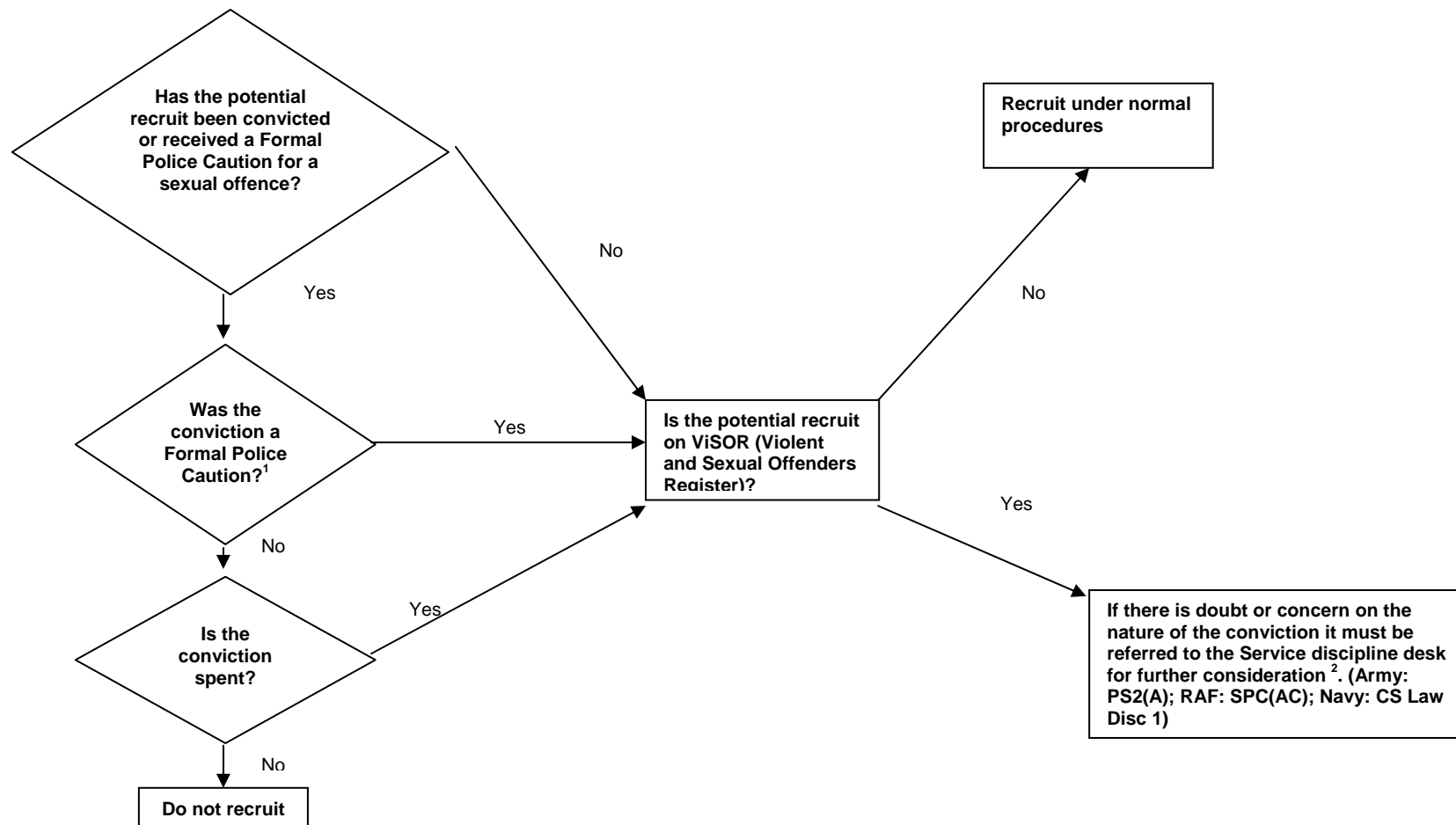


## RECRUIT SUITABILITY ASSESSMENT

This assessment is designed to provide the decision on whether a potential recruit can be considered for service having committed a sexual offence. However this should not be understood as a 'zero risk' option as this position can never be achieved. The suitability for employment of a person with a criminal record or police intelligence will vary, depending on the nature of the job and the details and circumstances of any convictions/intelligence. This assessment is only suitable for the employment of potential recruits. It is recommended that you consider the following points when deciding on the relevance of the offences to future employment in the Services:



1. A Formal Police Caution is considered spent on receipt and will be for a low level sexual offence.
2. Under normal circumstances a spent conviction will not be declared however interviews with potential recruits often reveal information that may cause concern eg. A potential recruit who declares to have a spent conviction but is a Schedule 1 offender will be on ViSOR (Violent and Sexual Offenders Register) for life. Such information will require official evaluation by the appropriate Service branches.