Employing People in Recovery

Alcohol & Drugs Action Position Statement

At ADA, we recognise and value diversity in our team as we believe this reflects the diversity in our communities. As part of this approach, we welcome applications for employment from people who have past "lived" experience of problems with alcohol and/or other drugs, as we believe that this brings an added dimension of knowledge and expertise to our team.

The following are our key criteria for considering someone with past "lived" experience as a potential ADA employee:

At the point of application for work with ADA:

- The applicant must be two years free of drug use (including substitute prescribing);
- The applicant must be two years free of problematic alcohol use;
- The applicant must be conviction free* since end of problematic substance use, as evidenced by an enhanced disclosure/membership of the PVG Scheme. As part of the pre-employment recruitment checks for employment with ADA, the successful candidate will be required to gain/maintain Protection of Vulnerable Group Scheme membership. Support with this process will be provided;

  * 'conviction free' means that since the end of problematic substance use, the applicant has no disclosable convictions or cautions for any offence other than an offence under any road traffic legislation in the United Kingdom or elsewhere for which a fine or non-custodial penalty is imposed.

- The applicant must meet all the essential criteria on the person specification relevant to the role, as required by all candidates;
- The applicant will be required to provide **two** people who can provide references. One of whom will be required to comment regarding the person's history of substance, drug or alcohol use, in addition to their suitability for the post. The referee commenting on the history of substance use should know the candidate well and for at least **two years** and should be either a previous employer or someone who has worked with the person in a professional capacity, e.g. addictions worker, probation officer or social worker;

Once employed at ADA, as with all of our staff, employees who are in recovery will receive regular support and supervision. Issues regarding work performance, capability or periods of ill health will be dealt with according to ADA's policies, as laid out in the Staff Handbook.