

## **HIGHLANDS SCHOOL**

### **THE RECRUITMENT OF EX-OFFENDERS**

Highlands School is committed to the fair treatment of its staff, workers, potential staff/workers and users of its services regardless of race, colour, nationality, ethnic or national origins, religion or belief, age, disability, gender, gender reassignment, sexual orientation, social, marital or civil status, pregnancy or maternity reasons, having responsibility for dependants, Trade Union involvement or any other grounds irrelevant to the role or service in question.

Similarly, Highlands School will not treat unfairly, or discriminate against, anyone with a criminal record. Having a criminal record does not mean that an individual will automatically be prevented from obtaining employment or working in this school.

The school has a 'Policy Statement on the Recruitment of Ex-Offenders' which is available on request. The school also adheres to the principles of the Disclosure and Barring Service Code of Practice. Applicants are made aware of the Code, which can be located at

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/474742/Code\\_of\\_Practice\\_for\\_Disclosure\\_and\\_Barring\\_Service\\_Nov\\_15.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/474742/Code_of_Practice_for_Disclosure_and_Barring_Service_Nov_15.pdf)