

Recruitment of Ex-Offenders Policy



Frobel Education's Executive Board oversee policy and procedure for its educational services:



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RECRUITMENT OF EX-OFFENDERS POLICY

Frobel Education is committed to safeguarding and promoting the welfare of children, learners and young people, and expects all staff and volunteers to share this commitment.

DBS checks

It is of fundamental importance that people who take up appointments at Frobel Education do not pose a risk to the children and learners in its care. It is therefore vital to apply for and review any criminal records of any successful applicants for positions, and to carry out other checks, before making a formal offer of appointment.

The organisation uses Disclosure and Barring Service to assess applicants' suitability for positions of trust. Frobel Education 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 a conviction or other information revealed.

Frobel Education is committed to the fair treatment of its staff, potential staff, parents and learners, regardless of race, gender, religion, sexual orientation, responsibilities for dependant, 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 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 and any disclosures/personal information from the DBS will not lead to discrimination.

This policy on the recruitment of ex-offenders, is made aware to all DBS applicants at the outset of the recruitment process.

Procedure

For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

A new Disclosure application will be completed for all new members of staff and for contractors who are very regularly on sight during term-time. However, sight of the original copy of a recently issued Enhanced Disclosure will suffice for those joining for short periods of teacher training and the like.

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. When staff are shortlisted, they are asked to complete a self-declaration document.

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

We ask about unspent convictions as defined in the Rehabilitation of Offenders Act 1974. However, there are some exceptions to this general principle whereby spent convictions will remain relevant in which case, details of all convictions, spent or unspent will be requested.

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.

Any matters revealed in Disclosure information will be discussed with the person seeking the position before any withdrawal of an 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.

Response to a Disclosure

On receipt of the DBS which may reveal a conviction or other information, the organisation shall consider the following factors:

- Whether the conviction or other information disclosed is relevant to the position in question.
- The seriousness of the offence or other matter revealed.
- The length of time since the offence or other matter occurred.
- Whether the applicant has a pattern of offending behaviour or other relevant matters.
- Whether the applicant's circumstances have changed since the offending behaviour or the other relevant matters.
- The circumstances surrounding the offence or incident and the explanation(s) offered by the convicted person.

At Frobel Education, we ensure that all those 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 and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act.