

Recruitment of Ex-offenders Policy

Policy Statement

The nature of the work of All Wales People First means that some staff and volunteers will have regular and ongoing contact with adults with vulnerabilities. Therefore, we need to carry out Disclosure and Barring Checks (DBS checks) as part of the recruitment process for some posts within the organisation.

All Wales People First complies with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information.

Having a criminal record will not necessarily prevent an individual from working with us. Due consideration will be given to the nature of the position, together with the circumstances and background of any offences.

This policy should be seen as part of a policy framework designed to ensure safe and fair recruitment and selection procedures throughout All Wales People First, and it may also be helpful to refer to the following policies:

- Recruitment Policy
- Equal Opportunities Policy
- Data Protection Act

Core principles

- All Wales People First actively promotes equality of opportunity for all. No-one connected to All Wales People First should receive less favorable treatment than others, on the grounds of race, colour, nationality, religion or belief, disability, sex, gender reassignment, marital and civil partnership status, sexual orientation, responsibility for dependents, or unrelated criminal record.
- We will seek to attract the best candidate for the job based on merit and ensure the identification of the person best suited for the job and All Wales People First. We welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview based on their skills, qualifications and experience.
- We will ensure that all staff and volunteers involved in the recruitment process are aware of this policy and have received relevant training and support on the recruitment of ex-offenders. We will also ensure that they have received appropriate guidance and training in the relevant legislation relating to employment of ex-offenders (e.g., Rehabilitation of Offenders Act 1974).