



Bournemouth Council for Voluntary Service

Registered Charity No: 1081381
Company Reg'd in England and Wales No: 4024662
Registered Office Boscombe Link; 3-5 Palmerston Rd
Bournemouth; BH1 4HN; Tel/Fax 01202 466130

Policy Statement on the Recruitment of Ex-Offenders as employees, volunteers or board members.

As an organisation using the Criminal Records Bureau Disclosure service to assess applicants' suitability for positions of trust, Bournemouth Council for Voluntary Service complies fully with the CRB 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.

Bournemouth Council for Voluntary Service is committed to the fair treatment of its staff, potential staff, volunteers, board members or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We have a written policy on the recruitment of ex-offenders, which 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 after a thorough risk assessment has indicated that one 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 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 a designated person within Bournemouth Council for Voluntary Service and we guarantee that this information is only to be seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows Bournemouth Council for Voluntary Service 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 those in Bournemouth Council for Voluntary Service who are involved in the recruitment process are able 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 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 CRB Disclosure aware of the existence of the CRB 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. If offered employment you will be required to agree to your criminal record being checked at regular intervals.

Having a criminal record will not necessarily bar you from working or volunteering with us. This will depend on the nature of the position and the circumstances and background of your offences.

Signed:



11/6/9.

Chair of BCVS Board



Chief Executive BCVS

Policy agreed:

Reviewed: