

ROMSEY MILL
STATEMENT OF POLICY ABOUT RELEVANT CONVICTIONS

The post for which you are applying involves substantial opportunity for access to children. It is therefore exempt from the Rehabilitation of Offenders Act 1974. If you are invited to attend for interview you will be required to declare any convictions or cautions you may have, even if they would otherwise be regarded as “spent” under this Act.

The information you give will be treated in confidence and will only be taken into account in relation to an application where the exemption applies. Romsey Mill is also entitled, under arrangements introduced by the Home Office for the protection of the public, to check with the Criminal Records Bureau for the existence and content of any criminal record of the **successful** applicant.

The disclosure of a criminal record will not debar you from appointment unless it is considered that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago, and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Equal Opportunities Policy.

Failure to declare a conviction may, however, disqualify you from appointment, or result in summary dismissal if the discrepancy comes to light.

If you would like to discuss whether a conviction you would have had would debar you from working with children, you may telephone Cambridge (01223) 566091 and speak to the Chief Executive Officer, whom you may ask, in confidence, for advice.

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