



Osborne Cawkwell Educational Consultants Policy Statement on the recruitment of ex-offenders

- As an organisation using the Criminal Records Bureau (CRB) Disclosure service to assess applicants' suitability for positions of trust, Osborne Cawkwell complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed. However it is unlikely our client's will choose to employ a tutor who has previous convictions of a serious nature.
- Osborne Cawkwell is committed to the fair treatment of the tutors we supply to clients, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- We actively promote 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. We select all candidates for interview based on their skills, qualifications and experience.
- Disclosure is required for all tutors wishing to obtain tutoring positions through Osborne Cawkwell. 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 the position.
- Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. We request that this information is sent under separate, confidential cover, to a designated person within Osborne Cawkwell and we guarantee that this information will only be seen by those who need to see as part of the recruitment process.
- Osborne Cawkwell will be required to ask questions about your entire criminal record due to the nature of tutoring work.
- We ensure that all those in Osborne Cawkwell who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstance of offences. We also ensure that they have received appropriate guidance in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.
- At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or any 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 a tutoring placement.
- We make every subject of a CRB Disclosure aware of the existence of the CRB Code of Practice and make a copy available on request.
- We undertake to discuss any matter revealed in a Disclosure with a person seeking the position before withdrawing a conditional offer of employment.

Having a Criminal Record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.