

We believe that every young person should have the chance to succeed. Our mission is to help young people transform their lives by developing the confidence to live, learn and earn.

Passionate about finding the right people to achieve our vision, we are committed to equality of opportunity for all applicants including ex-offenders, with all applicants considered for employment or volunteering roles based on merit.

Having a criminal record will not necessarily prevent applicants from working with us as an employee or a volunteer. Where roles involve 'regulated activity', applicants are required to participate in disclosure checks as part of the recruitment process. We take care to review individual circumstances fairly and lawfully, and it is on this basis that employment or appointment decisions are made.

Please also see the following documents:

Policy on: Recruitment of Ex-Offenders

Policy on: Secure Storage and Handling of Disclosure Information

Codes of Practice:

For England and Wales: [DBS England & Wales](#)

For Scotland: [PVG Scotland](#)

For Northern Ireland: [Access NI Northern Ireland](#)