

## Policy on the recruitment of ex-offenders

- Canford Magna PCC undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- Canford Magna PCC can only ask an individual to provide details of convictions and cautions that Canford Magna PCC 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)
- Canford Magna PCC can only ask an individual about convictions and cautions that are not protected
- Canford Magna 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
- This policy is available to all DBS applicants at the start of the recruitment process
- Canford Magna 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
- Canford Magna 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
- Canford Magna PCC agrees that all those in the Parish who are involved in the recruitment process will seek the guidance of the Diocesan Safeguarding Advisor [DSA] regarding the identification and assessment of the relevance and circumstances of offences. Canford Magna PCC also agrees that they will seek the advice of the DSA for any guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974
- At interview, or in a separate discussion, Canford Magna 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
- Canford Magna 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
- Canford Magna PCC undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.