



Baden-Powell Scouts' Association Policy Statement on the recruitment of ex-offenders.

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, The Baden-Powell Scouts' Association (B-PSA) complies fully with the DBS code of practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a disclosure on the basis of a conviction or other information revealed.

The B-PSA can only ask an individual to provide details of convictions and cautions that they are 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)

The B-PSA can only ask an individual about convictions and cautions that are not protected

The B-PSA is committed to fair treatment of its staff, potential staff or users of its services. Regardless of race, gender, religion, sexual orientation, age, physical/mental disability or offending background.

This written policy on recruitment of ex-offenders is made available to all disclosure applicants with the recruitment forms.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applicants from a wide range of candidates including those with criminal records. We select members based on their abilities, experience and potential.

An enhanced disclosure is required for all our members and potential members, this is stated on our warrant forms.

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 required.

We ensure that all those in the B-PSA who are involved in recruitment have been suitably trained to identify and assess relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation. (Rehabilitation of offenders act 1974)

At interview we ensure an open and measured discussion on the subject of any offences that might be relevant to the position. Failure to reveal information could lead to the applicant not being appointed.

We make all applicants aware of the DBS code of practice.

<https://www.gov.uk/government/publications/dbs-code-of-practice>

We undertake to discuss any matter revealed in a disclosure with the applicant before refusing to appoint. A criminal record is not necessarily a bar to working within the B-PSA.