



Policy Statement on the Recruitment of Ex-offenders

Introduction

This policy statement applies to all recruitment and selection process where:

- The Gloucester Diocesan Board of Finance is the employer and/or,
- Appointments are made which will require a licence from the Bishop.

It will apply to any diocesan roles where the Church of England's Safer Recruitment Policy indicates that a DBS check is required.

It is highly recommended that all parishes implement the following policy statement when undertaking their own recruitment and selection processes.

Principles:

The Code of Practice published under section 122 of the Police Act 1997 advises that it is a requirement that all registered bodies must treat DBS applicants who have a criminal record fairly and not discriminate automatically because of a conviction or other information revealed. A copy of the Code of Practice can be found at:

<https://www.gov.uk/government/publications/dbs-code-of-practice>

Information regarding conviction information

Within current legislation certain old and minor cautions and convictions are no longer be subject to disclosure.

- In addition, employers will no longer be able to take an individual's old and minor cautions and convictions into account when making decisions.
- All cautions and convictions for specified serious violent and sexual offences, and other specified offences of relevance for posts concerned with safeguarding children and vulnerable adults, will remain subject to disclosure. In addition, all convictions resulting in a custodial sentence, whether or not suspended, will remain subject to disclosure, as will all convictions where an individual has more than one conviction recorded.
- Further guidance is available from the Disclosure & Barring Service regarding the filtering of old and minor cautions and convictions which are now 'protected' and therefore not subject to disclosure to employers.

Diocese of Gloucester Policy Statement

- 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), the Diocese of

Gloucester complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly.

- The Diocese of Gloucester undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- The Diocese of Gloucester will only ask an individual to provide details of convictions and cautions that we are 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 Diocese of Gloucester will only ask an individual about convictions and cautions that are not protected.
- The Diocese of Gloucester 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.
- The Diocese of Gloucester 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. The Diocese of Gloucester 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 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, the application pack will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- Having a criminal record may not necessarily be a bar to working with children or adults experiencing, or at risk of abuse or neglect. Any information provided on either as part of the recruitment process or on a DBS certificate will be assessed by the Diocesan Safeguarding Advisers to assess whether an appointment can be made.
- The Diocese of Gloucester ensures that those involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences **or** are aware of whom to seek guidance from which will normally be the HR Adviser or the Diocesan Safeguarding Advisers.
- At interview, or in a separate discussion, the Diocese of Gloucester 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.
- The Diocese of Gloucester undertakes to discuss any matter revealed in the recruitment process or on a DBS certificate with the individual seeking the position

before withdrawing a conditional offer of employment or volunteer role. Where a DBS check reveals convictions that may be relevant, the Diocese reserves the right to employ an individual subject to a risk assessment and a risk management plan being put in place. Failure to accept the outcomes of the risk assessment or abide by the risk management plan could result in the volunteer role, or employment not being offered or the employment being terminated.

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