

# Viking Academy Trust



## Recruitment of Ex-Offenders Policy

The VIKING ACADEMY TRUST 'Recruitment of Ex-Offenders Policy and Procedure' has been written using the latest advice from the DfE and Keeping Children Safe in Education.

**Approved by the Trust: Term 1 2022**

**Reviewed annually: Term 1**

**Last review date: Term 1 2022**

**Signed:**

A handwritten signature in black ink, appearing to read 'Rob', is written over a faint, illegible printed name.

**Chair of Trustees**



# VIKING ACADEMY TRUST

**‘Empower children through education: One Childhood One Chance’**

## GENERAL POLICY STATEMENT

**All staff, governors and Trustees** make the education of pupils at the Viking Academy Trust their first concern and are accountable for achieving the highest possible standards in work and conduct.

**All staff, governors and Trustees** act with honesty and integrity; have strong subject knowledge, keep their knowledge and skills up-to-date and are self-critical; forge positive professional relationships; and work with parents in the best interests of their pupils

## Schools in the Viking Academy Trust (VAT)

Chilton Primary School  
Ramsgate Arts Primary School  
Upton Junior School

This ‘Recruitment of Ex-Offenders is for all the aforementioned schools.

## Recruitment of Ex-Offenders Policy Statement

The aim of this policy is to provide details of our approach towards employing people who have criminal convictions.

We are committed to equality of opportunity for all job applicants and aim to select people for employment based on their individual skills, abilities, experience, knowledge and, where appropriate, qualifications and training.

However, Viking Academy Trust is an exempt employer as defined in the Rehabilitation of Offenders Act, 1974 (Exceptions Order 1975) and as such, we have a lawful basis for requesting an enhanced DBS disclosure certificate for all employees (including volunteers/trustees/governors). In addition, each of the above-mentioned schools that sit under our Trust, are a regulated activity provider and for most posts, we have a statutory duty to check that the individual is not barred from regulated work with children.

The safeguarding of children is of paramount importance to us and the scrutiny of any unspent cautions and convictions and those which would not be protected under the Ministry of Justice filtering rules is an essential and non-negotiable part of the pre-employment check process.

We will consider ex-offenders for employment on their individual merits.

### **Jobs covered by the Rehabilitation of Offenders Act, 1974**

We will not automatically refuse to employ a particular individual just because he/she has a previous criminal conviction.

During the recruitment process, we will ask shortlisted job applicants to disclose any unspent cautions or convictions but will not ask job applicants questions about criminal history that would be filtered or protected, nor expect them to disclose any protected convictions. The successful applicant will be asked to apply for a DBS certificate.

If an applicant has a caution or conviction that is unspent and if the nature of the offence is relevant to their suitability for the job for which they have applied, we will review the individual circumstances of the case and may, at our discretion, decline to select the individual for employment.

### **Roles/Jobs that are exempt from the Rehabilitation of Offenders Act 1974**

Many roles we are seeking to recruit are covered by the Rehabilitation of Offenders Act, 1974 (Exceptions Order 1975) (roles in regulated positions). In these cases, we will require shortlisted applicants to disclose all unspent convictions or bind overs in addition to any criminal history that would not be filtered. Even in these circumstances, however, we will not refuse to employ a particular individual unless the nature of the conviction has some relevance to the job for which the individual has applied.

As a result of amendments to the Rehabilitation of Offenders Act in 2013 and 2020, cautions and convictions that meet specified criteria should not be disclosed by applicants and must not be considered by potential employers. We encourage all applicants to use the [flowchart](#) provided by Nacro and to seek legal or impartial advice before completing their self-disclosure form. We will not consider any criminal history that would be protected or filtered, even if it is subsequently disclosed on the DBS certificate.

We will, once we have selected the person to whom we wish to offer employment, make a joint application to the Disclosure and Barring Service (DBS) for an enhanced certificate (with the relevant DBS barred list(s) check where the post is in regulated activity). Where the individual is a member of the DBS update service in the relevant workforce and at the required level, we will, with the individual's permission, carry out a status check on any current certificate.

We are committed to ensuring that all information provided about an individual's criminal convictions, including any information released in disclosures, is used fairly, and stored and handled appropriately and in accordance with the provisions of the General Data Protection Regulations and the Data Protection Act 2018. Data held on file about an individual's criminal convictions will be held only if it is required for employment and/or safeguarding purposes and will not be disclosed to any unauthorised person.

### **The Process**

As a *Regulated Activity Provider* (RAP) most employees at Viking Academy Trust are in regulated activity and therefore subject to an enhanced DBS certificate with checks of the relevant DBS Barred lists.

In relation to volunteers and contractors, we only request a DBS certificate after a thorough risk assessment has indicated that a check is relevant to the position concerned.

For those positions where an enhanced DBS check for regulated activity is required, all application forms, recruitment advertising and recruitment briefs will contain a statement that an enhanced DBS certificate (with barred list check) will be requested in the event of the individual being offered the position and an explanation of when in the recruitment process criminal information will be requested and considered.

**All shortlisted applicants are required to complete a criminal record self-disclosure to be returned no less than 1 day prior to the interview date. This information is to be sent to the HR Team. Failure to return the self-disclosure will result in the offer of interview being withdrawn. We guarantee that the self-disclosure information will only be seen by those who need to see it as part of the recruitment process.**

The criminal history self-disclosure will include information for shortlisted applicants on the importance of seeking legal advice and the contact details of organisations that can provide impartial advice.

We ensure that all those who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance on the relevant legislation relating to the employment of ex-offenders, e.g., the Rehabilitation of Offenders Act 1974 (exceptions order 1975) (as amended 2013 & 2020) and know how to access advice and support e.g., relevant registered bodies.

At interview, or in a separate discussion, the recruitment selection panel will ensure that an open and measured discussion takes place about any offences or related concerns that might be relevant to the position. Failure to reveal information that would not be filtered could lead to withdrawal of an offer of employment.

All potential employees are guided to the [Disclosure and Barring Service Code of Practice](#) and a copy is made available on request.

We undertake to discuss any relevant matter revealed on a DBS certificate with the person seeking the position before withdrawing a conditional offer of employment. This discussion and any subsequent risk assessment may be undertaken by the Head teacher or by another appointed person. If the DBS check reveals any matching information against the DBS barred list(s) or any criminal conviction which precludes them from working with children and/or adults the applicant is deemed non appointable. In this circumstance, we would notify the Local Authority Designated Officer in line with the local multi-agency procedures.

## Useful Links

### Disclosure & Barring Service:

- [www.gov.uk/government/organisations/disclosure-and-barring-service](http://www.gov.uk/government/organisations/disclosure-and-barring-service)
- Detailed information, fact sheets and FAQs: <https://www.gov.uk/government/organisations/disclosure-and-barring-service/about>
- Filtering guidance from 28/11/20: <https://www.gov.uk/government/publications/dbs-filtering-guidance/dbs-filtering-guide>

### Ministry of Justice:

- Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 (and self-disclosure) <https://www.gov.uk/government/publications/new-guidance-on-the-rehabilitation-of-offenders-act-1974>

### National Association for the Care and Resettlement of Offenders (Nacro):



- Criminal record support service – advice for applicants and employers <https://www.nacro.org.uk/criminal-record-support-service/>
- Filtering flowchart [Filterin-flowchart-twitter.png \(5000×2813\) \(netdna-ssl.com\)](#)

