

DBS Policy

A & S Transport Training complies fully with the code of practice which are included in the Rehabilitation of Offenders Act 1974 and undertakes to treat all applicants for positions fairly.

A & S Transport Training will not discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

We will only ask an individual to provide details of convictions and cautions that we are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended)

We will not ask an individual about convictions and cautions that are not protected. A & S Transport Training is committed to the fair treatment of our staff, potential staff or users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

A & S Transport Training actively promotes 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. An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position

All those involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. A & S Transport Training also ensure that staff receive appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g., the Rehabilitation of Offenders Act 1974

A & S Transport Training undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

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Next Review: 24/02/2024