



education**IMPACT**  
Academy Trust

Chief Executive Officer **MR JON HARRIS**

# Recruitment of Ex-Offenders Policy

Date Implemented: 2 October 2023

Review Date: October 2024

- 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), Education Impact Academy Trust complies fully with the [code of practice](#) and undertakes to treat all applicants for positions fairly.
- Education Impact Academy Trust undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- Education Impact Academy Trust can only ask an individual to provide details of convictions and cautions that Education Impact Academy Trust are legally entitled to know about. Where 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 where appropriate Police Act Regulations as amended).
- Education Impact Academy Trust can only ask an individual about convictions and cautions that are not protected.
- Education Impact Academy Trust 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 dependants, age, physical/mental disability or offending background.
- Education Impact Academy Trust 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.
- Education Impact Academy Trust actively promotes 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.
- Education Impact Academy Trust select all candidates for interview based on their skills, qualifications and experience.
- An application for a criminal record check is submitted to DBS for all roles at Education Impact Academy Trust. 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.

- Education Impact Academy Trust ensures that all those in Education Impact Academy Trust who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
- Education Impact Academy Trust 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, Education Impact Academy Trust 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.
- Education Impact Academy Trust 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
- Education Impact Academy Trust undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.