

Ex –Offender Statement

As an organisation using the Disclosure and Barring Service (DBS) checking service to assess applicants' suitability for positions of trust, WESC Foundation fully complies 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.

WESC is committed to the fair treatment of its staff, potential staff, volunteers or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We have a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants on the recruitment pages of our website.

We actively promote equality of opportunity, and welcome applications from a wide range of candidates, including those with criminal records.

A DBS check is only requested where it is proportionate and relevant to the position concerned. Where a DBS check is required this will be stated from the outset in all recruitment literature.

Where a DBS check is required, we encourage all applicants to provide details of their criminal record. We guarantee that this information will only be seen by those who need to see it as part of the recruitment process.

We ensure that all those involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.

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 v be relevant to the position. Failure to reveal information that is directly relevant to the position could lead to withdrawal of an offer of employment.

We undertake to discuss any matter revealed in a DBS check with the person seeking the position before withdrawing a conditional offer of employment.