



BEACH LIFE EQUAL OPPORTUNITIES POLICY STATEMENT 2024

We neither discriminate, nor tolerate discrimination, against anyone in the provision of goods and services, and social and pastoral care, because of their sex, race, marital status, colour or national origin, disability, gender reassignment, sexual orientation, age, religious belief or employment status.

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for being a member of the Beach Life Team, we undertake to treat all applicants fairly. To ensure there is no discrimination against any subject of a disclosure based on a conviction or other information received, applicants will need to have a recommendation of their suitability from their Church Leader.

We welcome anyone to serve on the Beach Life Team based on the right mix of talent, skills, character, potential and call of God, including those with criminal records. A disclosure is requested 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 and young people. This will depend on the nature of the position and the circumstance and background of the offences.

In order, to protect the confidentiality of those with criminal records, we will access disclosures through the Church of England Agency for Safeguarding. We will contact the Norwich Diocese Safeguarding Advisory Team to advise us in the appointment process when necessary, and we agree to act on their advice for the protection of children and young people.