

## Parish Policy Statement on the Recruitment of Voluntary Ex-offenders

**Parish of Speldhurst with Groombridge & Ashurst - 6 September 2022**

### **The following policy was agreed at The United Parochial Church Council (U)PCC**

Our United Parish complies fully with the DBS Code of Practice when assessing voluntary applicants suitability for positions within the Church which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order. We are committed to treating all volunteers fairly and to not discriminate against any person subject to a criminal record check, based on convictions or other information revealed.

Our United Parish will only request that an individual disclose details of convictions or cautions that we are legally entitled to know about. Where a voluntary position falls within the legal definition of a 'regulated' activity, a check against the Barred Lists for Children and Adults will also be undertaken.

We actively promote equality of opportunity for all and encourage volunteers from a wide range of candidates, including those with criminal records and regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.

Our United Parish will only make an application for a criminal record check through the DBS service where the law and guidance indicates that this is proportionate and necessary to the role, such as volunteers which involve working with children and adults at risk in a regulated activity or group. We will ensure that if required an open conversation will take place with the volunteer regarding any offences or other information that is relevant to the position. Failure of a volunteer to share any information that is relevant to volunteering may result in asking the volunteer to step down.

Confidentiality will be of the utmost importance throughout the voluntary recruitment process. A risk assessment will be conducted with the volunteer. This policy can be given to DBS applicants if required at the outset of the voluntary recruitment role.

Signed on behalf of the (U)PCC 6 September 2022