Statement on the Recruitment of Ex-Offenders

Achievement through Collaboration are committed to safeguarding and putting children at the heart of everything we do.

- We only ask individuals to provide details of cautions and convictions which we are legally entitled to know about.
- A risk assessment will be carried out before deciding if it is both proportionate and relevant to the positions concerned to apply for a Standard or Enhanced DBS check (most roles within our Trust require an Enhanced DBS check).
- Where a DBS check is identified as necessary, applicants will be advised that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- We undertake to treat all applicants for positions fairly and do not discriminate unfairly against any subject of a criminal record check on the basis of a conviction, caution or other information revealed.
- In line with KCSIE all shortlisted applicants will be asked to complete a self-declaration of their criminal record or information that would make them unsuitable to work with children. This is subject to the Ministry of Justice guidance on the disclosure of criminal records - Guidance on the Rehabilitation of Offenders Act and the Exceptions Order
- An open and measured discussion will take place on the subject of any offences or other matter that might be revealed on a DBS check or self-declaration form that may be a barrier to employment.