



Home Office

AUTHORITY: The Secretary of State for the Home Department

Contract for the provision of the Refugee Employability Programme

Schedule 32 Background Checks

1. Definitions

“Relevant Conviction” as defined by The Disclosure and Barring Service
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/157242/dbs-factsheet-05.pdf

2. Relevant Convictions

2.1.1 The Supplier must ensure that no person who discloses that they have a Relevant Conviction, or a person who is found to have any Relevant Convictions (whether as a result of a police check or through the procedure of the Disclosure and Barring Service (DBS) or otherwise), is employed or engaged in any part of the provision of the Deliverables without Approval.

2.1.2 Notwithstanding Paragraph 3.1.1 for each member of Supplier Staff who, in providing the Deliverables, has, will have or is likely to have access to children, vulnerable persons or other members of the public to whom the Buyer owes a special duty of care, the Supplier must conduct (and shall procure that the relevant Sub-Contractor must conduct):

- (a) Disclosure Barring Service (DBS), Disclosure Scotland or Access NI checks
- (b) CTC (Counter-terrorist check), if working within Home Office buildings,
- (c) in accordance with the ‘Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975’.conduct thorough questioning regarding any Relevant Convictions; and the Supplier shall not (and shall ensure that any Sub-Contractor shall not) engage or continue to employ in the provision of the Deliverables any person who has a Relevant Conviction or an inappropriate record.