



PRO TOUCH SA

ACADEMY OF EXCELLENCE

DBS RISK ASSESSMENT

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REVIEWED ON 15/11/2017 BY MUSTAPHA TURAY



CRB - Employing people with criminal records: risk assessment

For completion in the case of an employee with Disclosures on their DBS check.

Assessing the risk of employing a person with a criminal record means comparing an applicant's skills, experience and conviction circumstances against risk criteria you have identified for the job. But remember that no two offences are exactly alike.

Name of Manager carrying out this assessment:	
DBS Disclosure number only*: <small>*Please note: Do not refer to applicants / employees offence on this risk assessment.</small>	
Date of DBS Disclosure:	

1. Consider the offence:

	YES	NO	N/A
(a) The nature and seriousness of the offence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) When did it happen? The length of time since the offence occurred.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(c) The circumstances involved	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(d) The sentence given	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(e) Patterns of offending - Was the offence a one-off or part of a history of offending?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(f) Efforts to avoid re-offending - Has the person undergone a rehabilitation program?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Consider the requirements of the job:

(a) Does the post involve direct contact with members of the public?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(b) Will the nature of the job present any realistic opportunities for the post holder to re-offend in the place of work?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

