

What will be disclosed on a standard or enhanced check?

Disclosing to employers - Information series

Some jobs and courses are not covered by the Rehabilitation of Offenders Act 1974, which means that instead of being able to do a 'basic' disclosure, organisations are able to carry out a standard or enhanced check, depending on the role. These are provided by the DBS, using information from the Police National Computer (PNC). For more information, [search for 'disclosure and barring service' on hub.unlock.org.uk](https://hub.unlock.org.uk).

Types of roles that commonly require them

Standard checks

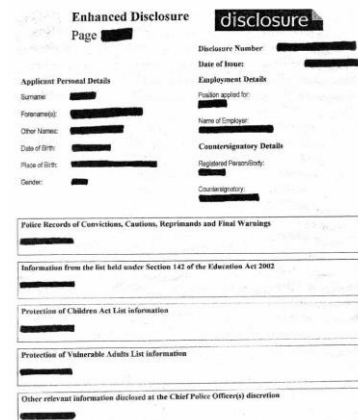
- Security industry licence
- Solicitor/Barrister
- Accountant, FCA 'approved person'

Enhanced checks

- Working with children/vulnerable adults
- Teacher, social worker, carer
- Taxi drivers

What they disclose

- Cautions held on the PNC ([unless filtered](#))
- Convictions held on the PNC ([unless filtered](#))
- Previously 'stepped down' cautions/convictions ([unless now filtered](#))
- *For enhanced checks only* – [Police intelligence](#) (if police deem relevant)
- *For enhanced + barring checks only* – Inclusion on the [Childrens and/or Barring List](#) (if specified)



What they don't disclose

- Cautions or convictions that are [filtered by the DBS](#) (see separate information on how this works)
- Which convictions are spent and which ones are unspent

How they work

- The role that you're applying for must be eligible for the employer to be able to conduct one. For more information, [search for 'eligibility' on hub.unlock.org.uk](https://hub.unlock.org.uk).
- If you don't think the employer is eligible, you can [challenge the eligibility](#).
- The employer needs your consent, and will submit an application via a Registered Body to the DBS
- The DBS certificate is returned to you, for you to then show to the employer.