



CRB Renewal Amnesty

As part of Turning Point's ongoing commitment to safeguarding Service Users we are about to embark on a mass CRB renewal project. It is widely recognised that CRB Disclosures should be renewed at least every three years, therefore HR have identified staff who have over three years service with Turning Point but without a recent (within 3 years) CRB disclosure.

All Turning Point positions are exempt from the Rehabilitation of Offenders Act meaning that you must disclose all warnings, cautions and/or convictions, additionally it is also a condition of your contract that if you receive any warnings, cautions or convictions during your employment with Turning Point you are required to tell your Line Manager – failure to disclose this information could result in disciplinary proceedings.

To that end we are declaring September CRB Amnesty month – if you have any warnings, convictions, cautions or any other information that might appear on a CRB disclosure please tell your Line Manager immediately. (If your Line Manager is not available please speak to the Planning and Performance manager of your area who will be able to advise you further)

You will not have breached your contract if you share this information in this month, however if your disclosure shows up any information that you had knowledge of and did not disclose then you could face disciplinary proceedings in relation to Breach of Contract.

Please note that Turning Point will not discriminate against you based on your CRB disclosure and that all information will be treated in the strictest of confidence.

However you do need to be aware that Turning Point have a commitment to safeguard Service Users and other staff members and therefore receipt of a positive disclosure may result in a risk assessment or appropriate action being undertaken in line with current policy.