

Darent Valley Community Church Equal Opportunity Statement



1. Darent Valley Community Church (DVCC) is a Christian organisation committed to social justice and resolutely opposed to discrimination in society. We are committed to treating everyone we serve on a fair and equitable basis, regardless of race, ethnicity, religion, age, gender identity, sexuality, marital status, physical/mental disability, offending background or any other factor.
2. In employment we actively seek to recruit people with the right mix of talent, skills and potential, promoting equality, and we welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.
3. As an organisation seeking to serve the community within a Christian context, positions of leadership can only be filled by practicing Christians, seeking to serve God in line with Biblical principles. These posts are specified in the leadership structure and kept under regular review. The nature of these positions, the context in which they are carried out, and their link to the ethos of the organisation, give rise to a genuine occupational requirement, as defined in the Equality Act (2010), for the post-holders to profess the Christian faith and demonstrate a clear personal commitment to their Christian faith. This policy is implemented under Employment and Race Directives issued by the government and Advisory Conciliation & Arbitration Service guidance and is applied to all positions of leadership within the organisation; salaried or voluntary.
4. As an organisation using the Disclosure and Barring Service (DBS) Disclosure Service to assess applicants' suitability for positions of trust, DVCC undertakes to comply fully with the DBS Code of Practice and to treat all applicants for positions of leadership fairly. DVCC undertakes not to discriminate unfairly against any subject of disclosure on the basis of conviction or other information revealed.
5. A disclosure is only requested when a risk assessment indicates that this request is both proportionate and relevant to the position concerned. For those positions where a disclosure is required, all application forms, job adverts, and recruitment briefs will contain a statement that a disclosure will be requested in the event of the individual being offered a position.
6. Where a disclosure is to form part of a recruitment process, we encourage all applicants called for interview to provide details of any criminal record or any active investigations and proceedings at an early stage in the application process. We request that this information is sent under separate, confidential cover to the recruiter within the organisation and we guarantee that this information will only be seen by those who need to see it as part of a recruitment process.
7. Unless the nature of the position allows DVCC to ask questions about your entire criminal record, we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974.
8. We ensure that all those in the organisation who are involved in recruitment processes have suitable understanding of the relevance of offences and their circumstances as covered by the relevant legislation relating to the employment of ex-offenders in the Rehabilitation of Offenders Act 1974.
9. At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is relevant to the position sought could lead to withdrawal of an offer of employment or voluntary work.

10. We undertake to discuss any matter revealed in a disclosure with the person seeking a position before withdrawing a conditional offer of employment.

11. Having a criminal record will not necessarily bar you from working with us. The recruitment decision will take into account the nature of the position and the circumstances and background of the offences.