



Date Adopted: Summer 2023  
Date to be reviewed: Summer 2025

# Quadring Cowley and Brown's Primary School

## Policy Statement on the Recruitment of Ex-Offenders

*At Quadring Cowley & Brown's Primary School we strive  
'to nurture and inspire all children to be well-rounded, confident and  
resilient individuals who love learning and are ready for life beyond  
school.'*

*Article 3 - The best interests of the child must be top priority in all actions regarding  
children.*

*Article 36 - Children must be protected from things that could harm them.*

It is a legal requirement that all registered bodies and prospective employers must treat DBS applicants who have a criminal record fairly and not discriminate because of a conviction or other information revealed. Registered Bodies and employers who are Regulated Activity Providers (including schools) are obliged to have a written policy on the recruitment of ex-offenders, which is available to DBS applicants at the outset of the recruitment process.

The DBS Code of Practice is available at

<https://www.gov.uk/government/publications/dbs-code-of-practice>

This policy statement should be read alongside our Equal Opportunities policy.

### **Policy Statement**

1. As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for positions of trust, Quadring Cowley and Brown's Primary School complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.
2. Quadring Cowley and Brown's 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.
3. A summary of this written policy on the recruitment of ex-offenders is available to all DBS applicants on request. The policy is also available to applicants on our website.
4. We actively promote 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. We select all candidates for interview based on their skills, knowledge and experience.
5. As a Regulated Activity Provider (RAP) all paid employees of Quadring Cowley and Brown's Primary School are in regulated activity and therefore subject to checks with the DBS.
6. In relation to volunteers and contractors, we only request a DBS check after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned.

7. For those positions where a DBS check is required, all application forms, job adverts and recruitment briefs will contain a statement that a DBS check will be requested in the event of the individual being offered the position.
8. We encourage all applicants called for interview to provide details of any criminal record history that is not protected as defined by the **Rehabilitation of Offenders Act 1974 (Exceptions) order 1975 (as amended in 2013)** at an early stage in the application process. Further information is provided in the guidance document, '**Applying for a Job at Quadring Cowley and Brown's Primary School**', for details of what should and should not be disclosed.

We request that this information is sent in a separate sealed envelope submitted with the completed application, marked for the attention of Mrs Jeanette Jameson, Headteacher. We guarantee that this information will only be seen by those who need to see it as part of the recruitment process. Disclosed information will only be considered for shortlisted applicants. Disclosures for applicants that are not shortlisted will be confidentially destroyed and will not be considered during the recruitment process.

9. Our Head Teacher, who oversees the recruitment process and provides advice and guidance to our Recruitment Panels, has been suitably trained to identify and assess the relevance and circumstances of offences and is aware of the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974. We also ensure that members of the Senior Leadership Team and Governing Board, who may be involved in the recruitment process have been suitably trained.
10. At interview, or on a separate occasion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that may 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.
11. We make every subject of a DBS check aware of the existence of the Code of Practice and make a copy available on request.
12. We undertake to discuss any matter revealed in a DBS check with the person seeking the position before considering withdrawing a conditional offer of employment. This discussion and any subsequent risk assessment may be undertaken by our HR Director, another trained member of our Senior Leadership Team or Registered Board.