

Eligibility Requirements

Working at Avoncroft and this post are subject to some eligibility requirements. It is your responsibility to prove that you meet them:

- Age requirement
- Nationality requirement
- Charity Commission rules for disqualification
- Criminal record requirement
- Health requirement

Age requirements

Applications for this post must be over the age of 18. There's no upper age limit for applying and there is no default retirement age.

Nationality requirements

You must be a British citizen, an EEA national, Swiss national, or a Commonwealth citizen or foreign national with no restrictions on your stay in the United Kingdom or your right to seek paid employment. You must produce your passport or proof of your right to work in the UK when the Appointing Officer asks to see it.

Charity Commission rules for disqualification

This role is regarded as a Senior Manager under the Charity Commission rules and therefore is subject to rules which automatically disqualifies certain individuals from holding this position, unless they have applied and been granted a waiver by the Charity Commission. As part of the application process, and annually thereafter, you will be required to sign a declaration that you are not disqualified or have a valid waiver. You will also be subject to record checks to verify your declaration and if you are found to be disqualified or become disqualified, it could result in disciplinary proceedings or dismissal.

Criminal Record requirement

The post you are applying for is 'exempt' from the *Rehabilitation of Offenders Act 1974* and therefore you are required to declare any convictions, cautions, reprimands and final warnings that are not "protected" (i.e. filtered out) as defined by the *Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013)*.

You will be subject to a standard or enhanced Disclosure and Barring Service (DBS) check and you will be asked to complete a DBS application if offered the post. All such offers are deemed conditional upon a satisfactory check.

Any declaration, form, and subsequent certificate from the DBS will be treated as strictly confidential. Failure to disclose all convictions, cautions, reprimands or final warnings that are not "protected" could result in disciplinary proceedings or dismissal.

Health requirement

The successful application will be required to complete a health questionnaire and, if required, attend a physical examination by a doctor.