



Recruitment of  
Ex-Offenders  
taken from our  
**SAFEGUARDING POLICY**

## Recruitment of Ex-Offenders

The Chapter at Winchester Cathedral is an organisation which:

- Assesses applicants' suitability for positions included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order, using the criminal records checks process through the Disclosure and Barring Service (DBS).
- Complies with the DBS code of practice ([https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/474742/Code\\_of\\_Practice\\_for\\_Disclosure\\_and\\_Barring\\_Service\\_Nov\\_15.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/474742/Code_of_Practice_for_Disclosure_and_Barring_Service_Nov_15.pdf)) and undertakes to treat all applicants for positions fairly. The Chapter at Winchester Cathedral undertakes not to discriminate unfairly against any subject of a criminal record check, on the basis of a conviction or other information revealed.
- Indicates within recruitment information, whether a criminal record check is required for the position.
- Having a criminal record may not necessarily be a bar to working with children or adults experiencing or at risk of abuse or neglect. Any information provided on either a Confidential Declaration Form or a DBS certificate will be assessed by the Diocesan Safeguarding Manager, who will advise the Chapter at Winchester Cathedral whether an appointment can be made.