

Appendix C

Recruitment of ex-offenders policy

As an organisation which uses the DBS disclosure service to assess applicants' suitability for positions of trust, Knowsley Disability Concern complies fully with the DBS code of practice and undertakes to treat all applicants for positions fairly. Knowsley Disability Concern will not discriminate unfairly against any subject of a disclosure on the basis of a conviction or other information revealed.

Knowsley Disability Concern is committed to the fair treatment of its employees and volunteers, potential employees and volunteers or users of its services, regardless of race, gender, religion, and sexual orientation, responsibility for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential, and we welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.

We only request a disclosure after a thorough risk assessment has shown that it is both proportionate and relevant to the position concerned. For those positions where a disclosure is required, all application forms, job adverts and recruitment briefs contain a statement that we will request a disclosure in the event of the individual being offered the position.

Where a disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process, and we guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

We make sure that all those in Knowsley Disability Concern who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have

received appropriate 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, we make sure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. If applicants fail to reveal information that is directly relevant to the position they are seeking, it could lead to Knowsley Disability Concern withdrawing an offer of employment.

We make every subject of a DBS disclosure aware of the existence of the DBS code of practice, and make a copy of the code available on request.

We undertake to discuss any matter revealed in a disclosure with the person seeking the position before withdrawing a conditional offer of employment.

Having a criminal record will not necessarily bar you from working with us.

This will depend on the nature of the position and the circumstances and background of your offences.