

Christ Church Moreton Hall

Policy for the recruitment and inclusion of past offenders

Christ Church Moreton Hall 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 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. Christ Church Moreton Hall undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

An application for a criminal record (DBS) check will only be submitted for job roles which clearly specify this a requirement. We base this decision on the safeguarding information provided to us by the Church of England in their Safeguarding Handbook, along with any updates provided by the diocese. This Handbook can be found on the church website along with this recruitment policy and our main church safeguarding policy.

Any issues flagged up by a DBS check will be discussed with the individual concerned and with the Diocesan Safeguarding Officer before proceeding. If, after full consultation with all parties concerned, the risk posed by the offender means they are unsuitable for a role, the PCC reserves the right to decide not to recruit the person to that role.

When anyone who attends the church has any criminal convictions or official cautions (relating to the physical or mental abuse or exploitation of any persons, regardless of age) the Parish Safeguarding Officers will consult with the Diocesan Safeguarding Officer, and, if reasonably practicable, supervise the individual concerned and support the provision of pastoral care. A management plan will be created by the Diocesan Safeguarding Officer. Our commitment to the protection of children, young people and vulnerable adults means we will set boundaries for that person which the individual will be expected to keep.

Heather Lovell, PSO (on behalf of CCMH Parochial Church Council, 20th May 2024)