



## Statement on Recruitment of Ex-offenders

**Onside Independent Advocacy** aims to promote equality of opportunity for all with the right mix of talent, skills and potential. **Onside Independent Advocacy** welcomes applications from diverse candidates.

Criminal records will be taken into account for recruitment purposes only when the conviction is relevant. Unless the nature of the work demands it, you will not be asked to disclose convictions which are 'spent' under the Rehabilitation of Offenders Act 1974. Having an 'unspent' conviction will not necessarily bar you from employment. This will depend on the circumstances and background to your offences.

## Disclosure of Criminal Record

As **Onside Independent Advocacy** meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974, all applicants who are accepted as employees will be subject to a criminal record check from the Disclosure Barring Service (DBS) before undertaking any work with the organisation. This will include details of cautions, reprimands or final warnings as well as convictions.

Please answer the question below enquiring whether you have any convictions, sign the form, place this form **ONLY** in the envelope marked **CONFIDENTIAL** and return with your application form.

**Do you have previous convictions, other than minor traffic convictions such as speeding and parking?**

☐ Yes ☐ No

If the answer is yes please list the conviction(s) below, including the date, court, offence and sentence:

**Please note:** Failure to disclose information that is directly relevant to the position sought could lead to the withdrawal of the offer of a position with Onside. However, having a criminal record will not necessarily prevent you from working with us. This will depend on the circumstances and background of your offences.

Signed:

Print:

Date: