

Course L015: The Law and Equal Opportunities

COURSE DURATION:

30 minutes

TARGET AUDIENCE:

- Managers
- Supervisors
- HR staff

AVAILABLE IN:

- Audio
- Non-Audio

DELIVERED VIA:

- Intranet
- Internet
- CD Rom

Ex-Offenders Legislation

Given that estimates suggest that at least 20% of the working population has a criminal record; organisations excluding ex-offenders lose access to one fifth of the working population when recruiting.

Experience and evidence tells us that the majority of ex-offenders in the workplace are no different from the rest of us. They are motivated to work for the same reasons as everyone else and have no ulterior motives when seeking work.

This course enables those responsible for recruitment and selection to carry out this activity in a non-discriminatory manner whilst understanding the responsibilities of applicants for honesty and disclosure.

Course Content

- Disclosure of convictions
- Rehabilitation periods
- Driving disqualifications and endorsements
- Further convictions
- Cautions
- Exceptions to the rehabilitation period rule
- Effects on job applications and interviews
- Discrimination and spent convictions

