

The International Christian Church Network (TICCN)

Equality, Diversity & Inclusion (EDI) Policy

Approved by: Trustees / Governing Council of TICCN

Applies to: All TICCN churches, ministries, partner organisations, staff, clergy, volunteers, trustees, contractors, and representatives

Review cycle: Every 3 years or sooner if required by law or best practice

Version: 1

Date: 23rd January 2026

1. Statement of Commitment

The International Christian Church Network (TICCN) is committed to promoting equality, valuing diversity, and fostering inclusion across all areas of its life and work.

We affirm that every person is created in the image of God and therefore possesses inherent dignity and worth. We seek to ensure that no individual is treated less favourably, excluded, or disadvantaged unlawfully or unjustly.

This policy reflects our Christian faith, our charitable purpose, and our responsibility under UK law and good governance practice.

2. Scope of the Policy

This policy applies to:

- Employees, clergy, ministers, and office holders
- Volunteers and trustees
- Members, attendees, and beneficiaries
- Partner organisations and contractors
- Applicants for roles, training, or volunteering

It applies to all TICCN activities, including worship, pastoral care, community projects, education, humanitarian work, digital activity, and international partnerships.

3. Legal Framework (UK)

TICCN is committed to complying with relevant UK equality legislation, including the Equality Act 2010, and to upholding good practice standards expected of charities and CIOs.

Nothing in this policy removes the charity's right to maintain a clear Christian ethos or statement of faith in accordance with its governing documents.

4. Protected Characteristics

In accordance with UK law, TICCN will not unlawfully discriminate on the basis of:

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Marriage and civil partnership
- Race, colour, nationality, ethnic or national origin
- Religion or belief
- Sexual orientation

5. Our Commitments

TICCN commits to:

- Treating all people with dignity, courtesy, and respect
- Providing fair access to participation, services, and opportunities
- Creating environments free from bullying, harassment, and victimisation
- Making reasonable adjustments to support people with disabilities
- Valuing cultural, ethnic, and social diversity within our network
- Challenging discriminatory behaviour when it arises

6. Inclusion and Christian Ethos

TICCN is a Christian network with a clear theological identity. Our commitment to equality and inclusion is exercised within the framework of our Christian beliefs, charitable objects, and governing documents.

We welcome people from all backgrounds to engage with our activities and services, while reserving the right to require those in leadership, teaching, or representative roles to act in accordance with TICCEN's Statement of Faith and Code of Conduct.

7. Recruitment, Selection & Volunteering

TICCEN is committed to fair and transparent recruitment and volunteering practices:

- Selection will be based on skills, experience, suitability, and role requirements
- No applicant will be unlawfully discriminated against
- Reasonable adjustments will be considered where appropriate
- Safer recruitment and safeguarding requirements will always apply

8. Conduct, Harassment & Bullying

TICCEN will not tolerate:

- Harassment or bullying
- Intimidation or abuse
- Discriminatory language or behaviour

Concerns will be taken seriously and addressed through appropriate procedures, including disciplinary action where necessary.

9. Complaints and Concerns

Anyone who believes they have experienced discrimination, harassment, or unfair treatment within TICCEN may raise a concern through:

- Local leadership or safeguarding officers
- TICCEN complaints procedures
- Whistleblowing routes where appropriate

All concerns will be handled fairly, confidentially, and without fear of retaliation.

10. International Context

TICCEN operates internationally across different cultural and legal environments.

- Local equality laws must be respected

- Where local standards are lower, TICCEN's principles of dignity, respect, and fairness apply
- Cultural sensitivity will be exercised without condoning discrimination or abuse

11. Responsibilities

Trustees and Senior Leadership

- Provide oversight and ensure this policy is implemented
- Promote a culture of inclusion and respect

Leaders, Staff, and Volunteers

- Act in accordance with this policy
- Treat others fairly and respectfully
- Challenge inappropriate behaviour when safe to do so

12. Monitoring and Review

TICCEN will:

- Promote awareness of this policy
- Review it regularly to ensure relevance and compliance
- Update it in response to legal or organisational changes

13. Declaration

TICCEN affirms that equality, diversity, and inclusion are essential to its mission, witness, and service, and commits to upholding these principles in a manner consistent with Christian faith and charitable responsibility.

This policy forms part of the governance framework of The International Christian Church Network (TICCEN).