**Self-declaration and disclosure form**

for non-regulated activity roles that involve minimal contact with children (under 18 years old)[[1]](#endnote-1)

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| **Private and confidential**  All information will be treated as confidential and managed in accordance with relevant data protection legislation and guidance. You have a right of access to information held on you under the Data Protection Act 2018. |

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| **Employee or volunteer information** | | | | |
| Name |  | | | |
| Address |  | | | |
| Contact number(s) |  | | | |
| Date of birth |  | | | |
| Gender[[2]](#endnote-2) | Female  🞎 | Male  🞎 | Non-binary  🞎 | Another description (please state)  🞎 |

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| **Note:** All roles should be risk assessed to consider the level of engagement and opportunity to manipulate their role to cause potential harm to children.  This post is covered by the Offender Rehabilitation Act 2014[[3]](#footnote-1) and therefore applicants are required to declare:  • Unspent convictions  Free, confidential advice can be sought from the organisations below to help you understand whether to disclose certain criminal record information:  NACRO – Tel: 0300 123 1999, or email: [helpline@nacro.org.uk](mailto:helpline@nacro.org.uk) (England & Wales)  NIACRO – Tel: 028 9032 0157 (Northern Ireland)  Unlock – Tel: 01634 247350, email [advice@unlock.org.uk](mailto:advice@unlock.org.uk) or complete the online form on the Unlock website. (England & Wales)  SACRO – Tel: 0131 624 7270 (Scotland) |

Any disclosure will be seen in the context of the role description, the nature of the offence and the responsibility for the care of existing clients/volunteers and employees. Having unspent convictions will not necessarily mean that you cannot work/volunteer with us. The information provided may be assessed alongside normal selection criteria to determine suitability for the role of NAME THE ROLE. A separate arrangement will be made with you if clarification is required to discuss any issues around your disclosure before a final decision is reached.

**A Selection of optional questions for organisations to consider asking if considered relevant and proportionate to the role.**

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| **Declaration of individual** | | |
| 1. Do you have any unspent convictions or conditional cautions? | No  🞎 | Yes – please see the 2 options below  🞎 |
| **Option 1:** You can disclose your criminal record on a separate sheet provided that, you mark a cross on the line below and attach the details in an envelope stapled to this form. The envelope should be marked **CONFIDENTIAL** and state your name and details of the post.  I have attached details of my conviction separately\_\_\_\_\_ (please mark with an X if appropriate.) | | |
| **Option 2:** Please provide details of unspent convictions or conditional cautions, in the space provided: |  | |
| 1. Have you been formally charged with any other offence in any country which has not yet been disposed of? | No  🞎 | Yes – please provide further information  🞎 |
| 1. Are you currently subject to any criminal investigations or pending prosecutions by the police in any country which may have a bearing on your suitability for this position? | No  🞎 | Yes – please provide further information  🞎 |
| 1. Have you ever been known to Children’s Social Care or the police as being a risk or potential risk to children? | No  🞎 | Yes – please provide further information  🞎 |
| 1. Have you been the subject of any formal action, disciplinary investigation and/or sanction by any organisation due to concerns about your behaviour towards children? | No  🞎 | Yes – please provide further information  🞎 |
| 1. Have you ever been dismissed for misconduct from any employment, volunteering, or other position previously held by you, in circumstances which may have bearing on your suitability for this position? | No  🞎 | Yes – please provide further information  🞎 |
| 1. Are you currently subject to any fitness to practise investigations or proceedings by a regulatory, governing, or licensing body in any country, which may have bearing on your suitability for this position? | No  🞎 | Yes – please provide further information  🞎 |

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| **Confirmation of declaration** | | |
| Please tick the boxes below and then sign this form. | | |
| 🞎 | I agree that the information provided here may be processed in connection with recruitment purposes and I understand that an offer of employment/volunteer role may be withdrawn, or dismissal may result if information is not disclosed by me and subsequently comes to the organisation’s attention. | |
| 🞎 | In accordance with the organisation’s procedures, if required I agree to provide a valid DBS Basic Check\* and consent to the organisation clarifying any information provided on the disclosure with the agencies providing it. | |
| 🞎 | I agree to inform the organisation within 24 hours if I am subsequently investigated by any agency or organisation in relation to concerns about my behaviour towards children or young people. | |
| I declare that the information provided on this form is correct. I understand that the declaration of a criminal record will not necessarily prevent me from being offered this role at *[insert name of organisation]* | | |
| Signature | | 🗶 |
| Print name | |  |
| Today’s date | |  |

\*Amend the wording as appropriate for your jurisdiction

1. Amend reference to legislation relevant to your jurisdiction [↑](#endnote-ref-1)
2. It is good practice for the question on gender to be optional rather than mandatory. Sometimes, software can restrict options, which will require compromising on this best practice until systems are updated. Any system or software limitations should be openly acknowledged by the organisation so that transgender people know the organisation is aware of the restrictions and is working to resolve it. [↑](#endnote-ref-2)
3. [↑](#footnote-ref-1)