

St Dionis Church, Parsons Green

Policy statement on the recruitment of ex-offenders

The PCC's policy on the recruitment of ex-offenders:

All candidates offered a post subject to references are required to fill in a Personal Declaration including the question: "Do you have any unspent convictions?"

Any information about a conviction or caution revealed by the safer recruitment process in relation to any candidate for appointment to a role involving contact with children, young people or adults at risk is referred to the Diocesan Safeguarding Team ('DST') for advice.

(Enhanced DBS checks to be made when they are mandatory to role.)

Referral is made and held confidentially by the 'Safer Recruitment Group' which consists of The Vicar, a Church Warden and Church Safeguarding Office.

The DST applies the Rehabilitation of Offenders Act 1974 and regulations thereunder. Their advice and guidance become crucial to the next stage of the recruitment process.

Following DST approval for the appropriateness of an appointment and having regard to any relevant other relevant information we can either:

(1) Safely and reasonably conclude that the candidate, if appointed to this specific post, will pose little material risk to children, young people and/or adults at risk

(2) Acknowledge that additional safeguards and supports will be needed to minimise that risk and enable that individual to flourish in role

Should the second option apply, the Safer Recruitment Group would continue to liaise with the DST to ensure that a proper plan was developed to be presented to the candidate as a condition of employment.