

Freedom of Information Request	FOI 23-251	7th June 2023
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If a person is offered a permanent position within the trust and their DBS comes back showing a historical drug offence for foreign driving whilst unfit through drugs, would they still be considered for the role?

Following a conditional offer made to any prospective member of staff, any convictions that are contained within the DBS certificate are reviewed by the Recruiting Manager with support from Human Resources. The review will consider the seriousness, the date, any criminal penalties associated with the offence(s) and the role that is being offered along with any explanation provided by the candidate.

The recruiting manager will then decide whether to proceed with the job offer.