

ScottishPower uses Basic Disclosures to help recruitment

When you answer the door to a meter reader or engineer, you want to feel safe about letting them into your home. ScottishPower, one of the UK's leading energy providers, is now helping you feel more secure by checking new employees' conviction history. It now requires Basic Disclosures, from Disclosure Scotland, as part of its recruitment process for people in customer facing roles, to improve customer safety and to make more informed recruitment decisions.

Disclosure Scotland

Disclosure Scotland, Scotland's criminal record checking service, enhances public safety and helps employers and voluntary organisations make safer recruitment decisions, by providing criminal record and other relevant information about prospective employees.

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Basic Disclosures contain details of all of the applicant's unspent convictions and are available to anyone for any purpose and are issued to the applicant. Convictions become 'spent' after a period of time dependent on the sentence imposed by the court, though convictions that result in a sentence of imprisonment of more than 2½ years do not become spent.



How Basic Disclosures help ScottishPower



ScottishPower, which employs over 8,000 people across the UK, now requests the Basic Disclosure from prospective employees in the final stage of the recruitment process. They require them for people who are working in areas where they could have regular interaction with members of the public such as meter readers and direct sales people. The company also requires any new employees who have regular ongoing contact with children or vulnerable adults to have a higher-level Enhanced Disclosure.

“We are further promoting a culture of transparency within the company and better positioning ourselves as a responsible corporate citizen”

Joan Stuart, ScottishPower's Senior Employee Relations & Business Change Partner, explains that as “ScottishPower is a high profile company operating in a competitive market place, it is vital that we do all we can to ensure trust and credibility amongst our staff and customers.”

Managers throughout the company have also welcomed the decision to screen new recruits. “We take recruitment very seriously and recognise that the cost of taking on inappropriate individuals far outweighs the time and resource required to collect thorough information”, says Joan Stuart.

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“By implementing this policy we are further promoting a culture of transparency within the company and better positioning ourselves as a responsible corporate citizen.”



Gordon Irving, Head of Security at ScottishPower, explains that “ensuring the safety and security of our people is a key priority for ScottishPower. The Basic Disclosure will help in making our recruitment process more rigorous by weeding out individuals that would not fit in to a positive work environment.”

“Overall, adopting the Basic Disclosure is being viewed as a positive development for ScottishPower. It adds an extra aspect to the company’s strong commitment to safety and security.”

How can Disclosure Scotland help you?

- Basic Disclosures are available for anyone and are not job-specific.
- They help ensure the right people are in the right roles
- They help keep your customers’ safety at the centre of your recruitment policy
- Basic Disclosures show details of all convictions considered to be unspent under the Rehabilitation of Offenders Act (ROA) 1974 or state that there are no such convictions. (Under the ROA most convictions are considered to be ‘spent’ after a period of time has passed, generally based on the severity of the penalty, and no further offending has taken place.)
- A new invoicing service is available for organisations who wish to use Basic Disclosures.
- To find out more about this service and how Disclosure Scotland can help you, call 0870 609 6006 or visit our website: www.disclosurescotland.co.uk

Disclosure Scotland
PO Box 250
Glasgow
G51 1YU

Disclosure
SCOTLAND

Telephone: +44 (0)870 609 6006
Fax: +44 (0)870 609 6996
Web: www.disclosurescotland.co.uk