



MINSTHORPE ACADEMY TRUST
POSTS EXEMPT FROM THE REHABILITATION OF OFFENDERS ACT 1974

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 (Exemptions) Amendment Order 1986.

If you are invited for interview, you will be required to declare any previous convictions, cautions, reprimands, or final warnings you may have, that would be disclosed on a DBS certificate. The information you give will be treated in confidence and will only be considered in relation to an application where the exemption applies.

It is an offence to knowingly apply for, offer to do, accept, or do any work in a regulated position if you have been disqualified from working with children. Any offer of employment will be subject to checks being carried out to ensure that you are not subject to a prohibition order or an interim prohibition order.

As an Equal Opportunities Employer, Minsthorpe Academy Trust is committed to ensuring that all applicants are considered for employment on the basis of their merits and abilities, regardless of any other factors which are unrelated to the post. The disclosure of a criminal record will not debar you from appointment unless it is considered that any conviction, caution, reprimand, or final warning affects your ability to do the job effectively thus rendering you unsuitable for appointment. In making this decision, consideration will be given to the nature and background to the offence, the length of time since the offence occurred, and what age you were when it was committed, whether you have a pattern of convictions, and whether your circumstances have changed since the offence was committed. The relevance of any convictions you may have, will be assessed against the work you would be required to do and the circumstances in which it has to be carried out.

Any appointment will be subject to a Standard or Enhanced Disclosure Certificate being received from the Disclosure and Barring Service. This will be checked against the information provided by yourself.

If you would like to discuss whether a conviction, caution, reprimand, or final warning you have would debar you from applying for this post, you may telephone Mrs C Green – Director of HR & Associate Teams at Minsthorpe Community College on 01977 657600, whom you may ask, in confidence, for advice.

