



## **POLICY STATEMENT**

### **RECRUITMENT OF EX OFFENDERS**

#### **OVERVIEW**

Romsey Town Council is committed to the promotion and delivery of equal opportunities to staff and (any others). Romsey Town Council is therefore committed to positive action as a means of removing barriers to services and employment opportunities for those from discriminated against groups.

Romsey Town Council therefore undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against anyone who voluntarily reveals that they have a criminal conviction. Equally, it undertakes not to discriminate unfairly against any subject of a CRB disclosure on the basis of a criminal conviction or other information revealed unless required to do so by law.

#### **DETAIL**

Candidates for posts in Romsey Town Council will be informed that we actively promote equality of opportunity for all those with the right mix of talent, skills, experience and potential. We welcome applications from any part of our community, including from people with criminal records. Skills, qualifications and experience alone will be the basis for selection for interview. All applicants for posts that require disclosure will be informed of this in a job information pack.

A disclosure will be requested for a post if it is both proportionate and relevant to the position concerned or required by law.

Should a criminal record be revealed after employment has commenced, a decision whether or not to maintain employment must have regard to the nature of crime, when it is committed, the client group involved and the reputation of the Town Council. Failure to reveal information that is directly relevant to the position sought would play a significant part in the making of that decision.

**LAST REVIEWED:** January 2022

**NEXT REVIEW DATE:** January 2027