

Declaration of convictions

Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?

YES / NO

If yes, please give details including dates.

If the Job Profile has indicated that the post for which you are applying will be subject to a standard or enhanced DBS check, please answer the following question.

Do you have any adult cautions (simple or conditional) or spent convictions that are not protected as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2020?

YES / NO

If yes, please give details including dates.

A criminal record will not necessarily bar you from working for the Council. This will depend on the nature of the job and the circumstances and background of your offences.

The amendments to the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (2013 and 2020) provides that when applying for certain jobs and activities, certain convictions and cautions are considered 'protected'. This means that they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account.

Guidance about whether a conviction or caution should be disclosed can be found on the Ministry of Justice website.

The Ministry of Justice's online disclosure checker is a new service being piloted and may be useful:

[Caution or conviction - Check when to disclose cautions or convictions - GOV.UK \(check-when-to-disclose-caution-conviction.service.gov.uk\)](https://www.gov.uk/check-when-to-disclose-caution-conviction.service.gov.uk)

Help is available from Unlock, a national independent advocacy charity that supports people with criminal records to move on positively in their lives.

[Disclosing criminal records to employers - Unlock](https://www.unlock.org.uk/)

Warning:

If you are barred from engaging in regulated activity with a vulnerable group, it is an offence if you seek, offer or engage in regulated activity with a group that you are barred from working or volunteering with.

Any such attempts by barred individuals will be reported to the Police.