



Panel process for dealing with Blemished Disclosures¹

1. Each blemished disclosure will be referred to a confidential panel of people with relevant expertise and experience which is facilitated by the Interdenominational Protection Panel.
2. Having a criminal record will not necessarily prevent someone from working or volunteering.
3. The Panel ensures that all individuals with a blemished record are treated fairly and confidentially
4. The Panel will receive anonymised information about the crime and any other relevant information.
5. Some crimes make it unlawful for a person to work with children and/or vulnerable adults and the Panel will write to the individual to explain that it is not lawful for him/her to continue in the job. In other cases the Panel looks at mitigating or other information and makes a decision as to the applicant's suitability to do the job in light of the information disclosed.
6. Frequently the Panel advises that there is no specific risk related to the disclosure and the individual is able to proceed with the work. In some cases the Panel may advise that the individual can work or volunteer but may make recommendations or offer advice. For example, in the case of a disclosure relating to fraud, the Panel may advise that the individual does not handle money in relation to his/ her volunteering or work.
7. Where the decision is not to proceed, the General Secretary of the denomination will be notified and the IPP will contact the church to offer advice.
8. The Panel will write to the individual in each case, to explain the outcome of the Panel.

Appealing a Panel decision

9. In the event of an appeal on the basis of the decision of the Panel, the Secretary of the Interdenominational Protection Panel will convene a group of three appropriate Panel members who have had no previous involvement with the case.
10. The group will review any decision which has been made, and will refer any legal matters which have implications in relation to employment to suitable experts.
11. Having done so, the decision of the group will be final.
12. The General Secretaries will be required to:
 - i) Ensure that the Applicant has the benefit of 'pastoral care', by agreeing a companion' with him/her; the 'companion' will provide regular pastoral care.
 - ii) Arrange to meet the elders/deacons, if appropriate, to ensure that the local church provides pastoral care, and arrange such ongoing care.
13. A confidential record of every individual case in order to protect the Panel, and to enable the members of the Panel to gain experience.
14. Similar to all other cases, everyone who receives information in connection with this process is expected to comply with the Panel's Confidentiality Policy.

¹ One showing convictions, cautions, reprimands or final warnings, or information from the Police

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