

The Parish of St Wilfrids, Brayton
Policy Statement on the 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), St Wilfrids PCC complies fully with the code of practice and undertakes to treat all applicants for positions fairly
- St Wilfrids undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- St Wilfrids can only ask an individual to provide details of convictions and cautions that St Wilfrids PCC 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)
- St Wilfrids PCC can only ask an individual about convictions and cautions that are not protected
- St Wilfrids PCC 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 dependants, age, physical/mental disability or offending background
- St Wilfrids PCC 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
- St Wilfrids PCC selects all candidates for interview based on their skills, qualifications and experience
- 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
- St Wilfrids PCC 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
- St Wilfrids PCC 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

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- at interview, or in a separate discussion, St Wilfrids PCC 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
- St Wilfrids PCC 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
- St Wilfrids PCC undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

Policy Adoption

This policy is adopted and will be reviewed annually by the PCC of St Wilfrids, Selby

Signed:
(Incumbent)

(Church Warden)

Signed as Chair Hilary Potman
of the PCC
HILARY POTMAN

Print Name:
(Incumbent)

(Church Warden)

and as the PCC
Secretary RUTH BREEZE
RUTH BREEZE

Date: 04/12/2024

as no incumbent or churchwarden