

WORKING WITH EX-OFFENDERS

When someone applying to work with the Company is known to have abused children, they will NOT be allowed to work with children or vulnerable adults. Should they be accepted to work on other projects, the Safeguarding Co-ordinator will supervise the individual concerned, but in our commitment to the protection of children/vulnerable adults, set boundaries for that person which they will be expected to keep.

Policy on the Recruitment of Ex Offenders

We undertake to treat all applicants for positions within the organisation fairly and not to discriminate unfairly against the subject of a PVG check on the basis of conviction or other information revealed.

We will only request an Enhanced PVG check where it is necessary and relevant to the position sought.

Where a position requires a PVG check we will make this clear on the application form, job advert and any other information provided about the post.

At interview we will ensure that open and measured discussions can take place on the subject of offences. Failure to reveal information at interview, that is directly relevant to the position sought could lead to withdrawal of an offer of employment.

At interview or when receiving a PVG check which shows a conviction, we will take into consideration:

- Whether the conviction is relevant to the position being offered
- The seriousness of the offence revealed.
- The length of time since the offence took place
- Whether the applicant has a pattern of offending behaviour
- Whether the applicant's circumstances have changed since offending took place.