



WSRA POLICY No P2: Recruitment of ex-offenders

Purpose and scope

As a small charity the WSRA is concerned to act fairly and within the law at all times. The Trustees must also act in the best interests of the charity at all times.

This policy applies to all staff and volunteers working for WSRA or applying to work for the WSRA or its trading subsidiaries.

Policy principles

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), West Somerset Railway Association (WSRA) complies fully with the code of practice and undertakes to treat all applicants for positions fairly.

WSRA undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

WSRA can only ask an individual to provide details of convictions and cautions that WSRA 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) WSRA can only ask an individual about convictions and cautions that are not protected.

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

WSRA 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.

WSRA actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcomes applications from a wide range of candidates, including those with criminal records.

WSRA select all candidates for interview based on their skills, qualifications and experience.

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, advertised vacancies 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.

WSRA ensures that all those in WSRA who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences and 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, WSRA 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.

WSRA 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.

WSRA undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

Policy Author	Paul Whitehouse WSRA Chair
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Reviewed by	Jacquie Green – WSRA General Manager
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