



SOLIHULL DOWN SYNDROME SUPPORT GROUP

Ex-offenders Policy.

- Solihull Down Syndrome Support Group is an organization assessing applicants' suitability for positions that are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Solihull Down Syndrome Support Group complies fully with the [code of practice](#) and undertakes to treat all applicants for positions fairly
- Solihull Down Syndrome Support Group undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed
- Solihull Down Syndrome Support Group can only ask an individual to provide details of convictions and cautions that Solihull Down Syndrome Support Group is 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)
- Solihull Down Syndrome Support Group can only ask an individual about convictions and cautions that are not protected
- Solihull Down Syndrome Support Group is committed to the fair treatment of its staff, potential staff, or users of its services,

regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability, or offending background

- Solihull Down Syndrome Support Group has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process
- Solihull Down Syndrome Support Group 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
- Solihull Down Syndrome Support Group 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
- Solihull Down Syndrome Support Group ensures that all those in Solihull Down Syndrome Support Group who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offenses
- Solihull Down Syndrome Support Group 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 the interview, or in a separate discussion, Solihull Down Syndrome Support Group ensures that an open and measured discussion takes place on the subject of any offenses 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 the withdrawal of an offer of employment
- Solihull Down Syndrome Support Group makes every subject of a criminal record check submitted to DBS aware of the existence of the [code of practice](#) and makes a copy available on request

- Solihull Down Syndrome Support Group undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment

Policy dated May 2021.

Review date Aug 2023.