



RFL/WRL Policy regarding the Recruitment of Ex-offenders.

As an organisation using the Disclosure & Barring Service (DBS) to help assess the suitability of applicants for relevant positions, the RFL/WRL complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of Disclosure on the basis of a conviction or other information revealed. This written policy is included in the RFL/WRL's Child Protection Policy and is also on the Child Protection section on the WRL's website – [Safeguarding - Wales Rugby League \(WRL\)](#)

Wales Rugby League is committed to the fair treatment of its staff, potential staff, volunteers, potential volunteers and users of our services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

This written policy on the recruitment of ex-offenders is available to all Disclosure applicants prior to their application in the above locations.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential, and welcome applications from a wide range of candidates, including those with criminal records.

A Disclosure is only requested when a role is subject to Regulated Activity.

It should be made clear to all relevant volunteers that a DBS check will be undertaken as part of their recruitment process and that they are ineligible to begin their duties until clearance has been granted from the RFL/WRL.

The RFL/WRL will provide an "OK to deploy" notice when the process has been completed.

Any Disclosures which are returned with convictions, or any other information listed will be subject to a risk assessment – see Risk Assessment Process document for further information. The RFL will only use suitable and trained members of staff during the risk assessment process.

We undertake to consider any matter revealed which raises concerns with the applicant, although refusal to do so, or the unavailability of the applicant, may lead to the RFL/WRL issuing a "Do Not Deploy" notice.

In any interview or conversation or correspondence with an applicant we will ensure that an open and measured discussion takes place and that decision taken will be made by trained and experienced personnel. Interviews or conversations will discuss any convictions or other matters that may be relevant to the position applied for.

Failure to co-operate or reveal any information that may be directly relevant to the position sought will lead to the RFL/WRL issuing a "Do Not Deploy" notice.

Information about the DBS Code of Practice is available at <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar an individual from working or volunteering within Rugby League.