



ECB Policy on the Recruitment of Ex-Offenders in relation to the Criminal Records Bureau (CRB) Service

Individuals using the ECB CRB Disclosure Service are made aware of the existence of the CRB Code of Practice and a copy is available on request. This policy statement on the recruitment of ex-offenders is made available to all Disclosure applicants.

As an organisation using the CRB Disclosure service to assess applicants' suitability for positions of trust involving contact with children, the ECB complies fully with the CRB Code of Practice and undertakes to treat all applicants for positions fairly. The ECB undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The ECB is committed to the fair treatment of all within cricket including affiliated and voluntary users of its services, regardless of age, gender, disability, race, ethnic origin, creed, colour, social status, sexual orientation, or offending background and we have a written Equal Opportunities Policy.

The ECB actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome individual applications from a wide range of people, including those with criminal records.

A CRB Disclosure is only required after an assessment has indicated that one is both proportionate and relevant to the position concerned. For all positions where a CRB Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a CRB Disclosure will be required.

The ECB requests Enhanced Level Disclosures to ask questions about your entire criminal record which entitles the ECB to ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974 and the Exemptions Order 1975.

The ECB ensures that all those who are involved in the CRB Disclosure Process have been suitably trained to identify and assess the relevance and circumstances of offences. The ECB also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

The ECB undertakes to discuss any matter revealed in a Disclosure with the person seeking the position before considering any matter that a Disclosure identifies. Having a criminal record will not necessarily prevent appointment. Any such decision is entirely dependent on the position applied for and the circumstances and background of any offence.