

The Law and Equal Opportunities – Ex-Offenders Legislation

Course length: 45 mins*

Course Code: 103080BT009

This course will help you to ensure that your employment policy does not contravene current and planned UK law and codes of practice in respect of ex-offenders.

Benefits for the Learner

Most forward-thinking businesses are committed to the principle of equality of opportunity. Subject to the over-riding consideration of protecting children and vulnerable people, they make all efforts to prevent unfair discrimination against those with criminal records.

This course gives you the knowledge and skills you need to feel comfortable when asking questions about criminal records. It will ensure that you stay within the law and that you are confident that the information you request does not constitute harassment or a contravention of human rights.

Benefits for the Business

Many of the people you currently employ, or those who apply for positions within your business, are likely to have a criminal record, given that a third of all males and 8% of females will have been convicted of a criminal offence by the age of 30.

This course will help you to ensure that your organisation's recruitment and selection procedures do not contravene relevant UK law in respect of the employment of ex-offenders.

What Does the Course Cover?

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

How Long Does the Course Take?

You can work through this course at your own pace. It should take you around 45 minutes to complete.

*Courses are accessible for six months from the date of purchase.