

GUIDANCE ON CRIMINAL OFFENCES

A. UNSUITABLE OFFENCES

Matters relating to the following are considered serious offences and applicants will **NOT** be considered for employment at London Probation:

- Applicants currently on a statutory order (such as probation, unpaid work);
- Treason;
- Murder;
- Manslaughter;
- Causing death of another;
- Rape;
- Kidnapping;
- Acts of indecency;
- Domestic Abuse;
- Any offence against children;
- Incest;
- Any offence of a sexual nature;
- Abuse or neglect of a child;
- Racially motivated, religiously motivated or homophobic offences;
- Arson;
- Hostage taking, hi-jacking or torture;
- Involvement in espionage, terrorism, sabotage or any action to overthrow/undermine parliamentary democracy by political, industrial or violent means or association (past or present) with any organisation advocating such activities;
- Interference with the Administration of Justice or the investigation of offences;
- Breach of the Official Secrets Act;
- Firearms offence – e.g. Section 16 Firearms Act 1968 – Possession of a firearm with intent to endanger life, and Section 18 Firearms Act 1968 – Possession of a firearm with intent to commit an indictable offence;
- Offences against/interference with public justice – e.g. perjury, attempts/conspiracy to pervert the course of justice, making false statements, wasting police time or corruption.

B. OFFENCES WITH TIME FRAMES**SUITABILITY DEPENDS ON WHEN CONVICTION/S OCCURRED**

Time frame provided determines length of time that **MUST** have passed since the date of conviction or caution without any subsequent involvement with the law to be considered suitable for employment.

| Type of Offence | Time frame |
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| Offences Involving Acts of Violence | |
| Offences involving serious violence or injury including Grievous Bodily Harm (GBH) and Actual Bodily Harm (ABH); | 10 years |
| Common assault; | 5 years |
| Unlawful possession of weapons, firearms or going equipped to steal | 10 years |
| Public order offences – involvement in riot, violent disorder, affray, causing intentional harassment, alarm or distress | 10 years |
| Criminal damage | 5 years |
| Offences Involving Acts of Dishonesty | |
| Burglary | 10 years |
| Offences which involve elements or acts of dishonesty, corruption, substantial financial gain or serious loss to anyone, including theft, fraud and deception e.g. shoplifting | 5 years |
| Offences Involving Drinking, Drugs and Driving | |
| Serious involvement in drugs including possession of a Class A drug (heroin, ecstasy, morphine) or a Class B drug (amphetamines) and/or supplying drugs of any kind | 10 years |
| Reckless or dangerous driving | 10 years |

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| Drink driving, drunk in charge or driving whilst unfit through drink or drugs | 8 years |
| Serious motoring offences such as driving without insurance, failing to stop after an accident or driving whilst disqualified | 5 years |
| Minor drugs/substance offences | 5 years |
| Drunk and disorderly offences | 5 years |

The above list is not an exhaustive list.