

POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS (Rehabilitation of Offenders Act 1974)

As an organisation we use the Disclosure and Barring Service (DBS) to assess candidates' suitability for positions of trust. Compton Care complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. Compton Care actively promotes equality of opportunity and candidates are invited for interview based on their knowledge, skills, qualifications and experience, not their offending background. We welcome applications for both paid and voluntary positions from a wide range of candidates.

A DBS check is only required for roles that, after a thorough assessment, has indicated that a DBS check is both proportionate and relevant to the position concerned. For those positions where a DBS check is required (including volunteers), all application forms, job adverts and recruitment briefs will contain a statement that a DBS check will be required in the event of the individual being offered the position.

Not all roles at Compton Care require a DBS clearance and having a criminal record will not necessarily bar anyone from working for us. This will depend upon the nature of the role, the circumstances and the background of the offence.

However, many of our roles are exempt from the Rehabilitation of Offenders Act 1974 for example, clinical roles or those working with children or vulnerable adults. We would therefore ask for details of both "spent" and "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974.

If candidates are required to declare if they have a criminal record in their application and when asked at interview, we guarantee that this information is only seen by those who need it as part of the recruitment process. Unless the nature of the role allows Compton Care to ask questions about a candidate's entire criminal record, we will only ask about unspent convictions as defined in the Rehabilitation of Offenders Act 1974.

Compton Care has a responsibility to ensure that safe employment practices exist to protect patients, their families, carers and supporters, in addition to our employees. Potential new employees, who are appointed, are subject to a robust recruitment and selection process, thus meeting its legal obligations. Compton Care is obliged to ensure a role recruited to, is regarded as eligible for a standard or enhanced DBS disclosure under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended) The Safeguarding Vulnerable Groups Act 2006, which sets out the scope of regulated activity and operation of the barring element of DBS. This was previously undertaken by the Independent Safeguarding Authority (ISA) and the Police Act 1997 (Criminal Record) and was updated as a result of Part 5 of the Protection of Freedoms Act 2012.

Part 5 of the Protection of Freedoms Act 2012 covers the reduction in scope of the definition of regulated activity, new services provided by DBS, and disregards convictions and cautions for consensual gay sex.

A handwritten signature in black ink, appearing to read 'Rachel Overfield'.

Rachel Overfield
CEO/ Director of Nursing

Date: July 2023