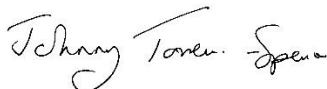


## **ISLE OF WEDMORE GOOD NEIGHBOURS POLICY ON RECRUITMENT OF EX-OFFENDERS**

1. 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), Isle of Wedmore Good Neighbours complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly.
2. Isle of Wedmore Good Neighbours undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
3. Isle of Wedmore Good Neighbours can only ask an individual to provide details of convictions and cautions that Isle of Wedmore Good Neighbours 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).
4. Isle of Wedmore Good Neighbours can only ask an individual about convictions and cautions that are not protected.
5. Isle of Wedmore Good Neighbours 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.
6. Isle of Wedmore Good Neighbours has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.
7. Isle of Wedmore Good Neighbours 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.
8. Isle of Wedmore Good Neighbours select 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.

9. Isle of Wedmore Good Neighbours ensures that all those in Isle of Wedmore Good Neighbours who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
10. Isle of Wedmore Good Neighbours also ensures that they have received appropriate guidance and training in the relevant legislation relating to the volunteering of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
11. At interview, or in a separate discussion, Isle of Wedmore Good Neighbours 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 volunteering.
12. Isle of Wedmore Good Neighbours makes every subject of a criminal record check submitted to DBS aware of the existence of the DBS Code of Practice and makes a copy available on request.
13. Isle of Wedmore Good Neighbours undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of volunteering.

Signed



EJ Torrens-Spence

Chair, Isle of Wedmore Good Neighbours

Date 25 February 2021