

## Widcombe PCC (Charity Commission registration number 1182372)

### Policy Statement on Recruitment of Ex-Offenders

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Widcombe Benefice complies fully with the DBS code of practice (see document [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/474742/Code\\_of\\_Practice\\_for\\_Disclosure\\_and\\_Barring\\_Service\\_Nov\\_15.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/474742/Code_of_Practice_for_Disclosure_and_Barring_Service_Nov_15.pdf)) and undertakes to treat all applicants for positions fairly.

Widcombe Benefice undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

Widcombe Benefice can only ask an individual to provide details of convictions and cautions that it 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), Widcombe Benefice can only ask an individual about convictions and cautions that are not protected.

Widcombe Benefice is committed to the fair treatment of its staff, potential staff or users of its services regardless of: age, race/ethnicity/nationality, culture, home language, religion/belief, family background, learning difficulties and/or disabilities, gender, gender identity, sexual orientation or ability or offending background.

Widcombe PCC's policy regarding the recruitment of ex-offenders is made available to all DBS applicants at the start of the recruitment process.

Widcombe Benefice actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

Widcombe Benefice selects all candidates for interview based on their skills, qualifications and experience.

An application for a criminal record check is only submitted to the 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.

Widcombe Benefice 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.

#### POLICY STATEMENT ON RECRUITMENT OF EX-OFFENDERS

Widcombe Benefice also ensures that said persons have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, eg the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, Widcombe Benefice 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.

Widcombe Benefice makes every subject of a criminal record check submitted to the DBS aware of the existence of the code of practice and makes a copy available on request.

Widcombe Benefice undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.