

REHABILITATION OF EX-OFFENDERS POLICY UK

1 INTRODUCTION

OIEG recognises that the achievement of its goals and the securing of its values are dependent on the recruitment and the retention of a skilled and committed workforce.

2 POLICY STATEMENT

committed to a culture of inclusivity and equality whilst ensuring the safe provision of services to children, young people and adults at risk. Having a criminal record does not automatically prevent from working with or for organisation. recognise the contribution that all people can make as current or future workers, as both employees and volunteers, and are committed to a fair recruitment process in which no-one faces unfair discrimination due to a criminal record.

All posts with Oxford International will or have the potential to involve working with children or to have interaction with children. Safe recruitment principles must, therefore, be followed for all hires.

OIEG strives to uphold principles of inclusivity and transparency and we expect the same from any future worker. We have a zero-tolerance approach to any deliberate deception or concealing necessary information.

5 COMPLETION OF CHECKS

Each role is assessed for its legitimacy and need for a DBS check. We ensure any request to disclose a criminal record is proportionate and relevant to the role.

Any person applying for a role that is covered by the Rehabilitation of Offenders Act (1974), will not be asked to disclose spent convictions through the completion of a standard of enhanced DBS check.

Any person applying for a role that is exempt from the Rehabilitation of Offenders Act (1974) will be asked to declare any unspent and spent convictions by cent conv ~~DI(0)1.0008~~ spent c) ~~30755(0)3108~~ 11.9947(co)-7.0
