

CRB/ DBS Disclosures

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- * Levels of Disclosure
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CRB/DBS Disclosures

Supply & Demand Recruitment Ltd

- * Umbrella body for DBS
- * Educational Recruitment company



CRB/DBS Disclosures

Disclosure and Barring Service (DBS) purpose:

- * Help employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups including children.
- * Established under the Protection of Freedoms Act 2012 and merges the functions previously carried out by the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA).

CRB/DBS Disclosures

Who is entitled to DBS check?

- * Only certain professions, occupations, people working in designated places, working with particular groups of people.

Levels of Disclosure –

- * Standard
- * Enhanced
- * Enhanced & barred list check

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Standard level of Disclosure -

- * Specified occupations, licences and entry into certain professions, listed in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.
- * Disclosure contains details of all spent and unspent convictions, cautions, reprimands and final warnings from the Police National Computer (PNC).

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Enhanced level of Disclosure

- * Available for those carrying out certain activities; working with children or adults in specified circumstances; applicants for gaming and lottery licences & judicial appointments. These are listed in the ROA & Part V of the Police Act 1997.
- * Includes PNC check and check of police records held locally.

Enhanced level of Disclosure with check of barred lists

- * Only available for individuals who are in regulated activity and a small number of positions listed in Police Act regulations, e.g. prospective adoptive parents.
- * Includes PNC check, check of police records held locally & check against the childrens and/or adults barred lists.

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Regulated Activity – Children – includes;

1. Unsupervised activities; teach, train, instruct, care for or supervise children or provide advice/guidance or drive vehicle for children only
2. Specified places; e.g: schools, childrens homes, childcare premises (1 + 2 if done regularly, once a week or more)
3. Personal care
4. Health care including counselling
5. Childminding and foster carers

No longer in regulated activity, includes – occasional or temporary service (e.g. maintenance) and volunteers supervised at reasonable level.

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Regulated Activity - Adults

- * Providing healthcare
- * Providing personal care – physical assistance with eating or drinking
- * Providing social work
- * Assisting with general household matters
- * Assisting in the conduct of people's own affairs
- * Conveying adults to, from, or between places, where they receive healthcare, relevant personal care or social work because of their age, illness or disability

CRB/DBS Disclosures

- * Barred lists –Barred from working with children and vulnerable adults.
- * Individuals may be on list due to harming, causing harm, putting at risk of harm, attempting to harm, or inciting another to harm a vulnerable adult of child.

CRB/DBS Disclosures

How long does a Disclosure Last?

- * No defined period of validity for a Disclosure. A Disclosure certificate is merely a record of that persons conviction history on the day it is issued. Advisable to have a policy regarding the re-checking of staff/volunteers at appropriate intervals.
- * Our policy is to re-check all staff who have been in continuous employment every three years & immediately if they have a break in service of six months or longer.

CRB/DBS Disclosures

Disclosure and Barring Service

- * www.homeoffice.gov.uk/agencies-public-bodies/dbs/
- * Call 0870 90 90 811.
- * customerservices@dbs.gsi.gov.uk

Supply and Demand Recruitment

- * 01202-568180
- * Supplyanddemand.org.uk/crb.supplyanddemand.org.uk

