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| **Shortlisted applicants will be asked to sign this declaration**  **11. DECLARATION** | | | |
| |  |  | | --- | --- | | The Knowledge Schools Trust aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Warnings, reprimands and youth cautions will no longer be automatically disclosed on a DBS certificate. The multiple conviction rule has been removed, meaning that if an individual has more than one conviction, regardless of offence type or time passed, each conviction will be considered against the remaining rules individually, rather than all being automatically disclosed. Having an 'unspent' conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offence(s). It is an offence to apply for the role if you are barred from engaging in regulated activity relevant to children.  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 Guidance on the Rehabilitation of Offenders Act 1974 and the Exceptions Order 1975 - GOV.UK ([www.gov.uk](http://www.gov.uk))  As the Knowledge Schools Trust meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are offered employment in posts involving access to children and vulnerable adults of positions within the legal and financial field, will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions. This means that you are required to declare any convictions, cautions or reprimands which you may have, even if they would otherwise be regarded as 'spent' under this Act, and any prosecutions pending against you. Failure to disclose this information could result in dismissal or discipline by the School. Any information will be treated in complete confidence.  I have read the above notes on Criminal Convictions and agree to a Disclosure and Barring Service Check of Police Records being made if I am offered the job for which I am applying. I understand that the job for which I am applying is covered under the Rehabilitation of Offenders Act 1974 (Exceptions Order 1975) and, consequently, no criminal conviction may be considered 'spent'. | | | **Do you have any unspent conditional cautions or convictions under the Rehabilitation of Offenders Act 1974?**  **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**  **Yes No** | | If you have answered yes, you will be required to provide written details of any convictions, cautions, bind-overs or prosecutions pending, should you be selected for interview. Please ensure that you bring these with you to interview, in the event that you are shortlisted.   |  | | --- | | I agree that any offer of employment is subject to satisfactory evidence of my right to work in the UK, satisfactory references, teacher checks and medical clearance.  In accordance with the 2018 Data Protection Act and GDPR, the organisation treats personal data collected during the recruitment process in accordance with its Data Protection Policy. Information about how your data is used and the basis for processing your data is provided in the organisation's job applicant privacy notice. | | | | | | |
| Signature: |  | Date: |  |