



THE REHABILITATION OF OFFENDERS ACT

The Rehabilitation of Offenders Act 1974 (R.O.A.) enhances the employment opportunities for ex-offenders by allowing for **certain** convictions to become “spent” after a specified period of time. This means that you do not need to declare them and are treated as if you had never committed the offence in question.

There are some occupations however which are excluded from the provisions of the Rehabilitation of Offenders Act 1974. These include social workers, lawyers, accountants, teachers and those employed in or providing care services for adults and children

Where the post relates to an area of work which is excluded from the provisions of the Rehabilitation of Offenders Act, the application may state:

“This post is excepted from Section 4 (3) (b) of the Rehabilitation of Offenders Act 1974 by virtue of paragraph 5 of the Rehabilitation Offenders Act 1974 (Exclusions and Exceptions) (Scotland) Order 2003.”

OR

“Applicants for specific posts within Central Scotland Valuation Joint Board are advised that the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975, Schedule 1, Part II, Paragraph 12, requires disclosure of spent convictions.”

Where this is stated **you must disclose all convictions** regardless of how old they are and whether they would ordinarily be spent under the Rehabilitation of Offenders Act 1974. It does not mean that you cannot apply for the post if you have previous convictions.