



**IMO 2019**  
60<sup>TH</sup> INTERNATIONAL  
MATHEMATICAL OLYMPIAD

Honorary Patrons:  
Sir Timothy Gowers FRS  
Dame Frances Kirwan FRS  
Sir Andrew Wiles FRS

## IMO 2019: ex-Offenders Recruitment Policy

- As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), IMO 2019 complies fully with the Code of Practice and undertakes to treat all applicants for positions fairly. IMO 2019 undertakes not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.
- IMO 2019 can only ask an individual to provide details of convictions and cautions that IMO 2019 are legally entitled to know about. Where a DBS certificate at either standard or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended, and where appropriate Police Act Regulations as amended), IMO 2019 can only ask an individual about convictions and cautions that are not protected.
- IMO 2019 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.
- IMO 2019 has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the outset of the recruitment process.
- IMO 2019 actively promotes equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. IMO 2019 select all candidates for interview based on their skills, qualifications and experience.
- An application for a criminal record check is only submitted to DBS after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a criminal record check is identified as necessary, all application forms, job adverts and recruitment briefs will contain a statement that an application for a DBS certificate will be submitted in the event of the individual being offered the position.
- IMO 2019 ensures that all those in IMO 2019 who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences. IMO 2019 also ensures that they have received appropriate guidance and training in the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

### IMO 2019 Ltd

#### Directors:

Dr Geoff Smith MBE (Chair)  
Prof Adam McBride OBE (Treasurer)  
Dr Ceri Fiddes (Executive Director IMO 2019)  
Mr Graham Keniston-Cooper  
Mrs Sue Rossiter

### The International Mathematical Olympiad 2019 in the United Kingdom

IMO 2019 Ltd is a company limited by guarantee and registered in England and Wales.  
Company Number: 09649690.  
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- At interview, or in a separate discussion, IMO 2019 ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment.
- IMO 2019 makes every subject of a criminal record check submitted to DBS aware of the existence of the Code of Practice and makes a copy available on request.
- IMO 2019 undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.