



## LIONS CLUBS INTERNATIONAL, MD105 (ENGLAND AND WALES) - POLICY STATEMENT ON THE RECRUITMENT OF EX-OFFENDERS

1. As an organisation using the Criminal Records Bureau (CRB) Disclosure service to assess the suitability of volunteers for positions of trust working with vulnerable people, Lions Clubs International MD105 (England and Wales) complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly and not to discriminate unfairly against the subject of a Disclosure on the basis of conviction or other information revealed. If a candidate is shown to be unworthy of the Lions Code of Ethics or, if review of the Disclosure renders that applicant ineligible or unsuitable to work with vulnerable persons, then membership may be withdrawn.
2. We are committed to equality of opportunity, to following practices, and to providing a service which is free from unfair and unlawful discrimination. We ensure that no applicant for membership is subject to less favourable treatment on the grounds of gender, marital status, race colour, nationality, ethnic or national origins, age, sexual orientation, responsibilities for dependants, physical or mental disability, or offending background, or is disadvantaged by any condition which cannot be shown to be relevant to performance.
3. We have a written policy on the recruitment of ex-offenders, contained within this policy statement, which will be made available to all Disclosure applicants at the outset of the process.
4. Lions Clubs International MD105 (England and Wales) actively promotes equality of opportunity for all with the right mix of talent, skills and potential, and welcomes applications from a wide range of candidates, including those with criminal records. The selection of applicants for membership will be invitation only and on the basis that they will abide by the Lions Code of Ethics.
5. Although Lions Clubs International MD105 has a Code of Good Practice contained within its Vulnerable Persons Policy, CRB disclosure is required by the organisation where one to one and unsupervised access to vulnerable people occurs. Lions District Vulnerable Persons' Officers will continue to promote both the Code of Practice, and, where necessary, CRB disclosure.
6. In line with the Rehabilitation of Offenders Act 1974, disclosure will not automatically debar you from working as a volunteer with Lions Clubs International MD105 (England and Wales). Instead, should Enhanced disclosure reveal Convictions, Cautions, Reprimands or Final warnings which may render that applicant ineligible or unsuitable to work with vulnerable persons, then the individual case will be reviewed by a committee of senior members of the national organisation namely: MD Vulnerable Persons Policy Officer and Deputy, MD Legal Adviser, MD Insurance Adviser and Contact Governor who will be given access to the specific Disclosure but without access to the name of the person. The outcome of that review will be communicated to the applicant by the MD Vulnerable Persons Policy Officer. This outcome may necessitate withdrawal of membership or curtailment of activity.
7. We ensure that all those in Lions Clubs International MD105 (England and Wales) who are involved in the interpretation of the Lions MD Vulnerable Persons Policy and CRB process have been suitably trained to identify and assess the relevance and circumstances of offences. We also ensure that they have received appropriate guidance and training in the relevant legislation relating to employment of ex-offenders (e.g. the Rehabilitation of Offenders Act 1974).
8. We undertake to make every subject of a Disclosure aware of the existence of the Lions Clubs International Code of Practice (as contained in the MD VP Policy), and to make a copy available on request.
9. **HAVING A CRIMINAL RECORD WILL NOT NECESSARILY DEBAR YOU FROM WORKING WITH LIONS CLUBS INTERNATIONAL MD105 (ENGLAND AND WALES). THIS WILL DEPEND ON THE NATURE OF THE POSITION, YOUR ABILITY TO OBSERVE THE LIONS CODE OF ETHICS, TOGETHER WITH THE CIRCUMSTANCES AND BACKGROUND OF YOUR OFFENCES.**

**Author:**

Lion Brigid Hendy, MD Vulnerable Persons Policy Officer, April 2007

**Reviewer:**

Lion Mike Greenway, MD Legal Adviser, April 2007

**Approved by:**

Council of Governors, MD105, May 2007