



Isle of Wedmore Good Neighbours Policy on Recruitment of Ex-Offenders

1. The Isle of Wedmore Good Neighbours (IoWGNS) complies with the Disclosure and Barring Service (DBS) Code of Practice when assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through DBS.
2. We promote equality of opportunity for all with the right mix of talent, skills and attitude and welcome applications from a wide range of candidates, including those with criminal records.
3. Due to the nature of our work, all our volunteers require an Enhanced DBS check (Vulnerable Adults). Applicants will be informed that a DBS application will be submitted as part of the process of joining the Good Neighbours scheme.
4. We will not discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed. We can only ask an individual about convictions and cautions that are not protected.
5. We will ensure that those in Isle of Wedmore Good Neighbours who are involved in the recruitment process have been suitably trained to identify and assess the relevance of offences. We will conduct an open and measured discussion on the subject of any offences or other matter that might be relevant to the volunteer.
6. We will make every subject of a DBS application aware of the existence of the DBS Code of Practice and provide a copy on request.
7. This policy on the recruitment of ex-offenders is made available to all DBS applicants at the start of the recruitment process.

Chair's signature: Johnny Torrens-Spence

Date: 11th May 2026

Next Review due: May 2027