



## RECRUITMENT OF EX-OFFENDERS

### 1. Policy

As an organisation using the Disclosure and Barring Service (DBS) Disclosure service to assess applicants' suitability for positions of trust, the University complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University is committed to the fair treatment of its staff, potential staff or users of its services, regardless of protected or offending background.

### 2. Procedure

- The policy on the recruitment of ex-offenders is made available to all Disclosure applicants at the outset of the recruitment process.
- 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.
- We select all candidates for interview based on their skills, qualifications and experience.
- A Disclosure is only requested if one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, recruitment packs will contain a statement that a Disclosure will be requested 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. We request that this information is sent under separate, confidential cover, to the Head of Human Resources and we guarantee that this information is only seen by those who need to see it as part of the recruitment process.
- Unless the nature of the position allows the University to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974.
- We ensure that all interview panels have a member of Human Resources who has been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders,

e.g. the Rehabilitation of Offenders Act 1974 and are able to advise the panel on the same.

- 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.
- We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy 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.
- We undertake that having a criminal record will not necessarily bar any person from working with the University, unless they are barred from working with a protected group under the Safeguarding Vulnerable Groups Act 2006 as amended. This will depend on the nature of the position and the circumstances and background of the offences.