

# Policy Briefing

## WAKEFIELD & DISTRICT safeguarding children board

### Safeguarding Children Board

### CRB Checks

The Wakefield and District Safeguarding Children Board is often asked questions in relation to CRB checks. Usually, these questions take the form "Does this member of staff need a CRB check?"

Unfortunately, the guidance in this area does have some grey areas that are open to interpretation. In some professions, such as Social Workers and Police, CRB checks are mandatory and are re-checked at regular intervals. However in some cases, the need for a CRB check will be less obvious.

The Safeguarding Children Board has put together this guidance briefing to support employers in making the right decision about whether staff or volunteers need to be CRB checked. Employers have a duty to ensure that they take all reasonable steps to ensure that staff and volunteers do not harm the children or vulnerable adults that they work with. It is important to remember that a CRB disclosure in effect becomes out of date as soon as it is made, and employers should supplement the security that is provided by a CRB disclosure with other mechanisms such as safe recruitment practices, safe working arrangements, good supervision, whistle-blowing procedures etc.

To begin with, there are two types of CRB disclosure:

#### **What is a Standard Disclosure?**

A Standard Disclosure is required for posts that have regular contact with children or vulnerable adults. A 'vulnerable adult' means a person aged 18 or over who is:

- receiving nursing or personal care in their own home or a care home
- is dependent on others in performing basic physical functions
- has a physical or mental illness, including an addiction to alcohol or drugs
- has severe impairment in the ability to communicate with others
- is unable to protect himself from assault, abuse or neglect

A Standard Disclosure is also required for other positions of trust, including those working in financial or legal services. A Standard Disclosure contains details of all convictions held on the Police National Computer including current and 'spent' convictions as well as details of any cautions, reprimands or final warnings.

If a position involves working with vulnerable people, the Disclosure will also check information held on government department lists, held by the Department of Health and Department of Education and Skills, of those who are banned from working with vulnerable adults or children.

## What is an Enhanced Disclosure?

For posts involving greater contact with children or vulnerable adults. For example jobs involving regularly caring for, supervising, training or being in sole charge of children or vulnerable adults.

An Enhanced Disclosure involves the same checks as a Standard Disclosure, with an additional level of check on local police records for information that might be relevant for the post.

These definitions are still rather subjective. For example “greater contact with children” will mean different things to different people. As a result, the Safeguarding Children Board recommends that employers consider the following questions:

1. Does the nature of this person’s role mean that they are in a position to build a relationship with a child or vulnerable adult?
2. Would the nature of this persons role enable them to either “groom”, exploit or abuse the children they come into contact with?

If the answer to either of these questions is “yes” the Safeguarding Children Board recommends that the staff member be required to undertake CRB disclosure.

For some professionals, both the frequency and extent of the contact that they have with children during their work means that they are in a position to build a relationship with these children. Such people will need to have a CRB disclosure. If the extent and nature of their contact is more limited, and if they would not be expected to build a relationship with a child, they are not likely to need a CRB Check. The following examples might be useful:

- Learning Mentors have regular and frequent contact with children, and need to build relationships with them as part of their work. They will need to have CRB disclosures.
- People who visit premises such as schools, children’s centres etc. in order to attend meetings do not need to provide evidence of CRB Checks as it would not be expected that for the duration of their visit, they would be building a relationship with pupils or in a position to abuse any pupils.
- People who visit these premises more frequently, for example to provide specific learning opportunities for pupils, may be in a position to build a relationship with pupils and for this reason, we would recommend that they provide evidence of a CRB disclosure. If they have unsupervised contact with the pupils, they will definitely need a CRB Check.
- Staff who work in children’s residential accommodation will need to have CRB disclosures as the nature of their work requires them to build relationships with young people and also provides an opportunity for abuse or exploitation to occur if proper precautions are not taken.
- People who visit children’s residential accommodation to carry out repairs would not normally need to have a CRB disclosure. Their contact with children will be infrequent and it is not expected that they would be in a position to build relationships with, or abuse the young people who were present due to supervision of them whilst on-site.
- People who work as volunteers in after-school provision, youth clubs, sports clubs etc. will need CRB disclosures. They are in a position to build relationships with children and young people