



## Wick Players

14/14a Moray Street, Wick, Caithness, KW1 5QF  
Registered Scottish Charity No. SC019009  
Private Limited Company No. SC358114

# Policy

Policy No. POL12

*Please take note that where the words “we”, “us” or “directors” are stated, this refers to the board of directors of Wick Players who oversee the successful running of the club.*

The board of directors of Wick Players has adopted this policy and each member is expected to support and to comply with it.

### **Policy on the Recruitment of Ex-offenders.**

Wick Players is committed to a policy on the recruitment of ex-offenders.

Wick Players undertakes to treat all members fairly and with respect, and not to discriminate against the subject of a disclosure on the basis of a conviction or other information revealed.

We will only request the following disclosures where it is necessary and relevant.

- Standard Disclosure
- Enhanced Disclosure

In the circumstance of where a disclosure is required then it will be made clear to the relevant person or member on their application of membership.

We will ensure that open and measured discussion take place on the subject of offences. Failure to reveal such information could lead to the withdrawal or rejection of membership.

In the event of a disclosure revealing a conviction, the board of directors of Wick Players must and will take the following into consideration:

- Whether a conviction is relevant.
- The seriousness of the offence revealed.
- The length of time since the offence took place.
- Whether the applicant had a pattern of offending behaviour.
- Whether the applicant's circumstances have changed since the conviction.

**Wick Players will ensure that all directors with access to disclosure information are aware of this policy.**

**Wick Players undertake to make a copy of this policy and the code of practice available to any member that requires a disclosure.**

This policy was accepted by the board of directors of Wick Players on: 02/03/2022

Signed on behalf of the board of directors of Wick Players:

Jayden Alexander

(Secretary)