Legally, need to disclose?

Disclosing to employers - Information series

What ‘type’ of job are you applying for? Is it covered (or not) by the Rehabilitation of Offenders Act 1974?

- Covered – ‘Basic’ check potentially
- Not covered - Standard’ or ‘Enhanced’ check potentially

Is there a question about convictions or criminal records?

- No
  - You do not need to disclose

- Yes
  - You should disclose any offences that are “unspent” under the Rehabilitation of Offenders Act 1974

Is there a question about convictions or criminal records?

- No
  - You do not need to disclose

- Yes
  - You should disclose cautions or convictions that are not yet “filtered” by the DBS

However, it’s worth considering this practical situation a bit further. See our ‘to disclose or not to disclose’ information.

See our separate information on how to work out whether your offences are ‘spent’. You can also visit www.disclosurecalculator.org.uk.

However, these roles are more likely to still do a ‘check’ later in the recruitment process. See our ‘to disclose or not to disclose’ information.

See our separate information on how to establish whether something will be ‘filtered’ by the DBS.