



**The Parish of St Mary the Virgin, Kenton**  
**POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS**

The following policy was agreed at the Parochial Church Council meeting held on Sunday 11 May 2025.

The Parochial Church Council of the Parish of Saint Mary the Virgin, Kenton (hereinafter referred to as the "PCC")'s policy on the recruitment of ex-offenders is that any information about a conviction or caution revealed by the safer recruitment process in relation to any candidate for appointment to a role involving contact with children, young people or adults at risk is referred to the Diocesan Safeguarding Team ('DST') for advice.

It is understood that in giving such advice the DST applies the Rehabilitation of Offenders Act 1974 and Regulations thereunder and applies the following criterion: whether, having regard to the offence disclosed (e.g. conviction or caution), and all other available information about the circumstances giving rise to it, we can either:

(1) safely and reasonably conclude that the candidate, if appointed to the post, will pose no material risk to children, young people and/or adults at risk;

or

(2) put in place any, and if so what, measures to eliminate that risk.

Signed:

Incumbent: Bm

Churchwardens: John K Elliott

Date: 11 May 2025