

Disclosure and Barring Service (DBS) Criminal Records Check Policy

There are three types of DBS checks (Disclosure and Barring Service website <https://www.gov.uk/government/organisations/disclosure-and-barring-service/about> as follows:

Standard DBS check

Standard CRB checks are for people entering certain professions, such as members of the legal and accountancy professions, non-healthcare roles in the NHS, people working in the security industry, as traffic wardens, veterinary surgeons maintenance workers, engineers, trades persons, catering staff, drivers and porters. This list is not exhaustive. For more information please see the link above.

Standard DBS checks list details of an individual's convictions, cautions, reprimands or warnings recorded on police central records and includes both 'spent' and 'unspent' convictions

Enhanced DBS Check

Enhanced checks are generally for those who work allows them close access to children and vulnerable adults, but are they not responsible for care giving or teaching e.g. ancillary support roles in education, NHS or adult social care. A person must work 1 day a week or 4 days in a 30 day period or overnight with children or vulnerable adults in order to qualify for this check. It also applies to those working in adult detention centres, volunteers who work with child on a day to day basis in a supervised role, live-in family members or friends of foster carers, charity trustees and school governors. This list is not exhaustive. For more information please see the link above.

Enhanced checks contain the same details as a standard check, together with any information held locally by police forces that it is reasonably considered might be relevant to the post applied for.

Enhanced DBS Check with barred list check

Enhanced checks are the highest level checks and should be sought for those engaging in Regulated Activities with respect to children and adults. This includes those working in a healthcare or social care capacity for children or adults, specific child-related roles – often unsupervised, and those working in specified places such as under 18 education centres, nursery, and child detention centres. This list is not exhaustive.

Enhanced checks with a barred list check contain the same details as an enhanced check with the inclusion of checking if an individual on either the adult or child barred list. Depending on the role, only the adult or child list will be checked. Some roles will require both to be checked.