

Calibri Bold 12

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daring check. we will discuss any concerns with them as part of the risk assessment process.

95% See 20 Editor suggestions

Gathering information

We will follow these steps below with sensitivity and empathy as we understand that past convictions might be a great source of anxiety and embarrassment to the applicant:

- We will take all reasonable steps to gather as much relevant information as possible.
• We will make sure a third party is present during the discussions. A colleague who was involved in the recruitment process will provide support and take notes.
• We will carefully plan the questions we need to ask in advance and keep the discussion focused on the individual, their feelings and attitudes
• We will keep in mind that it is not our responsibility to decide whether a legal decision was right or fair – we need to decide whether the applicant is suitable to work or volunteer with children and young people.

Making the decision

By following this policy, we ensure that all recruitment decisions are consistent.

The reasons for our decision will be objective, rational and easy to understand. We will