



Four Seasons
HEALTH CARE

Policy on the Employment of Ex-offenders

Four Seasons Health Care 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 ability or offending background.

We actively promote 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. We select all candidates for interview based on their skills, qualifications and experience.

However, all staff will be subject to police record checks by way of Disclosures from the Criminal Records Bureau. All staff will also be invited to self disclose to the company, in complete confidence, any convictions they may have.

The sole purpose for requesting information about criminal convictions is to offer protection to our residents who are deemed to be vulnerable adults. Having a conviction will not necessarily bar an individual from employment. This will depend on whether the conviction is considered relevant to the post, and how recently it was committed. Any disclosure will be seen in the context of the job criteria, the nature of the offence and the responsibility for the care of existing clients and employees.