



WINCHESTER

The Ecclesiastical Parochial Church Council of the Parish of Christchurch Policy Statement on the Recruitment of Ex-Offenders

- As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Christchurch Parish complies fully with the and undertakes to treat all applicants for positions fairly.
- Christchurch Parish undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- Christchurch Parish can only ask an individual to provide details of convictions and cautions that Christchurch Parish are legally entitled to know about. A DBS certificate at enhanced level can legally be requested where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and in the appropriate Police Act Regulations as amended.
- Christchurch Parish can only ask an individual about convictions and cautions that are not protected.
- Christchurch Parish is committed to the fair treatment of its staff and volunteers, potential staff and volunteers, or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.
- This policy statement on the recruitment of ex-offenders is made available to all DBS applicants at the start of the recruitment process.
- Christchurch Parish actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcomes applications from a wide range of candidates, including those with criminal records.
- Christchurch Parish select all candidates for interview based on their skills, qualifications and experience.
- An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- Christchurch Parish ensures that all those in Christchurch Parish who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. Christchurch Parish also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
- At interview, or in a separate discussion, Christchurch Parish ensures that an open and measured discussion takes place on the subject of any offences or other matter that might 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 or voluntary position.
- Christchurch Parish makes every subject of a criminal record check submitted to DBS aware of the existence of the and makes a copy available on request.

- Christchurch Parish undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment or voluntary position.

Approved by PCC meeting of: 3rd June 2026 (Date)

Signed by: **PCC Chair** Richard Parsons (Signature)

Richard Parsons (Name)

3rd June 2026 (Date)

Parish Safeguarding Officer Susan Haxby (Signature)

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3rd June 2026 (Date)