



## THE CRIMINAL RECORDS BUREAU & RECRUITING EX-OFFENDERS

### Introduction

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1. Access to information provided by the Criminal Records Bureau (CRB) enables the City of London Corporation to make safer recruitment decisions for appropriate posts, when made in conjunction with other pre-employment checks.
2. The purpose of CRB checks is to safeguard the children and vulnerable adults for whom we provide a service.
3. We will comply fully with the CRB Code of Practice and:
  - treat all applicants without discrimination based on CRB disclosure information: All candidates, including those with criminal records will be treated according to their merits; and
  - handle, use, retain and dispose of information appropriately.
4. CRB checks will be carried out in accordance with legislation and this policy sets out how the checks will take place before an appointment with the City of London can be confirmed, and how the information will be handled.
5. This policy applies to all staff: employees, agency workers, work placements, consultants and volunteers. All posts within the City of London Police are subject to police checks, covered under alternate arrangements unless the post deals directly with children and / or vulnerable adults.

### Guiding Principles

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6. Prospective employees will be made aware to the necessity for the City of London to request CRB disclosures and the level of disclosure for particular posts in the recruitment literature.
7. Prospective employees will be asked to disclose convictions on their application in accordance with the CRB Code of Conduct
8. The existence of convictions will not preclude the appointment of candidates to the City of London unless relevant to the post. In line with good recruitment practice clarification about conviction information should be sought from candidates at interview.
9. CRB disclosures will only be obtained, in the recruitment procedure, from successful applicants in specific job roles (see [Appendix 1](#)).
10. An unconditional offer of employment in respect of posts requiring a CRB check should not be issued unless a disclosure has been received, and agreed as satisfactory.



11. Appropriate matters revealed in a disclosure will be discussed with the prospective employee before a decision about the withdrawal of any conditional offer of employment is considered.
12. Where disclosure information relates to existing staff, disciplinary action will only be taken if the conviction information is relevant but may include dismissal.
13. Repeat CRB disclosures will be made every 3 years.
14. CRB disclosure information will only be shared on a need to know basis by those making employment decisions and will be maintained as strictly confidential.

## **Responsibilities**

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15. The decision of whether a conviction is relevant to the job applied for rests with the recruiting manager: this should be taken in consultation with departmental HR or the Central Recruitment Unit (CRU), to ensure consistency (note the [Risk Assessment](#)).
16. Employees must declare any new convictions.
17. Line managers will check the CRB status of all agency workers before they are allowed to work in areas of identified risk.
18. Disclosure information, and any risk assessments, will be handled, retained and disposed of by departmental HR or CRU. This information will never be stored on an employee's personal file, and must not be retained by the recruiting manager.
19. Departmental HR will arrange for existing staff to be rechecked every 3 years.
20. A copy of the CRB Code of Conduct can be obtained from the departmental HR or CRU manager.

## **Monitoring**

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21. The CRU will co-ordinate the monitoring of the recruitment procedures to ensure that prospective employees with criminal convictions are treated equally in respect of the legislation.