

Policy for the Recruitment of Ex-Offenders (Blemished DBS)

Approved by SEG July 2024

(Review to be undertaken in July 2026)

This policy has been developed as part of the Diocese of Canterbury's Safer Recruitment and is aligned to the requirements of the House of Bishop's Guidance 'Safer Recruitment and People Management' (2022).

The Diocese and its parishes have a duty to ensure fair and equal practice for any applicant who may have a criminal record, including no automatic discrimination. In the event that the Diocese's or parish is notified that an applicant's DBS certificate has information which needs to be viewed (a blemish) there are clear procedures outlined with the Diocese of Canterbury's Procedures for the Recruitment of Ex-Offenders/Blemished DBS check which will be followed. This is to ensure that the information can be risk assessed in light of the role that is being applied for.

For a full outline of the roles eligible for a DBS check please see the House of Bishop's Guidance 'Safer Recruitment and People Management (2022)', the Diocese of Canterbury's webpages on DBS check or the DBS government website.

For all blemished DBS checks, whether Basic or Enhanced (with or without barring) the Diocese of Canterbury's Procedures for the Recruitment of Ex-Offenders/Blemished DBS checks will be followed which can be found on the Diocese website.