



Southampton Football Club Recruitment of Ex-Offenders Statement

- The Company is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background. The Company has an Equal Opportunities Policy which is available to applicants. The Company also has a responsibility to ensure the safety and welfare of Children and vulnerable groups in its care and has policies to Safeguard Children and Vulnerable Adults.
- Some posts at the Company are eligible for either a Basic or Enhanced Disclosure and may include a check against the Children's Barred List if the position is Regulated Activity. Such Disclosures are only requested after an assessment for the role has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, applicants will be advised during the recruitment process that a disclosure will be requested in the event of the individual being offered the position.
- Unless the nature of the role allows the Company will only ask questions about 'unspent' convictions as defined in the Rehabilitation of Offenders Act 1974. For posts with eligibility for an Enhanced Disclosure the Company is entitled to ask about relevant spent and unspent offences and any other relevant material revealed by the Disclosure process. Typically such posts involve contact with Children and vulnerable groups. For more detail about work eligible visit <https://www.gov.uk/disclosure-barring-service-check>.