



Central England College / Mindfulness Now

Mindfulness Now / Central England College are training organisations that do not directly employ staff.

DBS Policy Statement with regard to Ex-offenders:

- As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), Central England College / Mindfulness Now complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. Central England College / Mindfulness Now undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- Central England College / Mindfulness Now can only ask an individual to provide details of convictions and cautions that Central England College / Mindfulness Now 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), Central England College / Mindfulness Now can only ask an individual about convictions and cautions that are not protected.
- Central England College / Mindfulness Now is committed to the fair treatment of users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.
- This is Central England College / Mindfulness Now's written policy on the assessment of ex-offenders, which is made available to all DBS applicants at the outset of the process.
- Central England College / Mindfulness Now actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome students from a wide range of backgrounds, 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 ie. when working with children.

Further information regarding conviction information

On the 29 May 2013, legislation came into force that allows certain old and minor cautions and convictions to no longer be subject to disclosure. In addition, employers will no longer be able to



take an individual's old and minor cautions and convictions into account when making decisions. All cautions and convictions for specified serious violent and sexual offences, and other specified offences of relevance for posts concerned with safeguarding children and vulnerable adults, will remain subject to disclosure. In addition, all convictions resulting in a custodial sentence, whether or not suspended, will remain subject to disclosure, as will all convictions where an individual has more than one conviction recorded.