

LONDON TRAVEL PROTECTION LIMITED

Ex-Offender Policy

From July 1, 2024, Transport for London (TFL) requires all private hire vehicle (PHV) operators to have a policy on employing ex-offenders. This policy document outlines LONDON TRAVEL PROTECTION LIMITED's approach to recruiting individuals with criminal convictions.

Recruitment Process

LONDON TRAVEL PROTECTION LIMITED is committed to providing a fair and inclusive recruitment process for all applicants. We do not discriminate against individuals based on a criminal conviction unless the conviction directly relates to the role and poses a risk to public safety.

Disclosure of Criminal Convictions

Applicants are encouraged to disclose any unspent criminal convictions at the earliest stage of the application process. This information will be treated confidentially and will only be considered in relation to the suitability of the applicant for the role.

Assessment of Criminal Convictions

When considering an application from someone with a criminal conviction, LONDON TRAVEL PROTECTION LIMITED will take into account the following factors:

- * The nature of the offense
- * The severity of the offense
- * The time that has elapsed since the offense
- * The circumstances surrounding the offense
- * The applicant's rehabilitation

Decisions

The decision to hire an applicant with a criminal conviction will be made on a case-by-case basis, considering all relevant factors. We will only make a decision that does not undermine the safety of our passengers or colleagues.

Right to Appeal

Applicants who are unsuccessful in their application due to a criminal conviction will have the right to appeal the decision.

Training

LONDON TRAVEL PROTECTION LIMITED is committed to providing training to our employees on our ex-offender policy and the recruitment of individuals with criminal convictions.

Review

This policy will be reviewed regularly to ensure that it remains compliant with TFL regulations and best practices.