



CRB Levels of Disclosure

Any applicants for posts which are exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exemptions Order 1975) are not entitled to withhold information about convictions which, for other purposes, are 'spent'.

All successful applicants will be subject to criminal record checks by the Criminal Records Bureau.

For Personal Assistant vacancies 'Enhanced' checks will be required.

CRB levels of Disclosure:

Standard CRB checks

Since October 2009, Standard Disclosures are no longer available for people working with children or vulnerable adults. Standard checks may still be issued for people entering certain professions, such as members of the legal and accountancy professions.

A Standard Disclosure will contain details of any spent and unspent convictions, as well as cautions, reprimands and warnings recorded by the police. It will also indicate if there are no such matters on record.

Enhanced CRB checks

Enhanced Disclosures are for posts, which involve contact with children or vulnerable adults.

Enhanced Disclosures can be applied for if the post involves regularly caring for, training, supervising or being in sole charge of children or vulnerable adults.

As well as the information given on a Standard Disclosure, Enhanced Disclosures involve a check on local police records. Where there is found to be relevant information to the post applied for, the local police force may release it for inclusion in the Disclosure.

If a position involves working with children or vulnerable adults, the Enhanced Disclosure will indicate whether the individual is barred to work with such groups.