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DEALING WITH POSITIVE POLICE CHECKS

Policy Statement

It is a criminal offence for anyone who has been convicted of specified very serious offences to apply for any position that involves working with children. It will be made clear to applicants for posts within the Pre – School that the position is exempt from the provisions of the Rehabilitation of Offenders Act 1974. All employees will be subject to an **Enhanced Disclosure Requirement** produced by the DBS.

If the DBS returns a check that indicates 'positive' and the reason being related to child offences, violence, substance abuse, then this check would need to be referred to Ofsted for their decision.

If the check is 'positive' but not in relation to the above offences, for example a motoring offence, then a decision needs to be made by the Pre – School on whether or not this person is suitable.

Policy written Date: 17 August 2014

Policy Implemented Date: April 2016

Policy Review Date: September 2019