



Royal Association for Deaf people

Employment of Ex-Offenders Policy

Please click here for a BSL version of this policy

<https://www.youtube.com/watch?v=BhbORBGkmAI>

This policy covers the employment of ex-offenders and is made available to all applicants at the start of the recruitment process.

RAD and the Rehabilitation of Offenders Act 1974

Many of RAD's clients are vulnerable adults and children, and much of its work is carried out on a one-to-one basis.

Because of the nature of its work and its clients, RAD is exempt from the Rehabilitation of Offenders Act and asks all candidates and volunteers, for all posts, to disclose any past convictions, spent or unspent on their application form.

Disclosure and Barring Service Checks (DBS Checks)

For posts where staff or volunteers will work with children or vulnerable adults a DBS check, which is satisfactory to RAD, will be required for the successful candidate. The job advertisement, job description, person specification and invitation to interview letters all make this clear.

As an organisation using the Disclosure and Barring Service to assess the suitability of applicants, RAD complies fully with the DBS Code of Practice covering the use, handling, storage, retention and disposal of Disclosures and Disclosure information. A copy of the Code of Practice is available on request.

RAD will discuss any matter revealed in a Disclosure with the person seeking the position. However, if the offences fall within the categories which constitute an absolute bar to employment with RAD (see below), the job offer will be immediately withdrawn.

Employment of Ex-Offenders

A criminal conviction is not necessarily an absolute bar to employment with RAD. RAD is prepared to consider applications from ex-offenders and to offer employment where the ex-offender is the most suitable candidate and:

- The nature of the offence has no bearing on the nature of the work
- The offence was minor and as such would not warrant exclusion from consideration
- The offence was committed in the distant past and the individual has not re-offended
- There is no pattern of offences
- The individual's circumstances have changed since he/she offended
- Special circumstances surrounding the offence mean it is unlikely to be repeated

Since any RAD employee may come into contact with vulnerable people, there are certain crimes which would prove an absolute bar to employment with RAD in any capacity. These include:

- Violence shown towards other people (especially those who are vulnerable)
- Sexual assault
- Assault of minors
- Child abuse

If an ex-offender is offered employment and joins RAD, his/her treatment will be on the same basis as that of every other employee.

For information on the use, handling, storage, retention and disposal of Disclosures and Disclosure information please read RAD's Disclosure and Barring Service Checks Policy and Procedure.