

Working in Care if you have had a criminal conviction

It can often be assumed that if you have a criminal conviction, something that would show up on your DBS check, then you are not able to work in social care.

This might mean some people don't consider applying to work with us because they assume we would reject their application.

Please be assured that we take a much more person-centred approach than that. We do need to undertake DBS checks on the majority of the roles we employ, so it's important that you declare any convictions. However, not every conviction would result in your application being rejected.

We understand that things go wrong at points in people's lives and mistakes get made. There are some convictions that would make someone unsuitable to work in care, but there are also many which are not relevant to the role or where the situation can be managed. The safety of the people we support is our primary concern, but where we can safely do so, we are still keen to provide opportunities to allow someone with a conviction to move forward with their life.

Where someone does declare a conviction our approach is to talk through the situation so that we can fully understand the context. We then risk assess the situation in relation to the role the person has applied for in order to make a decision on whether we can offer employment.

If you are unsure whether we would consider your application on the basis of a conviction you may have, please contact us for advice. One of our values is Honest so we always encourage you to be open with us and then we are able to handle your enquiry/application appropriately.