



# **Recruitment and Employment of Ex- Offenders**

**May 2025**

**Approved by the Governing Body Strategy Group 21/05/25**

**This Policy is due for renewal in Term 5  
2025–26**

# **RECRUITMENT AND EMPLOYMENT OF EX-OFFENDERS POLICY OF GODINTON PRIMARY SCHOOL**

## **SECTION ONE – INTRODUCTION**

The code of practice published under section 122 of the Police Act 1997 advises that it is a requirement that all registered bodies must treat Disclosure and Barring Service (DBS) applicants who have a criminal record fairly and not discriminate automatically because of a conviction or other information revealed.

The code also obliges registered bodies to have a written policy on the recruitment of ex-offenders; a copy of which can be given to DBS applicants at the outset of the recruitment process.

This policy is written in line with the guidance produced by the DBS.

<https://www.gov.uk/government/publications/recruitment-of-ex-offenders-guidance/recruitment-of-ex-offenders-guidance>

## **SECTION TWO – FURTHER INFORMATION ABOUT CONVICTION INFORMATION**

On the 29 May 2013, legislation came into force that allows certain old and minor cautions and convictions to no longer be subject to disclosure.

- in addition, employers will no longer be able to take an individual's old and minor cautions and convictions into account when making decisions
- all cautions and convictions for specified serious violent and sexual offences, and other specified offences of relevance for posts concerned with safeguarding children and vulnerable adults, will remain subject to disclosure. In addition, all convictions resulting in a custodial sentence, whether or not suspended, will remain subject to disclosure, as will all convictions where an individual has more than one conviction recorded
- applicants can be directed to the guidance and criteria which explains the filtering of old and minor cautions and convictions which are now 'protected' so not subject to disclosure to employers

## **SECTION THREE – ARRANGEMENTS**

- As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record

checks processed through the Disclosure and Barring Service (DBS), Godinton Primary School complies fully with the code of practice and undertakes to treat all applicants for positions fairly

- Godinton Primary School undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- Godinton Primary School can only ask an individual to provide details of convictions and cautions that Godinton Primary School are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended)
- Godinton Primary School can only ask an individual about convictions and cautions that are not protected
- Godinton Primary School is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background
- Godinton Primary School has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process
- Godinton Primary School actively promotes 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
- Godinton Primary School select all candidates for interview based on their skills, qualifications and experience
- An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will

contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position

- Godinton Primary School ensures that all those in the school who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences
- Godinton Primary School also ensures 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 1974
- At interview, or in a separate discussion, the interview panel ensures 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
- Godinton Primary School makes every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy available on request
- Godinton Primary School undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

#### **SECTION FOUR – EQUALITY STATEMENT (Refer also to specific policies for equal opportunities and racial equality)**

At Godinton Primary School, we are committed to ensuring equality of opportunity for all members of our school community irrespective of race, religion or belief, gender, gender reassignment, disability, sexual orientation, age, pregnancy or maternity, marriage and civil partnership or socio-economic background. We are determined to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and ability to participate fully in school life.

We tackle discrimination through the positive promotion of equality by challenging stereotypes and by creating an environment that champions respect for all. At Godinton Primary School, we believe that diversity is a strength that should be respected and celebrated by all those who learn, teach and visit us.

All school policies have an explicit aim of promoting equality and will be reviewed in terms of their contribution and effectiveness in achieving this aim.