

# Annex: List of employers surveyed

Employers were selected from an in-house poll of well-known employers with few, if any, jobs exempt from the Rehabilitation of Offenders Act 1974 (ROA). Most jobs are covered by the ROA, meaning the employer is only allowed to consider ‘unspent’ convictions. An employer is under no legal obligation to ask about criminal records at the application stage.

Sector	Employer	Online form?	Question about criminal records?		Guidance in answering the question?	Potentially unlawful or misleading question?
<b>Supermarkets</b>						
	Tesco	Yes	Yes	Have you been convicted of any criminal offence/s, which are not yet spent under rehabilitation? (offender Act 1974).	None	No
	Lidl	Yes	Yes	Do you have unspent criminal convictions?	None	No
	Sainsburys	Yes	Yes	Do you have any ‘unspent’ criminal convictions?	Yes	No
	Aldi	Yes	Yes	Please select to indicate ‘I do not have any unspent convictions, cautions, reprimands or final warnings’. Or, if this does not apply to you, enter details of any unspent convictions, cautions, reprimands or warnings below.	None	Yes
	Morrisons	Yes	Yes	Have you been convicted of a criminal offence which is not spent under the Rehabilitation of Offenders Act 1974. If Yes, Please Provide Details	None	No

	ASDA	Yes	Yes	Have you ever been convicted of a criminal offence? (Including any driving convictions but excluding any spent convictions) Do you have any prosecutions pending?	None	Yes
	Waitrose	Yes	Yes	Have you been convicted of a criminal offence which is not legally spent?	None	No
	M&S	Yes	Yes	Have you received a police caution in the last five years? Yes No*(mandatory) Have you ever been dismissed from a previous employment for theft, dishonesty or conduct, or resigned whilst under disciplinary investigation for the same, in the last 5 years? Yes No*(mandatory) Have you been convicted of any criminal offences, which are not yet "spent" under the Rehabilitation of Offenders Act 1974? Yes No*(mandatory)	None	Yes
	Co-op	Yes	Yes	Have you been convicted of a criminal offence which is not spent under the Rehabilitation of Offenders Act 1974? Yes/No. If Yes please provide details	None	No
	SPAR	Yes	Yes	Have you been convicted of a criminal offence which is not spent under the Rehabilitation of Offenders Act 1974? If Yes please provide details. Do you have any prosecutions pending?	Yes	No
<b>Retailers</b>						
	Boots	Yes	No		n/a	n/a
	W H Smith	Yes	Yes	Have you been convicted of any criminal offences which are not yet 'spent' under the Rehabilitation of Offenders Act 1974? No/Yes If you do have 'unspent' convictions; then please provide details of the conviction(s) in the box below'	None	No

	River Island	Yes	Yes	Have you been convicted of any criminal offences, which are not spent under the Rehabilitation of Offenders Act 1974? (If Yes please give details)	None	No
	Primark	Yes	No		n/a	n/a
	Greggs	Yes	Yes	Do you have any unspent convictions? If Yes, Please briefly describe the nature of the offence	Yes	No
	Argos	Yes	Yes	Do you have any unspent criminal convictions? If Yes please provide details.	Yes	No
	Home Retail Group (Home Bargains)	Yes	No		n/a	n/a
	Poundland	Yes	No		n/a	n/a
	Matalan	Yes	Yes	Do you have any unspent convictions? If 'Yes' please supply details including, date, penalty and nature of the offence	None	No
	Superdrug	Yes	Yes	Have you any live civil, criminal or military convictions or been formally cautioned/warning by the police?	None	Yes
	House of Fraser	Yes	Yes	Before Assessment: I do not have any disqualifying convictions for the role for which I am applying	None	Yes
	Wilkinsons	Yes	Yes	Have you ever been convicted of a criminal offence, which is not a spent conviction within the terms of the Rehabilitation of Offenders Act 1974?	None	No
	Debenhams	Yes	Yes	With reference to the Rehabilitation of Offenders Act 1974 or The Rehabilitation of Offenders Order 1978, have you been convicted of any criminal offences which are not yet spent or have any prosecutions pending?	None	No

	B & M	Yes	Yes	Do you have any criminal convictions which are not 'Spent' as defined by the Rehabilitation of Offenders Act 1974?	None	No
	Next	Yes	Yes	Do you have any unspent criminal convictions under the Rehabilitation of Offenders Act 1974? Yes/No Tell us about them	None	No
	The Range	No	n/a		n/a	n/a
	Poundstretcher	No	n/a		n/a	n/a
	B&Q	Yes	Yes	Do you have an unspent criminal conviction for any of the following offenses? No/ Murder/ Manslaughter/ Theft / Fraud / Sex Offence including Paedophilia / Greivous Bodily Harm/ Actual Bodily Harm	None	Yes
	Screwfix	Yes	Yes	Do you have an unspent criminal conviction for any of the following offenses? No/ Murder/ Manslaughter/ Theft / Fraud / Sex Offence including Paedophilia / Greivous Bodily Harm/ Actual Bodily Harm	None	Yes
	Homebase	Yes	Yes	Do you have any unspent criminal convictions?	Yes	No
	Wickes (Travis Perkins Plc)	Yes	Yes	Do you have any unspent criminal convictions?	None	No
<b>Hotels</b>						
	Premier Inn (Whitbread)	Yes	Yes	Under the Rehabilitation of Offenders Act 1974 you are required to share with us information related to any unspent criminal convictions. Do you have any unspent criminal convictions?*	None	Yes
	Travelodge	Yes	Yes	Have you been convicted of a criminal offence which is not spent under the Rehabilitation of offenders Act 1974 or do you have pending prosecutions?	None	No
	Marriott	Yes	No		n/a	n/a

	Days Inn	Yes	No		n/a	n/a
	Hilton	Yes	Yes	Do you have any criminal convictions or cases pending?	None	Yes
<b>Food and drink</b>						
	McDonalds	Yes	Yes	Have you ever been convicted of a criminal offence - which is not yet a spent conviction within the terms of the rehabilitation of offenders act 1974?	None	No
	KFC	Yes	Yes	Do you have any unspent convictions or criminal proceedings pending?	Yes	No
	Pizza Hut	Yes	Yes	Have you ever been convicted of any criminal offences which are not yet 'spent' under The Rehabilitation of Offenders Act 1974, Or the Rehabilitation of Offenders (NI) Order 1978?	Yes	No
	Subway	Yes	No		n/a	n/a
	Pizza Express	Yes	Yes	Have you ever been convicted of a criminal offence that to date is not spent? ( we do not expect you to tell us about speeding offences or parking violations). If "Yes" please give details	Yes	No
	Nando's	Yes	Yes	Do you have any unspent criminal convictions, not covered by the Rehabilitation of Offenders Act? *	None	No
	Pret	Yes	Yes	Have you ever been convicted of any criminal offences that are not yet spent? (Including any conviction incurred overseas) Declaration subject to Rehabilitation of Offenders Act, 1974	None	No
	Starbucks	Yes	Yes	Have you ever been convicted of a criminal offence which is not a spent conviction within the terms of the Rehabilitation of Offenders Act 1974? If Yes, please give full details.	None	No

	Caffe Nero	Yes	Yes	Do you have current unspent convictions? If you have ticked Yes to the above, enter the details below	None	No
	Costa	Yes	Yes	Under the Rehabilitation of Offenders Act 1974 you are required to share with us information related to any unspent criminal convictions. Do you have any unspent criminal convictions?*	None	Yes
	Frankie & Benny's	Yes	No		n/a	n/a
	Nestle	Yes	No		n/a	n/a
	Burger King	Yes	No		n/a	n/a
	Wetherspoon	Yes	Yes	Do you have any unspent criminal convictions or cases pending?	Yes	No
	United Biscuits (Pladis)	Yes	Yes	Do you have any unspent convictions, cautions, reprimands or warnings?	None	No
<b>Construction</b>						
	Kier	Yes	No		n/a	n/a
	Skanska	Yes	No		n/a	n/a
	Taylor Wimpey	Yes	No		n/a	n/a
	Gallaghers	Yes	No		n/a	n/a
<b>Car manufacturers</b>						
	Ford	Yes	Yes	Please give details of any court-martial, conviction, outstanding summons or prosecution (except spent convictions under the Rehabilitation of Offenders Act 1974). Any false statements will disqualify you from employment, or if discovered after employment has commenced, will render you liable to summary dismissal. Are there any prosecutions pending against you? If Yes please give details of pending prosecutions	None	No
	Mercedes (Daimler)	Yes	No		n/a	n/a

	BMW	Yes	Yes	Do you have any unspent criminal convictions? (excluding driving convictions that do not result in a custodial sentence)	None	Yes
	Audi	Yes	Yes	Do you have any unspent criminal convictions? If 'Yes' please provide more details	None	No
	Kia	No	n/a		n/a	n/a
	Hyundai	Yes	Yes	Have you been convicted of any criminal offences which are not yet spent under the Rehabilitation of Offenders Act 1974?	None	No
	Land Rover Jaguar	Yes	No		n/a	n/a
	Volkswagen	Yes	Yes	Do you have any unspent criminal convictions? If 'Yes' please provide more details	None	No
	Renault	Yes	No		n/a	n/a
	Vauxhall	Yes	No		n/a	n/a
<b>Utilities</b>						
	Royal Mail Group	Yes	Yes	Have you ever been convicted of any criminal offence which is currently unspent?	Yes	No
	British Gas	Yes	Yes	Do you have any unspent criminal convictions, excluding driving convictions?	None	No
	Southern Water	Yes	Yes	Do you have any unspent criminal convictions?	None	No
	E.ON	Yes	No		n/a	n/a
	Scottish Power	Yes	No		n/a	n/a
	UPS	Yes	Yes	Have you ever been convicted of a crime which is not spent? Disclosure of convictions does not automatically disqualify you from employment consideration.	Yes	No

	DHL Express	Yes	Yes	Do you have any convictions, cautions, reprimands or final warnings that are not 'protected' as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013)? If Yes, please provide details below.	None	Yes
<b>Communications</b>						
	BT	Yes	No		n/a	n/a
	Virgin	Yes	Yes	Have you ever been convicted of a criminal offence, including motoring offences, other than spent convictions under the Rehabilitation of Offenders Act 1974?	None	No
	O2	Yes	Yes	Have you any unspent conviction?	None	No
	EE	Yes	Yes	Have you been convicted of any criminal offences that are not yet spent under the Rehabilitation of Offenders Act? Please note: supplying false information or failing to disclose relevant information could be grounds for refusal/dismissal and could amount to a criminal offence.*	None	No
	Talk Talk	Yes	No		n/a	n/a
	Vodafone	Yes	No		n/a	n/a
	Three	Yes	Yes	Do you have any unspent criminal conviction?	None	No
	Sky	Yes	Yes	Do you have any unspent criminal convictions?	None	No