

Salendine Nook High School (Academy)

Disclosure and Barring Policy & Procedure

Date policy written:	January 2017
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Approved by Governing Body:	Curriculum & Monitoring 28.3.17
Review date:	January 2019

Principle

Salendine Nook Academy Trust is committed to safeguarding and promoting the welfare of our staff, students and visitors. Ensuring the safety of our academy community is of paramount importance to us and this policy reflects our dedication to creating a safe environment where pupils are cared for appropriately and safeguarded from harm.

Disclosure and Barring Service (DBS) checks replaced Criminal Record and Background (CRB) checks in 2012. DBS checks enable the Academy to ascertain an individual's suitability to work with children and in an educational environment.

This policy has been created to inform staff, pupils and parents of the measures taken by the Academy to ensure all employees and pupils are safe and cared for.

In addition, it outlines our commitment to meeting legislative requirements, DfE standards, data protection responsibilities and Ofsted guidance as outlined in the Policy.

This document should be read in conjunction with the DBS Code of Practice; The Safeguarding Children and Safer Recruitment in Education DfE guidance; The Data Protection Act 1998; The Freedom of Information Act 2000 and The Education Act 2002.

Background Information on DBS checks

- Checks are legally required on those working with children and young people under 18, and with vulnerable adults.
- There are *two categories of DBS check*; standard and enhanced. The category is determined by the risks involved in the situation.
- *'Portability'* is the term used to describe the re-use of a DBS disclosure, obtained in one organisation and later used in another organisation.
- Individuals are unable to apply for a DBS check on their own behalf; checking is done through *an umbrella body*. Salendine Nook Academy Trust is not an umbrella body and uses a private company as its bureau.
- There is a *cost for the check itself* and *an additional administrative cost* paid to the umbrella organisation. There is a lower charge for volunteers.
- DBS checks are usually processed within approximately 3 weeks at the current time of writing this policy.

Expectations of Salendine Nook academy Trust

- Where DBS checks are required they must be *enhanced and current, as defined by DfE*.
- *Portability*: the DBS check must relate to actual working situation. A DBS check obtained through another organisation would be *accepted only if the working situation matched Salendine Nook Academy Trust working situation and was current and enhanced*. The main consideration is likely to be one of the level of supervision.

Those required to provide proof of an appropriate DBS check to Salendine Nook Academy Trust:

- All permanent staff;

- All supply staff – in some instances this may be a portable certificate if provided by another school within the Local Authority specifically for supply teaching;
- Anyone providing services at Salendine Nook Academy Trust who is working with pupils at the school e.g. peripatetic music instructor or external PE provider;
- Volunteers;
- All members of the Governing Body

Procedure for checking DBS disclosures

- The disclosure will be sent direct to the applicant. On receipt of a disclosure it is the responsibility of the person undergoing the check to supply The Academy with the disclosure number and date endorsed.
- The Salendine Nook Academy Trust is responsible for ensuring that those it requires to be checked, have received an appropriate disclosure. This means that someone in the organisation has to have sight of the document and record details in its own record system. Copies of the documents are not permitted. Relevant data will be stored on Salendine Nook Academy Trust's Single Central Record.
- The Salendine Nook Academy Trust contracts will include a requirement to provide evidence of an appropriate DBS disclosure and all advertisements will state this requirement.
- Members wishing to advertise their services through The Salendine Nook Academy Trust will be required to state in writing that they will not be working with under 18s or with vulnerable adults in an unsupervised setting. If they are working with these groups or expect to recruit students in either group, they will need to obtain a DBS check.

List 99 checks

There are many occasions when visitors come into school to work with pupils. In these instances, where they are not working in an unsupervised setting, and are only visiting the school on a single occasion, a List 99 will be obtained prior to approval of the visit. Details of the visitor's full name, date of birth and address will be obtained and a request will be made through an appropriate provider for a List 99 check. A record of the check will be held by the school on the Single Central Record.

Contractors

The Salendine Nook Academy Trust will look favourably on contractors who hold DBS disclosures. However, this will not be a stipulation of working at the academy. If a DBS disclosure is not in place then contractors will be expected to carry out works when the school is closed to pupils. If, in an emergency, work has to be undertaken when the academy is open then the contractor will be required to provide their disclosure number and date of issue or it will be necessary for the contractor to be accompanied by a member of the academy staff. At no time will be contractor be allowed to work unsupervised during open hours if the above is not adhered to.

Checklist for visitors to The Salendine Nook Academy Trust

I work with under 18's	Enhanced current DBS check required by The Salendine Nook Academy Trust if working permanently at the academy.
<i>The following information applies to those for whom a check is required</i>	
I have a DBS check from another organisation. Can I use it for The Salendine Nook Academy Trust purposes?	It is possible that your current DBS check will be appropriate. It will need to: <ul style="list-style-type: none"> • be current, as detailed by the DfE • be enhanced not standard • match the teaching situation you will be working in when employed by The Salendine Nook Academy Trust
Will The Salendine Nook Academy Trust organise the check for me?	Yes in most circumstances. The Salendine Nook Academy Trust will organise the check for all permanent staff, supply teachers who have a regular commitment at the school, governors of the school and all regular volunteers.
How can I organise a DBS check?	Contact the Academy or if you work for another organisation ask them for their umbrella body contact. If the check is to be carried out on behalf of the Academy you will be required to bring supporting evidence/proof of identity to the academy for recording prior to the disclosure being sent to the Umbrella Body. When you request a disclosure you will be issued with a list of the documents that support this.
How long will it take to get a check done?	It usually takes 3 weeks but this can vary.
Is there a charge?	There is a charge for the check itself and an administrative charge from the umbrella body. The Academy will meet this cost if they organise the check for you.
Can I send a copy of the DBS disclosure to The Salendine Nook Academy Trust as evidence?	<ul style="list-style-type: none"> • In most circumstances no. Where possible the original document should be brought into the Academy and the disclosure number and date will be recorded and the document returned. • If the DBS is portable then the Academy will require the certificate number, the date of issue and the position it is for.
I am not working for the school but wish to volunteer on a regular basis, do I need a DBS	<ul style="list-style-type: none"> • Yes, an enhanced DBS is required and can be acquired by contacting the academy.
I am visiting the school to do a talk to one class, do I need a DBS?	No. As you will not be unsupervised this is not necessary. However, the academy will request that a List 99 check is undertaken prior to the visit.