

## **GAELIC GAMES COUNCIL OF BRITAIN**

### **Recruitment of Ex-Offenders Statement (England & Wales)**

As an organisation assessing applicants' suitability which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal records checked processed the the Disclosure and Barring Service (DBS), Gaelic Games Council of Britain complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly.

The Gaelic Games Council of Britain undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

The Gaelic Games Council of Britain can only ask an individual to provide details of convictions and cautions that they are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended.

The Gaelic Games Council of Britain can only ask an individual about convictions and cautions that are not protected.

The Gaelic Games Council of Britain is committed to the fair treatment of its staff/volunteers, potential staff/volunteers or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We have a written policy on the recruitment of ex-offenders, which is made to all DBS applicants at the outset of the recruitment process.

The Gaelic Games Council of Britain actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records.

The Gaelic Games Council of Britain select all candidates for interview based on their skills, qualifications and experience.

An application for a criminal record check is only requested submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.

We ensure that all those in the Gaelic Games Council of Britain who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders eg, the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, the Gaelic Games Council of Britain ensures 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 acceptance of a volunteer within the organisation.

We make every subject of a criminal record check to be submitted to DBS aware of the existence of the DBS Code of Practice and make a copy available on request.

The Gaelic Games Council of Britain undertakes to discuss any matter revealed in a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment or from volunteering sector.