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 disclose¹

Yes

You should disclose any offences that are “unspent” under the Rehabilitation of Offenders Act 1974²

Is there a question about convictions or criminal records?

No

You do not need to disclose³

Yes

You should disclose cautions or convictions that are not yet “filtered” by the DBS⁴

¹ However, it’s worth considering this practical situation a bit further. See our ‘to disclose or not to disclose’ information.
² See our separate information on how to work out whether your offences are ‘spent’. You can also visit www.disclosurecalculator.org.uk.
³ 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.
⁴ See our separate information on how to establish whether something will be “filtered” by the DBS.