

include  
**YOUTH**

**Recruitment of  
Ex-Offenders  
Policy**

Approved by Board September 2013

# Recruitment of Ex-Offenders Policy

## About Include Youth

Include Youth's vision is of a society that realises and fulfils the rights of all children and young people. Include Youth works to promote and protect the rights and best interests of disadvantaged and vulnerable young people. We believe that all children and young people have the right to:

- Be treated with dignity and respect
- Care, education, employment, protection and access to justice
- Have their voices heard and acted on

We will:

- Be accountable for all aspects of our work to the young people and funders
- Value, support and empower staff and volunteers to work effectively

## Policy Statement

1. Include Youth complies fully with the Code of Practice, issued by the Department of Justice, in connection with the use of information provided to registered persons, their nominees and other recipients of information by AccessNI under Part V of the Police Act 1997, for the purposes of assessing Applicant's suitability for employment purposes, voluntary positions, and other relevant purposes. We undertake to treat all applicants for positions fairly and not to discriminate unfairly or unlawfully against the subject of a Disclosure on the basis of conviction or other information revealed.
2. This policy is made available to all Disclosure applicants at the outset of the recruitment process.
3. Include Youth are committed to equality of opportunity, to following practices, and to providing a service which is free from unfair and unlawful discrimination. We ensure that no applicant or member of staff is subject to less favourable treatment on the grounds of gender, marital status, race colour, nationality, ethnic or national origins, age, sexual orientation, responsibilities for dependents, physical or mental disability political opinion or offending background, or is disadvantaged by any condition which cannot be shown to be relevant to performance.

4. Having a criminal record will not necessarily debar any person from working with Include Youth. This will depend on the nature of the position, together with the circumstances and background of offences or other information contained on a disclosure certificate or provided directly to us by the police.
5. Include Youth 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. The selection of candidates for interview will be based on those who meet the required standard of skills, qualifications and experience as outlined in the essential and desirable criteria.
6. We will request an Access NI Disclosure only where this is considered proportionate and **relevant** to the particular position. This will be based on a thorough risk assessment of that position and having considered the relevant legislation which determines whether or not a Standard or Enhanced Disclosure is available to the position in question. Where an Access NI Disclosure is deemed necessary for a post or position, all applicants will be made aware at the initial recruitment stage that the position will be subject to a Disclosure and that Include Youth will request the individual being offered the position to undergo an appropriate Access NI Disclosure check
7. In line with the Rehabilitation of Offenders (Northern Ireland) Order 1978, Include Youth will only ask about convictions which are defined as "unspent" within the terms of that Order, unless the nature of the position is such that we are entitled to ask questions about an individual's entire criminal record.
8. We undertake to ensure an open and measured and recorded discussion on the subject of any offences or other matters that might be considered relevant for the position concerned eg the individual is applying for a driving job but has a criminal history of driving offences. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of the conditional offer of employment.

- 9.** We are only able to discuss what is contained on a Disclosure Certificate (and not what may have been sent under separate cover by the Police) with the subject of that Disclosure before considering withdrawing a conditional offer of employment.
  
- 10.** We ensure that all those in Include Youth who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of Disclosure information. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to employment of ex-offenders (e.g. the Rehabilitation of Offenders (Northern Ireland) Order 1978).
  
- 11.** We undertake to make every subject of an Access NI Disclosure aware of the existence of the Code of Practice, and to make a copy available on request.