



Bronte Academy Trust

DBS Policy

Reviewed By	Approved By	Date of Approval	Version Approved	Next Review Date
BAT	JAB/SC	19.3.18		19.3.19

Statement of Intent

At Bronte Academy Trust (The Trust), we are committed to promoting throughout The Trust and The Schools of The Trust (The Trust Schools) the welfare of our staff, pupils and visitors. Ensuring the safety of our school community is of paramount importance and, as a result, this policy has been created in order to establish a safe environment where pupils are cared for appropriately and are free from harm.

For certain roles, the Trust may be required to request a Disclosure and Barring Service (DBS) check as part of its recruitment process. This check may also include barred list information held on the DBS barred list, as well as any information held by the police which is relevant to the role applied for.

DBS checks allow the Trust to ascertain an individual's suitability to work with children in an educational environment. This policy will ensure that all staff, pupils and parents/carers are aware of the measures taken by The Trust to promote the welfare of the school community.

1. LEGAL FRAMEWORK

1.1 This policy has due regard to statutory legislation including, but not limited to the following:

- The Protection of Freedoms Act 2012
- The Rehabilitation of Offenders Act 1974
- The Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2015)
- The Police Act 1997
- The Police Act 1997 (Criminal Records) (Registration) Regulations 2006
- The Data Protection Act 1998
- The Safeguarding Vulnerable Groups Act 2006
- The School Governance (Constitution) (England) Regulations 2012 (as amended in 2016)
- The Education (Independent School Standards) Regulations 2014
- The Equality Act 2010

1.2 This policy also has due regard to statutory guidance, including, but not limited to, the following:

- Home Office (2015) 'Revised Code of Practice for Disclosure and Barring Service Registered Persons'
- DfE (2016) 'Keeping Children Safe in Education'

2. ROLES AND RESPONSIBILITIES

2.1 Bronte Academy Trust is responsible for:

- Making decisions in regards to disclosure information concerning existing and prospective employees

- Ensuring that any disclosure containing convictions for an existing or prospective employee is discussed with the Trust's Personnel Provider before deciding on their suitability for employment
- Ensuring that current and prospective employees do not commence or continue their practice without a satisfactory DBS check and an appropriate risk assessment on their suitability to work with children
- Ensuring that this DBS Policy and the Code of Practice is adhered to at all times
- Ensuring that the identity of any existing or prospective employee is confirmed and verified beyond doubt before commencing or continuing employment

2.2 The Headteacher is responsible for:

- Ensuring that they are aware of any posts in the school that are subject to a DBS check
- Maintaining an up-to-date single central record
- Ensuring that any job descriptions and person specifications for any posts within The Trust indicate whether an individual will require a DBS check, as well as what level of check is required
- Taking reasonable steps to make sure that any individual who is not an employee, but who is covering an existing post or other work within The Trust, holds the appropriate level of DBS check
- Ensuring that all members of staff hold current, acceptable DBS checks according to the appropriate level required, and that any break in service of 3 months or more will require a new DBS check
- Ensuring that new employees are aware of the update service and encouraging them to subscribe to this

3. REGULATED ACTIVITY

3.1 For the purpose of this policy, engaging in '**regulated activity**' involves any individual who:

- Will be responsible for teaching, training, instructing, caring for or supervising children at The Trust School
- Will carry out paid or unsupervised, unpaid work regularly at The Trust School, and where that work provides an opportunity for contact with children
- Engages in intimate or personal care or overnight activity, even if this happens only once

3.2 Regulated activity is described as being '**regular**' if it is carried out by the same person and is conducted:

- Once a week or more often
- On four or more days in a 30 day period

- Overnight (between 2am-6am)

4. DBS PROCEDURES FOR STAFF

- 4.1 All those in regulated activity, as defined in **section 3** of this policy, are required to obtain an enhanced DBS check with barred list information
- 4.2 Only members of staff who have the opportunity for regular contact with children, but who would not be engaging in regulated activity, are required to obtain an enhanced DBS certificate that **does not** include a barred list check
- 4.3 In accordance with the School Governance (Constitution and Federations) (England) (Amendment) Regulations 2016, all **governors** at the school are required to obtain an enhanced DBS check
- 4.4 The Trust School will carry out all 'relevant checks', including an enhanced DBS certificate with barred list check, for **existing staff** where:
- There are concerns about a staff member's suitability to work with children
 - A person moves from a post that was not regulated activity into work that is regulated activity
 - A person has a break in service of 3 months or more **this does not include maternity leave or extended sick leave**

NB. Other than in the above circumstances, the school will not request a DBS certificate or barred list check for existing staff

- 4.5 When employing **agency staff** from a third-party organisation, The Trust School will obtain written notification that the organisation has carried out the relevant checks, including a barred list check prior to their appointment where necessary
- 4.6 **Contractors** who engage in regulated activity will be required to obtain an enhanced DBS with barred list check
- 4.7 Any **contractors** who have the opportunity for regular contact with children, but who would not be in regulated activity, will be required to obtain an enhanced DBS check
- 4.8 The Trust School will check that the individual presenting themselves for work is the same person for whom the checks have been made when employing any member of staff
- 4.10 All members of staff will be encouraged to subscribe to the DBS update service to ensure that their DBS certificates are up-to-date
- 4.11 The Trust School will only check the status of any DBS certificates if this is legally required for a new role or a change in roles. The individual's consent will be gained before the DBS certificate status is checked

5. DBS PROCEDURES FOR VISITORS AND VOLUNTEERS

- 5.1 The headteacher will use their professional judgement when deciding whether visitors and volunteers (including parents) will need to be escorted or supervised

- 5.2 An enhanced DBS check with barred list information will be obtained for volunteers (including parents) who will work in regulated activity with children
- 5.3 Although DBS checks are not required for supervised volunteers, The Trust School may obtain an enhanced DBS check (not including barred list information) if there is a risk that the volunteer may come into contact with children
- 5.4 Under no circumstances will a visitor or volunteer in respect of whom no DBS checks have been obtained, be left unsupervised or allowed to work in regulated activity
- 5.5 The Trust School will undertake a risk assessment for all supervised volunteers to decide whether an enhanced DBS check is required, with consideration for:
- The nature of the volunteer's work with children
 - What The Trust School knows about the volunteer
 - Whether the volunteer has referees who can advise on his or her suitability
 - Whether the role is eligible for an enhanced DBS check
- 5.6 If The Trust School has any concerns regarding a volunteer that may pose a risk to pupils, and as a result the volunteer is removed from the school; a referral will be made to the DBS by the Headteacher
- 5.7 The Trust School will not conduct any DBS checks for any volunteers who are under the age of 16
- 5.8 When allowing any visitors or volunteers to work at The Trust School, the headteacher will check that the individual presenting themselves for work is the same person for whom the checks have been made

6. DISCLOSURES CONTAINING CRIMINAL INFORMATION

- 6.1 A DBS check is considered to contain criminal information if it includes details of the following:
- A police record of convictions, cautions, reprimands and final warnings
 - DBS Barred List
 - Any other relevant criminal information obtained by the police
- 6.2 In the event of a disclosure containing criminal information, the headteacher will check whether the individual has obtained any previous criminal convictions or cautions by instructing them to complete a disclosure review form, which will be followed by a meeting
- 6.3 The headteacher will discuss the disclosed information with the governing body and the Chief Executive Officer (CEO) immediately to agree a course of action regarding any prospective or existing employee

- 6.4 The individual will be required to attend a meeting with the headteacher to confirm that the convictions are theirs. If the individual denies that the convictions relate to them, the headteacher will contact the DBS to carry out an investigation
- 6.5 If it is established by the DBS that the convictions do concern the individual, the headteacher will explore the circumstances surrounding these and their suitability to work with children, in accordance with the governing body and the CEO
- 6.6 For prospective employees, all posts will remain pending whilst meetings and investigations take place
- 6.7 For current employees, the headteacher will consider whether adjustments will need to be made whilst meetings and investigations take place, including:
- Whether the employee can continue their practice
 - Whether closer supervision is required of the employee
 - Whether the employee should be temporarily transferred to other duties
 - Whether the employee should be dealt with in accordance with the Staff Disciplinary Policy and suspended with entitlement to full pay
- 6.8 The headteacher will consult the school business manager or equivalent when deciding what adjustments will need to be made for the employee concerned
- 6.9 An exception to section 6.7 is if the headteacher was already aware of the employee's convictions and had previously discussed with the governing body and CEO that they were still suitable for their appointment, or, if it is revealed that the convictions do not relate to the individual concerned

7. MAKING A DECISION

- 7.1 The Headteacher will consider the magnitude of any DBS disclosures
- 7.2 **Major disclosures** will result in the candidate being automatically unsuitable for the role. These include where the adult is named on the following lists:
- Children's Barred List
 - Adults' Barred List
- 7.3 **Serious Disclosures** which involve criminal activity, but do not pose a risk to pupils will be discussed with the headteacher prior to the candidate being accepted for the role
- 7.4 The headteacher will endeavour to ascertain the relevant facts from the individual and decide upon a conclusion. Following this, the candidate will receive a rejection or acceptance letter
- 7.5 When considering an applicant, the school will not take into account any minor or old convictions which are 'protected' from disclosure, as defined by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2015)
- 7.6 When deciding to accept or reject a candidate, The Trust School will consider the following information:

- The relevance of the disclosure in relation to the position applied for
- The nature of the offence or other matters revealed
- The length of time since the offence or other matters occurred
- Whether there is a pattern of offending behaviour
- Whether the candidate's circumstances have changed since the offending behaviour or other matters occurred
- Any extenuating circumstances surrounding the offence and explanations offered

7.7 A risk assessment will be conducted by the headteacher following a positive disclosure, before deciding on the candidate's suitability

7.8 A record of all recruitment decisions following positive DBS disclosures will be kept on the individuals personnel file or if not appointed, securely retained for 7 years.

7.9 Depending on the circumstances of each case, the CEO may be asked to countersign the form recording the recruitment decision

8. OVERSEAS APPLICANTS

8.1 A candidate from overseas will be checked in the same way as other candidates in line with the procedures outlined in **section 4** of this policy

8.2 The DBS cannot obtain police records from overseas; however, a check will be conducted to establish whether the individual has disclosed any criminal convictions during their time in the UK

8.3 As the DBS cannot provide details of police records for overseas applications, The Trust School is aware that the DBS information may not provide a complete picture of a candidate's criminal record

8.4 In relation to the above, The Trust School will conduct additional recruitment checks such as obtaining a certificate of good conduct from relevant embassies or the police

8.5 A check will also be made for any teacher sanctions or restrictions that a European Economic Area (EEA) authority has imposed

8.6 The Trust School will be extra vigilant when considering an applicant from overseas and will obtain additional references to ensure their suitability for the role

9. RECRUITMENT OF EX-OFFENDERS

9.1 The Trust School is aware of its responsibility under the Police Act 1997 not to discriminate applicants on the basis of their criminal record

9.2 The Trust School will only ask an individual to provide details of convictions and cautions that The Trust School is legally entitled to consider when recruiting candidates

9.3 The Trust School selects all candidates for interview based on their skills, qualifications and experience

9.4 All job application forms, job adverts and recruitment briefs that require a DBS

check, will outline that an application for a DBS certificate will be submitted for all candidates once they have been offered the position

9.5 During the recruitment process, The Trust School will ensure that a discussion takes place

to evaluate any offences or other matters relevant to the position

9.6 Candidates will be informed that failure to reveal any information which is directly related to the post could result in withdrawal of an offer of employment

9.7 Any DBS certificates that reveal criminal information will be discussed with the individual, and their eligibility for the position will be reviewed in accordance with section 6 and section 7 of this policy

10. DATA HANDLING

10.1 DBS certificate information will only be used for the specific purpose for which it was requested and for which the individual's full consent has been given.

10.2 The Trust School will not keep any documentation used to apply for the DBS once they

have received confirmation back from The Trust Schools DBS provider. These will be disposed of securely by shredding

10.3 Prior to disposal, all waste will be stored securely in a confidential place

10.4 Although The Trust School will not keep any copy of the certificate, a record will be kept

of the following:

- The date of issue of the certificate
- The name of the subject
- The type of certificate requested
- The position for which it applied to
- The unique reference number

11. MONITORING AND REVIEW

11.1 This policy will be reviewed on an annual basis

11.2 Any changes made to the policy will be will be communicated

11.3 All staff are required to familiarise themselves with this policy as part of their induction programme

Declaration of Responsibility

This DBS Policy was reviewed and formally adopted by Bronte Academy Trust on

..... 19th March 2018 Date

..... J. A. Bronte Signed Chair of Trustees

..... [Signature] Signed Chief Executive Officer