

Recruitment of Ex-offenders Policy

Leigh Academies Trust (LAT) is committed to safeguarding and promoting the welfare of children and young people across all its academies and associated services. LAT is also committed to treating all applicants fairly and consistently throughout the recruitment process, while meeting the statutory requirements set out in Keeping Children Safe in Education and the Disclosure and Barring Service (DBS) Code of Practice

LAT promotes the equality of opportunity and welcomes applications from a wide range of candidates. A criminal record will not necessarily prevent appointment; suitability will be determined based on a rigorous assessment of the suitability for the specific role.

Due to the nature of the work across LAT academies, which involves regular contact with children and young people, almost all roles are considered “regulated activity” and are therefore exempt from the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975).

Any subsequent offer of employment will be conditional upon the completion of a satisfactory Enhanced Disclosure and Barring Service (DBS) check, which will include a check of the Children’s Barred List.

The recruitment process:

- Shortlisted candidates complete a confidential self-declaration form to bring to their interview, only seen by those involved in the recruitment process.
- Candidates who have disclosed are given the opportunity during the interview to discuss the circumstances of the offence(s) to provide context, aiding the risk assessment.
- If a candidate fails to disclose and it is later discovered, this is treated as a serious safeguarding concern and will likely lead to the withdrawal of the offer due to a lack of honesty

LAT ensures that all those involved in the recruitment process have access to guidance and support when assessing the relevance and circumstances of disclosed offences.