


Policy Statement on Equal Opportunities

- ❖ As an organisation using the Disclosure and Barring service (DBS) checks to assess applicant's suitability of positions of trust, this church undertakes to treat all applicants of positions fairly.
- ❖ It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information received.
- ❖ We welcome people to serve the church on the basis of the right mix of talents, skills, character, potential and call of God, including those with criminal records.
- ❖ A disclosure is only requested if it is both proportionate and relevant to the position concerned.
- ❖ A criminal record will not necessarily be a bar to a person serving with children, young people or adults at risk. This will depend on the nature of the position and the circumstances and background of the offences.
- ❖ In order to protect the confidentiality of those with criminal records, we will access Disclosures through **Due Diligence Checking Ltd.**
- ❖ We invite the Baptist Union's National Safeguarding Team to advise us in the appointment process when necessary, and we agree to act on their advice for the protection of children, young people and adults at risk.
- ❖ This statement was agreed at the church meeting held on **April 27th 2017.**

Signed  (Associate Pastor)

