



Recruitment of Ex - offenders Policy

Normanton Junior Academy

It is a legal requirement that all registered bodies and prospective employers must treat DBS applicants who have a criminal record fairly and do not discriminate because of a conviction or other information revealed. It also obliges registered bodies and employers who are Regulated Activity providers (including schools) to have a written policy on the recruitment of ex-offenders, a copy of which can be given to DBS applicants at the outset of the recruitment process.

This policy statement should be read alongside our Equal Opportunities policy.

Policy Statement

1. As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for positions of trust, Normanton Junior Academy complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.
2. Normanton Junior Academy is committed to the fair treatment of its staff, potential staff, potential staff or users of its service, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
3. The recruitment advert will contain the following wording: 'we are committed to treating all applicants fairly and have a policy on the recruitment of ex-offenders which is available to applicants on request'. This policy can be found on the school website.
4. We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome application from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
5. All paid employees at Normanton Junior Academy are in regulated activity and therefore subject to checks with the DBS including the children's barred list.
6. In relation to volunteers and contractors, we only request a DBS check after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned.
7. For those positions where a DBS check is required, job adverts will contain a statement that a DBS check will be requested in the event of the individual being offered the position.
8. We ensure that all applicants are aware of the changes of the Rehabilitation of Offenders legislation in 2013, which removed the duty on individuals to declare all spent convictions and allowed criminal history to be filtered and some minor offences to be 'protected'
9. We encourage all applicants called for an interview to provide details if any unprotected criminal record at an early stage in the application process. We request that this

information is sent (under separate, confidential cover) to the Headteacher and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

10. We ensure that all those in our school who are involved in the recruitment process have been suitably trained by means of safer recruitment. This is to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974 and its amendments in 2013) and how to access advice and support e.g. from registered body, the DBS, etc.
11. At interview, or in a separate discussion, we ensure 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.
12. We make every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.
13. We agree to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment. This discussion and any subsequent risk assessment may be undertaken by senior leaders in school.
14. All new recruits will be required to register for the DBS update service, failure to do so will result in their job offer being withdrawn.

This policy was agreed by the Academic Standards Committee on: Tuesday 16th June 2020

Signed: _____(Chair of ASC)

Signed: _____(Headteacher)

Policy due for renewal: June 2023