

**EQUAL OPPORTUNITIES:  
Policy Statement on the recruitment of ex-offenders**

*This written statement on the recruitment of ex-offenders will be made available to all Disclosure applicants at the outset of the recruitment process.*

The Challenging Behaviour Foundation promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates. We select all candidates for interview on the basis of their skills, qualifications and experience.

As an organisation having contact with children and vulnerable adults, the Challenging Behaviour Foundation is committed to the safe recruitment of any staff, casual workers or volunteers who may have contact with families or who may have access to the CBF database. We recognise it is our responsibility to check that any adult who may have access to families (including through the database) should be appropriately vetted, and will therefore carry out, as a minimum, a Basic Disclosure check for all such volunteers, casual workers and staff members.

The Challenging Behaviour Foundation will seek to comply fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a disclosure on the basis of conviction or other information revealed.

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. Applicants are encouraged to provide details of any criminal convictions at an early stage in the application process.