

Recruitment of Ex-Offenders Policy

Compass is committed to the principle of equality of opportunity for all and, subject to the over-riding consideration of protecting children and vulnerable people, undertakes to treat all applicants fairly and not discriminate unfairly on the basis of conviction or other information revealed against any subject of a Disclosure.

Policy Statement

As a company using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, Compass Community complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a DBS check on the basis of a conviction or other information revealed.

The company is committed to the fair treatment of its employees, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical and mental disability or offending background. 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, qualifications and experience.

This policy is made available to all DBS applicants at the outset of the recruitment process on the website.

Process

Once a DBS is received, the convictions are risk assessed – ensuring it is relevant and proportionate to the position concerned. 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.

Where a DBS check is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process.

Unless the nature of the position allows the company to ask questions about your entire criminal record, we only ask about 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974.

We ensure that all those in the company who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure 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, we 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.

We make every subject of a DBS check aware of the existence of the DBS Code of Practice and make a copy available on request. The company will cover the fee for obtaining the appropriate criminal records certificate. Where the individual is a member of the DBS update service, the company will, with his or her permission, carry out a status check on any current certificate..

The company is committed to ensuring that all information provided about an individual's criminal convictions, including any information released in disclosures, is used fairly and stored and handled appropriately and in accordance with the provisions of the Data Protection Act 2018. Data held on file about an individual's criminal convictions will be held only as long as it is required for employment purposes and will not be disclosed to any unauthorised person

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position, together with the circumstances and background of your offences. However, should we wish to withdraw the offer we will write to you accordingly.