



St Helen's
Bishopsgate

PCC policy statement B: recruitment of ex-offenders

ST HELEN BISHOPSGATE & ST PETER-UPON-CORNHILL

Revised: June 2021

Date for review: June 2022

Policy statement on the recruitment of ex-offenders

1. St Helen Bishopsgate ('we', 'us' and 'our') is an organisation which assesses the suitability of applicants for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order. We do this by using criminal record checks processed through the Disclosure and Barring Service (DBS). We comply fully with the DBS code of practice and undertake to treat all applicants for our positions fairly.
2. We are committed to the fair treatment of all our staff and volunteers, potential staff and volunteers and congregation members.
3. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed by a DBS disclosure.
4. We can only ask an individual to provide details of convictions and cautions about which we are legally entitled to know. For example, a DBS certificate at either standard or enhanced level can legally be requested by us where the position applied for is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended (and, where appropriate, in the Police Act Regulations as amended).
5. We can only ask an individual about convictions and cautions that are not protected.
6. This policy statement is made available to all DBS applicants at the start of their recruitment process.
7. We select all candidates for interview based on their skills, qualifications, experience and, where applicable, against our occupational requirements.
8. An application for a criminal record check is only submitted to the DBS after a thorough risk assessment has indicated that the application is both proportionate and relevant to the position concerned.
9. For positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
10. We ensure that all who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.
11. We also ensure that all involved in the recruitment process have received appropriate guidance and training in the relevant legislation relating to the recruitment and employment of ex-offenders (eg the Rehabilitation of Offenders Act 1974).
12. At interview or in a 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 the withdrawal of an offer of employment or permission to volunteer with us.
13. We make every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy of this available on request.
14. We undertake to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment or permission to volunteer with us.

Key contacts

Church safeguarding sub-committee

Parish Safeguarding Officer (PSO)
Beccy Scott
safeguarding.officer@st-helens.org.uk

Youth Worker & St Peter-upon-Cornhill
Church Safeguarding Officer
Will Waugh
w.waugh@st-helens.org.uk

Children's Champion
Anna Lamb
childrens.champion@st-helens.org.uk

Children's Worker
Matt Bridges
m.bridges@st-helens.org.uk

Deputy Parish Safeguarding Officer
Evidence Checker & Safeguarding Administrator
Abraham Sin
safeguarding@st-helens.org.uk

Operations Manager
Jason Barrington
j.barrington@st-helens.org.uk

Alison Glover
alison Glover205@btinternet.com

Tracey Huizinga
tracey.huizinga@gmail.com

Ministry area leaders

Sunday morning meeting
(including creche, Sunday school, Central Focus, Central Focus weekend, Long Weekend Away, 10.30 weekend, occasional seminars, Christianity Explored)

Phil Hudson
p.hudson@st-helens.org.uk

Sunday Mandarin meeting
(including creche, Sunday school, IGG, IGG weekends)

Henry Eatock-Taylor
h.eatock-taylor@st-helens.org.uk

Sunday afternoon meeting
(including creche, Sunday school, Food at 5s, 4pm weekends)

Aneirin Glyn
a.glyn@st-helens.org.uk

Sunday evening meeting
(including RML, RML weekends, RML training weekends, Leaders' Weekend, Christianity Explored)

Luke Cornelius
l.cornelius@st-helens.org.uk

Little Pickles and Women on Wednesday

Rachel Anderson
rachel.anderson@btinternet.com

City ministry
(including Partnership, City Summer School, City weekend, City Offsite)

Wes Illingsworth
w.illingsworth@st-helens.org.uk

Student ministry

Tim Sheppard
t.sheppard@st-helens.org.uk

Youth

Will Waugh
w.waugh@st-helens.org.uk

East End outreach
(including Shantir Boi and Asha)

Rob Scott
r.scott@st-helens.org.uk

DIOCESAN SAFEGUARDING ADVISER (DSA)

Andy Munro

Email: andrew.munro@london.anglican.org

Tel: 020 3837 5092

THIRTYONE:EIGHT

Helpline: 0303 003 11 11

thirtyoneeight.org

NATIONAL CONTACTS

Thirtyone:Eight

Helpline: 0303 003 11 11

<https://thirtyoneeight.org/>

City of London Corporation Children and Families Team

020 7332 3621 (Monday to Friday, 9am–5pm)

020 8356 2710 (weekdays after 5pm, weekends and bank holidays)

City of London Social Care Services

020 7332 1224 (Monday to Friday, 9am–5pm)

020 8356 2300 (weekdays after 5pm, weekends and bank holidays)

NSPCC

Freepost 1111, London N1 0BR

Tel. 0800 1111 (for children) 0808 800 5000 (for adults)

(full number is just these 8 digits)

Family Lives (previously Parentline) 0808 800 222

Domestic Violence Helpline (for females) 0808 2000 247

Mankind (for males) 01823 334244

FURTHER RESOURCES

- 'Protecting all God's children: The Child Protection Policy of the Church of England', 2010
- 'Policy for Safeguarding in the Diocese of London', 2015
- 'The Church of England, House of Bishops, Parish safeguarding handbook' – promoting a safer church, October 2018
- 'The Care Act 2014, and the Care and Support Statutory Guidance 2016' (Chapter 14)
- London Multi Agency Safeguarding Adults Policy and Procedures 2015
- www.london.anglican.org/support/safeguarding