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| **Privacy Policy**  The information that you provide on this form and on any CV given will be used by Campbell Tickell Ltd to help you connect with clients. By making an application for a position through us, you consent to your personal data being included on a computerised database and consent to us transferring your personal details to our clients. Personal data will include information provided by you and any information obtained in relation to your application, including that from any interviews, selection procedures or references. The information will be used by Campbell Tickell Ltd to process your application and to deliver the products and services we offer. We may check the information collected with third parties or with other information held by us. We may retain and process anonymised data for the compilation of reports for our clients and other interested parties. We may share information where legally required. We will retain your CV and personal information for further work opportunities and add your details to our mailing list, so you are alerted to new opportunities as they arise. However, if you do not wish for us to retain this data for these purposes please send an email to [recruitment@campbelltickell.com](mailto:recruitment@campbelltickell.com) with a clear instruction to delete your details from our records. |

DECLARATION FORM: NON-EXECUTIVE RECRUITMENT

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| Position applied for: |  |
| Organisation: |  |

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| **CONTACT DETAILS** | | | | | | | | | | |
| Title |  | First Name | |  | | Surname | |  | | |
| Address:  Postcode: | |  | | | | | | | | |
| Mobile number: | |  | | | | Discretion required? | | |  | |
| Home number: | |  | | | | Discretion required? | | |  | |
| Work number: | |  | | | | Discretion required? | | |  | |
| Email address to be used for primary communication: | | | | | |  | | | | |
| **RECRUITMENT AND SELECTION PROCESS** | | | | | | | | | | |
| Can you attend the specified interview dates? | | |  | | If you stated ‘No’, please specify your availability: | |  | | | |
| Are you willing to consider relocating for this role if necessary? | | | | | | | | | |  |

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| **ELIGIBILITY** |
| There are restrictions on who can apply to become a Board Member, because company law requires that certain conditions must be met. You may not be eligible to be a Board member if:   * You are a member of the Organisation’s staff; * You have been convicted of an indictable offence which is not, or cannot be spent; * You have previously been disqualified from acting as a director of a company, as a Board Member of another registered society (or as a charity trustee) for any reason; * A composition has been made with your creditors generally in satisfaction of your debts; * You are a resident and either in material or serious breach of your tenancy agreement or lease, subject to a related possession order, or are subject to any of the following types of court order: anti-social behaviour order, anti-social behaviour injunction, demoted tenancy, or closure order; * You are a resident and have had a court or tribunal order for recovery of monies due; * You are an employee (at a senior level) or a Board member or Director of a contractor or supplier to the Organisation. |
| Do any of these conditions apply to you?  If you have answered ‘yes’, please give further details: |

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| **REHABILITATION OF OFFENDERS ACT 1974** | |
| Campbell Tickell is committed to recruiting professionals from all areas of the community including offenders and ex-offenders.  The Rehabilitation of Offenders Act 1974 requires us to ask if you have any ‘unspent’ convictions. The information you provide will be treated in the strictest confidence and only be taken into account where, in the reasonable opinion of Campbell Tickell, the offence is relevant to the post for which you are applying. All disclosures will not be revealed to others except the client organisation, if appropriate. If you inadvertently disclose a conviction regarded as ‘spent’ it will be ignored.  Under the Exception Order 1995, certain types of employment and professions are exempt from the Rehabilitation of Offenders Act 1974 and in cases for example where the employment sought involves working with children or vulnerable adults, details of all criminal convictions - both spent and unspent - must be disclosed to us.  If you are unsure of whether your conviction(s) should be disclosed please check <https://www.nacro.org.uk/criminal-record-support-service/support-for-individuals/disclosing-criminal-records/%20disclosing-criminal-records-employers/>  **Failure to declare a conviction may result in your exclusion from our register and/or termination of any assignment if the offence is not declared but later comes to light.**  A spent conviction will still show on your criminal record, but we will not take it into account when considering your application unless the post is considered exempt under the Act. All posts that require DBS disclosure will be exempt under the Act and will require you to disclose spent and unspent convictions. | |
| **Do you have any unspent criminal convictions or spent convictions covered by the Exception Order 1995?**  If yes, please provide details on a separate sheet marked ‘CONFIDENTIAL’, and submit it with this form. |  |

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| **REFERENCES** | | | |
| Please provide full contact details of two referees you have worked for or with, in the last two years. One of the referees should be your current or most recent employer. References will not be taken until you have been offered a job. Once received, your references will be shared with the prospective employer. Should the prospective employer wish to see your references prior to making an offer, you will be contacted if you have requested we obtain prior consent. | | | |
|  | **Referee 1**  **(Current/most recent employer)** | **Referee 2**  **(Most recent previous employer)** |
| **Full name:** |  |  |
| **Position:** |  |  |
| **Organisation:** |  |  |
| **Relationship to you:** |  |  |
| **Address:**  **City**  **Post code** |  |  |
| **Work number:** |  |  |
| **Mobile number:** |  |  |
| **Email address:** |  |  |
| *Please let us know if you would like us to gain prior consent before contacting your referees by ticking the relevant box below.*  **Prior consent required?** | | |

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| **DECLARATION** |

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| Are you known to or closely related to anyone connected with or employed by the employer? If so, please give details: |  |
| Are you or anyone closely related to you involved in a company which the company does business with? If so, please give details: |  |
| Are you a tenant of the employer? If yes, please give details: |  |
| Is there anything in your history that you should reasonably draw to a prospective employer’s attention, which, if it came to light subsequently, and the employer was unaware of the matter, could bring the employer into disrepute?  ***If yes, please provide details on a separate sheet marked ‘CONFIDENTIAL’, and submit it with this form. If you are in doubt, please talk to the Campbell Tickell Recruitment Consultant assigned to this recruitment process.*** |  |

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| * I hereby confirm that the information given is true and correct and to my personal data and CV being forwarded to clients. * I consent to references and relevant convictions being passed onto potential employers. * I understand that any offer of employment is conditional upon the accuracy of this information and any false or misleading information, as well as withholding relevant information, may lead to my application being disqualified, the withdrawal of a job offer or, if I have been appointed, to my dismissal. * I understand that social media vetting may take place. | |
| **Signed (please print your name)** | **Date** |