

Recruitment of Ex-Offenders Policy

Mulbarton Group of Churches

Last Reviewed: PCC 25th Feb 2026

Next Review Due: Feb 2029



FOLLOWING JESUS

Sharing the journey

WITH THE VILLAGES OF MULBARTON,
FLORDON, BRACON ASH AND HETHEL

- as organizations 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), the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel comply fully with the [code of practice](#)¹ and undertake to treat all applicants for positions fairly
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel can only ask an individual to provide details of convictions and cautions that the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel are legally entitled to know about. Where a DBS certificate at either standard or 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 where appropriate Police Act Regulations as amended)
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel can only ask an individual about convictions and cautions that are not protected
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel are committed to the fair treatment of their staff, potential staff or users of their services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel make this written policy on the recruitment of ex-offenders available to all DBS applicants at the start of the recruitment process

¹ <https://www.gov.uk/government/publications/dbs-code-of-practice>

- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel actively promote equality of opportunity for all with the right mix of talent, skills and potential. They welcome applications from a wide range of candidates, including those with criminal records
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel 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
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel ensure that all those in the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel also ensure that relevant representative(s) 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, the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel ensure 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
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel make every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#)² and make a copy available on request
- the Parochial Church Councils of Mulbarton, Flordon, Bracon Ash and Hethel undertake to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

² See above