

General Welfare Requirement; Suitable people.

Providers must ensure that adults looking after children, or having unsupervised access to them, are suitable to do so.

General Welfare Requirement; Safeguarding and Promoting Children’s Welfare

The provider must take the necessary steps to safeguard and promote the welfare of children

St. Mawgan Pre-school Policy for – Recruitment of Ex-offenders

Policy Statement

As an organisation using the Disclosure and Barring Service (DBS) to access applicants’ suitability for positions of trust, St Mawgan Pre-school complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. We agree not to discriminate unfairly against any subject of a Disclosure on the basis of a conviction or other information revealed.

EYFS key themes and commitments

A Unique Child	Positive Relationships	Enabling Environments	Learning and Development
1.3 Keeping safe	2.4 Key person	3.4 The wider context	

- St Mawgan Pre-school is committed to the fair treatment of its staff, potential staff or users of its services, regardless race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background, or any of the protected characteristics.
- We have this written policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process.
- We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome of 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.
- 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 Disclosure aware of the existence of the DBS Code of

Practice and is available on the preschool laptop and will be made available on request.

- We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of employment.
- **Having a criminal record does not necessarily bar people from working with us.** This will depend on the nature of the position and the circumstances and background of their offences.

Legal Framework

- Rehabilitation of Offenders Act 1974
- The Equality Act

This policy was adopted at a meeting of.....**St Mawgan Pre-school**.....

Held on.....

Date to be reviewed.....

Signed on behalf of the management committee

Name of signatory.....Role of signatory.....