

THE PARISH OF ST PETER AND ALL SAINTS
NOTTINGHAM

ANTI-RACISM POLICY

"So God created mankind in his own image, in the image of God he created them; male and female he created them." Genesis 1:27

Dear God, creator of all things, we come to you with open hearts and minds, seeking your guidance and blessings. We thank you for the beautiful diversity of your creation, for every race, culture, gender, and ability that makes us unique and special in your eyes.

We pray that you help us see the beauty in our differences and to celebrate them. We ask for your strength and wisdom to create a world that is inclusive, where every person is valued and respected. A world where love, acceptance, and tolerance are the pillars that guide us.

We pray for your guidance to help us to see beyond the external differences that often divide us and focus on the commonalities that unite us. May we work together to promote peace, justice, and equality for all.

Lord, we ask for your blessings on this world and on every person in it. May we live in harmony and unity, respecting and loving one another, just as you have loved us. Amen.

1. Introduction
2. Purpose of the policy
3. Scope of the policy
4. Definition of racism
5. Statement of commitment to anti-racism
6. Acknowledgement of historical and ongoing racism
7. Support for efforts to combat racism in the wider community
8. Prohibition of racist behaviour
9. Examples of racist behaviour
10. Consequences for engaging in racist behaviour
11. Reporting mechanisms for incidents of racism
12. Education and training
13. Monitoring and accountability
14. Summary

1. Introduction

The Parish of St Peter and All Saint is committed to promoting racial justice and equity within our community and the Church at large. As a Church, we believe that racism is a sin against God that goes against the fundamental belief in the inherent worth and dignity of all people.

We recognise that racial injustice is present in our society and within the Church, and we are committed to taking positive action towards creating a culture of equality and justice for everyone.

This proposed policy is based on our belief that every person, regardless of their race or ethnicity, is created in the image of God and deserves to be treated with dignity and respect.

2. Purpose of the policy

The purpose of this policy is to affirm the commitment of The Parish of St Peter and All Saints to promoting racial justice and equality within our church and the wider community.

This policy acknowledges the reality of racism as a sin and a systemic issue that has caused harm and pain to our diverse community.

The aim of this policy is to create a safe and inclusive environment where every member of our church feels valued and respected, regardless of ethnicity and individual differences.

This policy seeks to provide a framework for addressing issues of racism, discrimination, and prejudice and to promote education and dialogue as key tools in achieving racial justice and equality.

3. Scope of the policy

This policy applies to all members of The Parish St Peter and All Saints community, including staff, volunteers, congregants and visitors.

It covers all forms of racism, discrimination, and prejudice based on race, ethnicity, national origin, skin colour, or any other related characteristic.

This policy applies to all activities and events held on church premises and off-site events sponsored by the church.

It also applies to all forms of communication, including social media and online platforms, related to the church and its activities.

This applies to all aspects of employment within the church, including but not limited to hiring, promotion, training, and compensation.

4. Definition of racism

The definition of racism adopted by The Parish of St Peter and All Saints for the purposes of this policy is as follows:

- Racism is the belief that certain races are inherently superior or inferior to others, and that individuals can be judged and treated differently based solely on their race or ethnicity.
- Racism can be expressed through intentional acts of discrimination, but it can also be embedded in social systems, institutions, and cultural practices, resulting in unequal outcomes for different racial groups.
- Racism can take many forms, including but not limited to, individual acts of prejudice, structural inequalities, and systemic injustices.

The Parish of St Peter and All Saints condemns all forms of racism and is committed to promoting racial justice and equality for all people.

5. Statement of commitment to anti-racism

At St Peter's and All Saints', we are committed to actively combating racism in all its forms. As a church community, we recognise that racism is a sin and goes against the teachings of Jesus Christ.

We are called to love our neighbours as ourselves, and that includes standing in solidarity with our marginalised brothers and sisters who have been subjected to discrimination and injustice.

We acknowledge that this is not an easy task and that it requires ongoing education, reflection, and action.

We commit to actively listening to the experiences of those who have been impacted by racism and taking concrete steps to create a more inclusive and equitable church community.

We recognise that this work is ongoing, and we are committed to continually examining ourselves and our actions to ensure that we are always working towards eradicating racism in all its forms.

6. Acknowledgement of historical and ongoing racism

We acknowledge that racism has a long and complex history and that it continues to exist in both overt and subtle forms.

We acknowledge that the Church has not always been on the right side of this history and that we have work to do in addressing the harm that has been caused by our past complicity in racism.

We are committed to learning about and acknowledging this history, and to working towards a more just and equitable future.

2 Corinthians 3:18, which states, "And we all, who with unveiled faces contemplate the Lord's glory, are being transformed into his image with ever-increasing glory, which comes from the Lord, who is the Spirit."

This passage reminds us that as we continue to focus on God and His glory, we will be transformed more and more into His image. This transformation includes an ongoing process of learning, growing, and changing, which includes our attitudes and actions towards issues such as racism. As we seek to reflect God's image in our lives, we must commit ourselves to ongoing growth and progress in the fight against racism.

The Parish of St Peter and All Saints is committed to creating a safe and inclusive environment for all members of our congregation, regardless of their race, ethnicity, or cultural background. We acknowledge that racism has no place in our church community, and we are dedicated to promoting equality and respect for all individuals.

Biblical Reference:

Galatians 3:28 - "There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus." This verse reminds us that we are all equal in the eyes of God and that our differences should be celebrated and embraced, rather than used as a basis for discrimination or exclusion. As followers of Christ, we are called to create a welcoming and accepting community where everyone feels valued and loved.

7. Support and efforts to combat racism in the wider community

The Parish of St Peter and All Saints recognises that the fight against racism extends beyond the walls of our church and into the wider community.

We commit to supporting efforts to combat racism and promote racial justice in our local community and beyond.

We will seek opportunities to partner with community organisations, engage in advocacy efforts, and support initiatives that aim to eradicate systemic racism and promote equal rights and opportunities for all.

We believe that by working together, we can create a more just and equitable society for all people, regardless of their race or ethnicity.

As followers of Christ, we are called to love our neighbours as ourselves and work towards justice and peace.

In Micah 6:8, the Lord tells us, "He has told you, O man, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"

We commit to living out this call by actively working towards ending racism and promoting justice in all aspects of our lives.

8. Prohibition of racist behaviour

We believe that every person is created in the image of God and is deserving of dignity and respect. Therefore, any form of racist behaviour will not be tolerated within our church community. Racist behaviour includes, but is not limited to, verbal and physical harassment, discrimination, prejudice, and stereotyping based on a person's race or ethnicity.

We will take appropriate measures to address any instances of racist behaviour within our church community. This includes providing support and resources to individuals who have experienced racism, as well as implementing disciplinary action for those who engage in racist behaviour.

"Love does no wrong to a neighbour; therefore, love is the fulfilling of the law." - Romans 13:10

This verse emphasises the importance of treating others with love and respect and not doing any harm to them. Racism is a form of wrongdoing towards our neighbours and goes against the biblical call to love one another. Therefore, as a church, we are committed to prohibiting racist behaviour in all forms within our community.

9. Examples of racist behaviour

Examples of racist behaviour may include:

- Using derogatory or discriminatory language towards individuals or groups based on their race or ethnicity.
- Stereotyping individuals or groups based on their race or ethnicity.
- Discriminating against individuals or groups based on their race or ethnicity in hiring, promotion, housing, or access to services.
- Physical violence or harassment towards individuals or groups based on their race or ethnicity.
- Making assumptions about individuals or groups based on their race or ethnicity.
- Using racial slurs or other offensive languages.
- Belittling, dismissing or ignoring the experiences and concerns of individuals or groups based on their race or ethnicity.
- Treating individuals or groups differently based on their race or ethnicity.

10. Consequences for engaging in racist behaviour.

The Parish of St Peter and All Saints is committed to maintaining a safe and inclusive environment for all members of our community, and we take incidents of racist behaviour very seriously.

Any individual found to have engaged in racist behaviour, whether intentional or unintentional, will be subject to disciplinary action in accordance with the severity of the offence.

Such disciplinary action may include, but is not limited to:

- Education and training on the impact of racism and how to prevent it.
- Formal warning or reprimand
- Suspension or termination of membership or employment
- Legal action, if deemed necessary

We recognise that addressing incidents of racist behaviour requires a case-by-case approach, and we are committed to following due process and conducting thorough investigations in a timely and sensitive manner.

We also acknowledge that restorative justice may be appropriate in certain circumstances, and we will work to implement such measures when appropriate.

It is our hope that by enforcing consequences for engaging in racist behaviour, we can deter such behaviour from occurring in the future and create a community that is truly inclusive and equitable for all.

11. Reporting mechanisms for incidents of racism

Reporting mechanisms for incidents of racism are crucial to ensuring that they are addressed promptly and effectively. St. Peter's and All Saints Parish is committed to providing multiple channels for reporting incidents of racism, and to ensuring that all reports are taken seriously and handled with sensitivity and confidentiality.

Reporting mechanisms may include:

- Designated individuals within the church who are trained to receive and handle reports of racism.
- A dedicated email address or phone number that individuals can use to report incidents of racism.
- Anonymous reporting mechanisms such as suggestion boxes or online forms that allow individuals to report incidents without fear of retaliation.
- Once a report is received, the church will take appropriate action, which may include conducting an investigation, providing support to the victim, and implementing disciplinary measures as necessary. The church will also follow up with the victim and the person who reported the incident to ensure that the matter has been resolved to their satisfaction.

- All reports of racism will be kept confidential to the extent possible while ensuring that appropriate action is taken. The Parish of St Peter and All Saints Parish is committed to creating a safe and inclusive environment for all, and reporting mechanisms are a key part of that commitment.

12. Education and training

Education and training are essential for combating racism and promoting a culture of inclusivity. The Parish of St Peter and All Saints is committed to providing ongoing education and training for its members and leaders to better understand and address issues of racism.

This includes:

- Regular seminars, workshops, and discussions on topics related to race and racism.
- Providing resources and materials to help educate individuals on the history and impact of racism.
- Encouraging and supporting individuals to attend external training and events related to anti-racism.
- Incorporating anti-racism teachings into the regular activities and programs of the church
- By providing education and training, we hope to equip individuals with the knowledge and skills necessary to identify and combat racism in all its forms.

12.1 Training for staff and volunteers on recognizing and addressing racism.

The Parish of St Peter and All Saints is committed to ensuring that all staff and volunteers receive training on recognizing and addressing racism.

We will provide regular training sessions to help them understand how to recognise and challenge any discriminatory behaviour that they may observe or experience within the church community.

These training sessions will cover topics such as implicit bias, systemic racism, and cultural sensitivity. Our goal is to create an environment where everyone feels valued and respected, regardless of their ethnicity or background.

We recognise that combating racism is an ongoing process, and we are committed to ensuring that our staff and volunteers have the knowledge and skills necessary to effectively address these issues.

We will also work to ensure that our training programs are inclusive and accessible to all members of our church community.

Ephesians 4:11-12, states, "So Christ himself gave the apostles, the prophets, the evangelists, the pastors and teachers, to equip his people for works of service, so that the body of Christ may be built up."

This passage emphasises the role of leaders in equipping and training others to fulfil their God-given purposes and contribute to the growth of the church.

12.2 Opportunities for members to learn about racism and its impact.

Studying and learning about racism and its impact is crucial for every member of our church. It is important to understand the experiences of those who have suffered from racism and discrimination and to actively work towards creating a more just and equitable society.

The Bible encourages us to seek wisdom and understanding through learning and education.

Proverbs 1:5 states, "let the wise listen and add to their learning, and let the discerning get guidance." Similarly, Proverbs 9:9 tells us to "give instruction to the wise and they will become wiser still; teach the righteous and they will gain in learning."

Therefore, we are committed to providing opportunities for our members to learn about racism and its impact. This includes hosting workshops, seminars, and guest preachers/speakers, as well as incorporating anti-racism education into our regular programming and youth education.

By providing these educational opportunities, we hope to empower our members to become informed and engaged advocates for racial justice.

13. Support for racial justice initiatives and community advocacy

The Parish of St Peter and All Saints is committed to supporting racial justice initiatives and community advocacy efforts. We recognise that fighting racism requires collective action and engagement with the wider community. We will actively seek out opportunities to partner with organisations and individuals who are working towards racial justice, both within our local community and beyond. We will also provide resources and support for our members to participate in advocacy efforts and take action against racism.

As believers, we are called to "learn to do right; seek justice. Defend the oppressed. Take up the cause of the fatherless; plead the case of the widow." (Isaiah 1:17). Therefore, we will use our voice and resources to advocate for the oppressed and marginalised, and to work towards a society that is free from the sin of racism.

14. Monitoring and accountability

i. Regular review of the policy

We will regularly review and update this policy to ensure it remains relevant and effective in addressing racism within our community.

- ii. Appointment of a designated person**
We will appoint a designated person to oversee the implementation of this policy and to receive and investigate reports of racism.
- iii. Confidentiality and protection against retaliation**
We will ensure that individuals who report incidents of racism are protected against retaliation and that their reports are handled with confidentiality.
- iv. Collection and analysis of data**
We will collect and analyse data on incidents of racism within our community to identify patterns and areas for improvement.
- v. Collaboration with external organisations**
We will collaborate with external organisations and experts to ensure that we are using best practices and staying up-to-date on developments in the field of anti-racism.
- vi. Regular reporting on progress**
We will provide regular updates to our community on our progress in addressing racism, including any changes made to this policy and any incidents of racism that have been reported and addressed.