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.

Types of roles that commonly require them

<table>
<thead>
<tr>
<th>Standard checks</th>
<th>Enhanced checks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Security industry licence</td>
<td>Working with children/vulnerable adults</td>
</tr>
<tr>
<td>Solicitor/Barrister</td>
<td>Teacher, social worker, carer</td>
</tr>
<tr>
<td>Accountant, FCA ‘approved person’</td>
<td>Taxi drivers</td>
</tr>
</tbody>
</table>

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.
- If you don’t think the role 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.