

Safer Recruitment Letter

To whom it may concern,

St Giles Trust have been commissioned locally across Telford and Wrekin to deliver our SOS+ early intervention work in educational settings, through preventative sessions on violence, vulnerability and exploitation. Our award-winning approach puts trained staff with lived experience at the heart of the solution. Having previously been involved in gangs, crime and street life; they are imbued with a passion and collective desire to ensure the young people they work with do not make the same mistakes they once did. This approach allows for pro-social modelling and our staff use their lived experience to offer an alternative to the 'street' narrative. It has proven successful where more conventional approaches have failed.

St Giles believe strongly that criminal convictions should not be a bar to employment. Our philosophy and principles as a charity are based on a belief, supported by evidence, that those staff who have experienced adverse lived experiences including criminal activity can have a positive impact on the clients we work with. We believe therefore that employing staff who have criminal convictions and cultural competence support our objective in safeguarding children and vulnerable adults.

All of our staff have been recruited following a robust safer recruitment process in line with our internal policies. Each staff member prior to commencing their role has been interviewed, risk assessed for suitability to the role, client base and location of work. Furthermore, their employment has been signed off by St Giles' risk panel and Director of Services, acceptable references dating back 5 years have been checked, and staff receive a full and comprehensive induction and training program. They also have a **valid Enhanced DBS with Children's barred list check**. If a staff member of ours is still on probation license, their employment has also been approved by the National Probation Service. Our staff do not carry their DBS certificate on their person but will be able to provide their DBS number and issue date.

Many thanks,

Steve Clarke

Midlands Head of Service

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