

Safeguarding Policy

1. Introduction

- 1.1 Bristol Together CIC is dedicated to supporting the successful reintegration of ex-offenders into the workforce. This safeguarding policy outlines our commitment to ensuring the safety and well-being of all employees, clients, and stakeholders, while providing a supportive and inclusive environment for ex-offenders.

2. Purpose

- 2.1 Protect the Welfare and Rights of Ex-Offenders - Ensure fair treatment and respect for ex-offenders within our organisation and the broader community.
- 2.2 Risk Assessment and Management: Identify and manage potential risks associated with the employment of ex-offenders, ensuring a safe workplace for all.
- 2.3 Promote Transparency and Communication: Clearly communicate our commitment to ex-offender rehabilitation and community reintegration to all employees, clients, and stakeholders.

3. Scope

- 3.1 This policy applies to all individuals involved with Bristol Together, including employees, contractors, and others engaged in our activities, particularly those who are ex-offenders seeking employment or currently employed by the organisation.

4. Principles

- 4.1 Non-Discrimination - Employment decisions are made based on skills, qualifications, and experience, without discrimination based on criminal history, gender, race, sexual orientation, or other personal characteristics.
- 4.2 Risk Assessment - Each ex-offender candidate undergoes a comprehensive risk assessment, considering the nature of their criminal history and the role they are applying for, with input from probation officers or prison resettlement workers.
- 4.3 Support and Monitoring - Ex-offenders receive tailored support, including access to mentoring, training, and counselling services to facilitate their reintegration.
- 4.4 Confidentiality - Personal information, including criminal history, is kept confidential and shared only with those who need to know for legitimate purposes.

- 4.5 Community Engagement - We work with community organisations, government agencies, and other stakeholders to provide a holistic approach to ex-offender reintegration.

5. Implementation

5.1 Recruitment and Hiring Process:

- 5.11 Disclosure: Ex-offenders are required to disclose their criminal history during the application process.

- 5.12 Risk Assessment: Bristol Together conducts a thorough risk assessment to evaluate the candidate's suitability and potential risks.

5.2 Support and Rehabilitation:

- 5.21 Support Services: Ex-offenders have access to mentoring, training, and other support services to aid their development.

- 5.22 Collaboration: We partner with external support agencies to ensure comprehensive rehabilitation and reintegration.

5.3 Supervision and Monitoring:

- 5.31 Regular Supervision: Daily supervision, along with monthly check-ins and performance reviews, helps monitor the progress of ex-offenders.

- 5.32 Addressing Concerns: Any behavioural or performance issues are promptly addressed with appropriate measures.

6. Reporting and Review

- 6.1 This safeguarding policy is regularly reviewed to ensure compliance with legal and ethical standards. Any incidents or concerns related to the safeguarding of ex-offenders are promptly reported, investigated, and managed according to established procedures.

7. Review

- 7.1 Bristol Together CIC is committed to fostering a safe and inclusive environment for ex-offenders as they re-enter the workforce. Through this safeguarding policy, we aim to support rehabilitation, reduce reoffending, and contribute to a more equitable and just society.



Paul Morgan, Managing Director

Bristol Together CIC

For any questions or concerns related to this Safeguarding Policy, please contact Paul Morgan –

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Review Cycle:	Date of Review:	Reviewed by:	Next Date of Review:
Annual	01/08/2024	Paul Morgan – Managing Director	01/08/2025