and coaching for you and your family.

We have access to a Christian Counsellor and stress prevention policies and training to promote an intelligent culture around mental health and to support employee wellbeing.