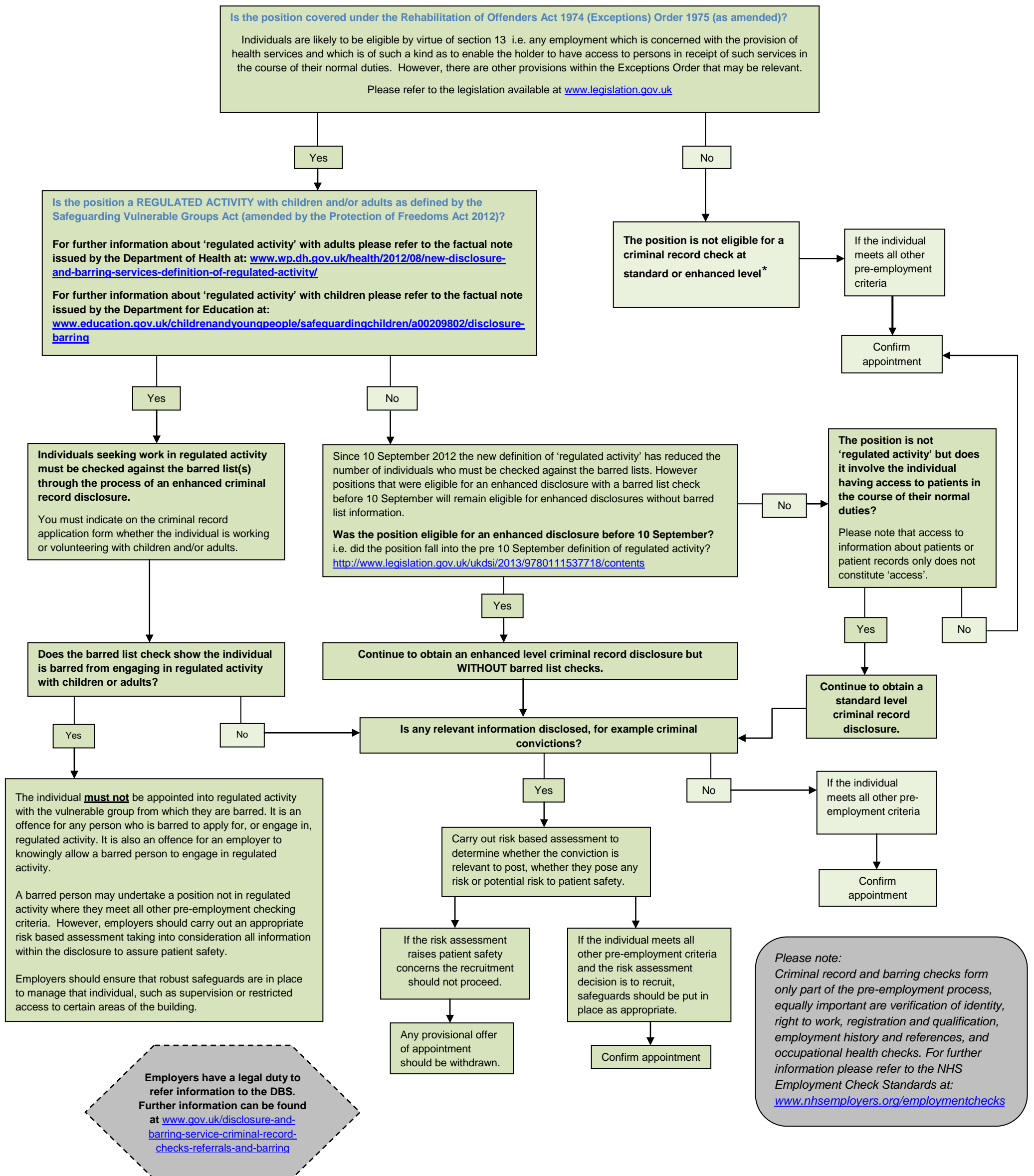


# Appendix 1: Criminal record and barring check decision tree

Before you begin:

Not all NHS staff will be eligible for criminal record and barring checks. At the point of advertising a position, employers must make an assessment against the roles, activities and responsibilities of the particular position to determine eligibility.



\* In certain circumstances, for example, people working in 'positions of trust' e.g. chief executives, senior management or finance managers you may wish to ask prospective employees to apply for a basic disclosure from Disclosure Scotland. This level of disclosure contains information about unspent (current) convictions. Further information is available at: [www.disclosurescotland.co.uk](http://www.disclosurescotland.co.uk)