



## **Policy Statement on the Recruitment of Ex-Offenders**

As an organisation using the DBS Disclosure service to assess applicants' suitability for positions of trust, this church undertakes to treat all applicants for 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 talent, skills, character, potential and call of God, including those with criminal records.

Only where a post for which you are applying requires an enhanced or standard DBS check will you be required to provide one as part of the application process.

A criminal record will not necessarily be a bar to a person serving with children and young people or vulnerable adults. 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, who are the Baptist Union's appointed external service provider. 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.

Battle Baptist Church

March 2022