



Recruitment of Ex-Offenders Policy

As an organisation which assesses 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), we comply fully with the [code of practice](#) and undertake to treat all applicants for positions fairly -

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

1. The Parish of Sutton St James undertakes not to discriminate unfairly against any person subject of a criminal record check on the basis of a conviction or other information revealed
2. We can only ask an individual to provide details of convictions and cautions that Sutton St James Church 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)
3. We can only ask an individual about convictions and cautions that are not 'protected'
4. We are committed to the fair treatment of its staff (paid and voluntary), potential staff/officers or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background (subject to points 3,4 and 11).
5. We will make this written policy on the recruitment of ex-offenders, available to all applicants at the start of the recruitment process
6. We actively promote 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
7. We select all candidates for interview based on their skills, qualifications and experience (excepting where there is an 'occupational requirement' as laid out under the terms of the Equality Act 2010)
8. An application for a criminal record check is only submitted to DBS after a thorough 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, role/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 considered for the position

9. We ensure that those in Sutton St James who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences under the guidance of the Diocesan Safeguarding Team
10. Any disclosure of a caution or conviction, whether for a serious violent and/or sexual offence or a conviction resulting in a custodial offence (whether or not suspended), or other intelligence information disclosed, will be referred to the Diocesan Safeguarding Team for an initial assessment and they will consult as appropriate with the individual responsible for the recruitment process as to whether the disclosure may affect suitability for the role.
11. At interview, or in a separate discussion, Sutton St James ensures that an open and measured discussion takes place on the subject of any offences or other matters 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. We make every person subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and make a copy available on request
13. We undertake to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.
14. We will apply this policy to employed/paid and volunteer roles.

Date of Adoption: Dec 2024



Signed:

Rev Anna Cerval-Pena, Vicar

Next Review Date: Jan 2028