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Can an employer refuse to hire me because of my DBS check?

Ramya Sehmi - 2026-05-25 - [Comments \(0\)](#) - [Encyclopedia of screening terms](#)

Yes, but only within the law. Employers must consider whether a conviction is actually relevant to the role before refusing employment. The Rehabilitation of Offenders Act 1974 protects individuals with spent convictions from discrimination except where the role is exempt from the Act.