

1. The Benefice of Witney is a Christian organisation committed to social justice and resolutely opposed to discrimination in society. We are committed to providing services on a fair and equitable basis, regardless of race, ethnicity, religion, life-style, gender, sexuality, physical/mental disability, offending background or any other factor. No person requiring services from the Benefice of Witney will be treated less favourably than any other person on any grounds.

2. In employment we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.

3. As an organisation seeking to deliver services within a Christian context, some posts can only be filled by Christians. These posts are specified by the PCC and kept under review. At present there are no such posts.

The nature of these posts or the context in which they are carried out, and their link to the ethos of the organisation, give rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. All staff in these posts are required to demonstrate a clear personal commitment to the Christian faith. This policy is implemented in accordance with Employment and Race Directives issued by the government and The Labour Relations Agency (LRA) guidance.

4. As an organisation using the ACPS Disclosure Service to assess applicants' suitability for positions of trust, the Benefice of Witney undertakes to comply fully with the CCPAS Code of Practice and to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any person on the basis of a conviction or other information revealed.

5. A Disclosure is only requested if relevant for the position concerned. For those positions where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered a position.

6. Where a Disclosure is to form part of a recruitment process, we encourage all applicants called for interview to provide details of any criminal record at an early stage in the application process. We request that this information is sent separately and in confidence to the Recruiter within the organisation and we guarantee that this information will only be seen by those who need to, as part of the recruitment process.

7. Unless the nature of the position allows questioning about your entire criminal record, we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. (By definition those working with children or vulnerable adults would be expected to disclose details of their full criminal history.)

8. We ensure that all those in the organisation who are involved in the recruitment process have been suitably trained to identify and assess the relevance of offences. We will also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders.

9. At interview, or in separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or voluntary work.

10. Every person under-going a check will be made aware of the procedure and a copy will be available on request.

11. We undertake to discuss any matter revealed in a disclosure with the person seeking a position before withdrawing a conditional offer of employment. Having a criminal record will not necessarily bar you from working with us. This will depend upon the nature of the position and the circumstances and background of your offences.

Adopted by Witney PCC on 8 May 2019

Adopted by Minster Lovell PCC on 14 May 2019

Signed *Ness Whiffen*

Counter-signed *Jeremy Lasman* Witney PCC

Counter-signed *Judith Warwick* Minster Lovell PCC

Review date: 4 years from date of adoption