

Our Vision is to produce outstanding teachers who will ensure their students, whatever their starting point, thrive in all aspects of education. Our trainee teachers will value developing the whole person equally to the achievement of academic success.

Policies and Procedures

Policy statement on the recruitment of ex offenders

Adopted: April 2018

Review Date: April 2020

Reviewers: RDv/GCr

- As an organisation using the DBS Bureau to assess applicants' suitability for positions of trust, NWSCITT complies fully with the DBS Code of practice and undertake to treat all applicants for positions fairly. NWSCITT undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.
- NWSCITT is committed to the fair treatment of its students, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- This is the policy on the recruitment of ex-offenders, which is made available to all Disclosure applicants at the outset of the recruitment process, if requested.
- We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates from all sections of the community. We will not unfairly discriminate against those with a criminal record and select all candidates for interview based on their skills, qualifications and experience.
- All application forms contain a statement that a Disclosure will be requested in the event of the individual being offered a place on the course.
- Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of the criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to the Accounting Officer of NWSCITT and we guarantee that this information is only to be seen by those who need to see it as part of the recruitment process.
- Applicants to the Teacher Training course are exempt from the provisions of section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) (Amendment) Order 1986. **Applicants are not entitled, therefore, to withhold information about convictions which for other purposes are 'spent' under the provisions of the Act, and failure to disclose such convictions could result in dismissal or disciplinary action by NWSCITT.**
- NWSCITT will ensure that all those who process applications have been suitably trained to identify and assess the relevance and circumstances of offences. They also ensure 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, we ensure 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 a place on the course.
- We make every subject of a DBS Disclosure aware of the existence of the DBS Code of Practice and make a copy available on request.
- We undertake to discuss any matter revealed in a Disclosure with the person seeking the position before withdrawing a conditional offer of a place on the course.
- **Having a criminal record will not necessarily bar you from studying with us.** This will depend on the nature of the position and the circumstances and background of your offences.
- We will share any disclosure with the Head Teacher of the schools you will be placed in to allow them to complete their own risk assessment.