Scouting Ireland, National Office, Larch Hill, Dublin 16, Ireland.
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www.scouts.ie

SCOUTING IRELANDS POLICY ON THE RECRUITMENT OF EX-OFFENDERS – (Northern Ireland only)

Policy Statement

1. Scouting Ireland complies fully with the Code of Practice, issued by the Department of Justice Northern Ireland, in connection with the use of information provided to registered persons, their nominees and other recipients of information by AccessNI under Part V of the Police Act 1997, for the purposes of assessing Applicant's suitability for employment purposes, voluntary positions, licensing and other relevant purposes. We undertake to treat all applicants for positions fairly and not to discriminate unfairly or unlawfully against the subject of a Disclosure on the basis of conviction or other information revealed.

2. This policy is made available to all Disclosure applicants at the outset of the recruitment process.

3. Scouting Ireland are committed to equality of opportunity (see separate Equality Statement) to following practices, and to providing a service which is free from unfair and unlawful discrimination. We ensure that no applicant or member of staff is subject to less favourable treatment on the grounds of gender, marital status, race colour, nationality, ethnic or national origins, age, sexual orientation, responsibilities for dependants, physical or mental disability political opinion or offending background, or is disadvantaged by any condition which cannot be shown to be relevant to performance.

4. Scouting Ireland actively promotes equality of opportunity for all with the right mix of talent, skills and potential, and welcomes applications from a wide range of candidates, including those with criminal records. The selection of candidates for interview will be based on those who meet the required standard of skills, qualifications and experience as outlined in the essential and desirable criteria.

5. We will request an AccessNI Disclosure only where this is considered proportionate and relevant to the particular position. This will be based on a thorough risk assessment of that position and having considered the relevant legislation which determines whether or not a Standard or Enhanced Disclosure is available to the position in question. Where an AccessNI Disclosure is deemed necessary for a post or position, all applicants will be made aware at the initial recruitment stage that the position will be subject to a Disclosure and that Scouting Ireland will request the individual being offered the position to undergo an appropriate AccessNI Disclosure check

6. In line with the Rehabilitation of Offenders (Exceptions) (Northern Ireland) Order 1979 (as amended in 2014), Scouting Ireland will only ask about convictions which are defined as "not protected" for the purposes of obtaining a Standard or Enhanced disclosure.

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7. We undertake to ensure an open and measured and recorded discussion on the subject of any offences or other matters that might be considered relevant for the position concerned eg the individual is applying for a driving job but has a criminal history of driving offences. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of the conditional offer of employment.

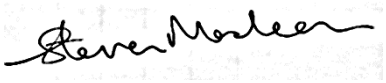
8. Scouting Ireland may consider discussing any matter revealed in a Disclosure Certificate.

9. We ensure that all those in Scouting Ireland who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of Disclosure information. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to employment of ex-offenders (e.g. the Rehabilitation of Offenders (Northern Ireland) Order 1978).

10. We undertake to make every subject of an AccessNI Disclosure aware of the existence of the Code of Practice, and to make a copy available on request.

11. Having a criminal Record will not necessarily debar an applicant from volunteering / working in Scouting Ireland. This will depend on the nature of the position, together with the circumstances of or other information contained on a disclosure certificate.

    Scouting Ireland reserve the right to ask applicants to engage in a Safeguarding process, for example a suitability or risk assessment with the Scouting Irelands Safeguarding Team or external expert appointed by the Safeguarding Manager/ designate.



Steven Maclean
Safeguarding Manager
October 2024.