


Policy No: 03-1218	Authorised: 	Date: 04/02/2020
<b>RECRUITMENT OF EX-OFFENDERS</b>		

This Policy details how the Organisation's recruitment policies ensure equality of opportunity for ex-offenders:

**POLICY DETAILS:**

1. As an organisation assessing applicants' suitability for positions which are included in the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* using criminal record checks processed through the Disclosure and Barring Service (DBS), the Organisation complies fully with the [Code of Practice](#) and undertakes to treat all applicants for positions fairly.
2. The Organisation undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. The Organisation can only ask an individual to provide details of convictions and cautions that the Organisation is legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975* as amended, and where appropriate Police Act Regulations as amended), the Organisation can only ask an individual about convictions and cautions that are not protected.
4. The Organisation is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
5. The Organisation has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
6. The Organisation actively promotes equality of opportunity for all with the right mix of talent, skills and potential, and welcomes applications from a wide range of candidates, including those with criminal records.
7. The Organisation selects all candidates for interview based on their skills, qualifications and experience.
8. An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
9. The Organisation ensures that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
10. The Organisation also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the *Rehabilitation of Offenders Act 1974*.
11. At an interview, or in a separate discussion, the Organisation ensures 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 directly relevant to the position sought could lead to withdrawal of an offer of employment.
12. The Organisation makes every subject of a criminal record check submitted to DBS aware of the existence of the [Code of Practice](#) and makes a copy available on request.
13. The Organisation undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

**FORMS REFERENCES:**

Form No: 1-220                      Criminal Records Disclosure - Risk Assessment