

# The Hub Beeding

Church Lane | Upper Beeding | Steyning | West Sussex | BN44 3HP | 01903  
815720 | [www.thehubbeeding.org](http://www.thehubbeeding.org) | charity no:1173420

## Policy Statement on Equal Opportunities

**Adopted: November 2019**

**Next review: October 2022**

**Owner: Vicki Butchers**

### Purpose

The declared purpose of Upper Beeding Baptist Church is fivefold:

- to worship God
- help people come to know Jesus
- build caring relationships
- grow spiritually
- serve others

In outworking our purpose with regard to Equal Opportunities the Church

- welcomes people who serve the church on the basis of the right mix of talent, skills, character, and potential and call of God, including those with criminal records.
- will not discriminate, directly or indirectly between people on grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation.
- will seek to ensure that training is available and brought to the attention of all volunteers which enables them to fulfil their highest potential and assist them to avoid discriminatory behaviour in their work.
- as an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, this church undertakes to treat all applicants for all positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information received.
- requests a Disclosure only after a thorough risk assessment has indicated that one 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 vulnerable adults. This will depend on the nature of the position and the circumstances and the background of the offences.
- In order to protect the confidentiality of those with criminal records we will access Disclosures through the Due Diligence Checking service. We invite the Baptist Union Child protection Advisory Panel 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.