

What checks do we make before you start your new job?

Before you join us, we need to carry out a few checks, depending on the type of job you will be doing.

Right to work in the UK

We will ask you to bring proof of your right to work in the UK. For example, this could be a European Passport. A copy of the original document will be made, signed and dated and placed on your file for the duration of your employment.

References

An offer of employment will be a subject to satisfactory references including one from your current employer.

Health checks

You will be required to complete a pre-employment health questionnaire and we may ask you to have a health assessment performed by an independent company.

Qualifications

If you need particular qualifications or training for a job you are applying for, we will require proof that you have achieved it.

Criminal record checks

If you are applying to work with vulnerable adults or your work will bring you into regular contact with vulnerable adults, we will carry out a criminal record check before you start. Criminal record checks are carried out by the Disclosure and Barring Service (DBS) and you need to show some documentation such as proof of identity and proof of address.

For care roles, you will have to pay your DBS check but we will pay you back for the cost after 6 months.