

WILTSHIRE COUNCIL

STAFFING POLICY COMMITTEE

7 NOVEMBER 2012

Criminal Records Bureau Disclosures Policy and Procedure

Purpose of Report

1. This report presents the revised CRB Policy in response to the implementation of the Protection of Freedoms (PoF) Act 2012.
2. The report outlines future changes which will impact on this policy over the next few months.

Background

3. It is the Government's aim to phase in changes arising from the Protection of Freedoms Act during 2012 and 2013.
4. Some changes have taken effect and are reflected in the updated CRB Policy. Further changes are anticipated in December 2012 and during 2013 which will require further changes to the policy.

Main Considerations for the Council

5. Effective from 12 September 2012, the definitions of Regulated Activity in respect of children and vulnerable adults have been updated. The updated policy incorporates this change.
6. The Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) will be merged from December 2012 and a new body called the Disclosure and Barring Service (DBS) will be formed. The name of CRB checks will be changed to DBS checks from 1 December 2012 and this change will need to be reflected in the policy from December onwards. The name of the policy will also need to be changed to the Disclosure and Barring Service Checks Policy at this time.
7. A DBS checks update service will be introduced by the Government from March 2013 onwards whereby employers will be able to request updates to current DBS checks. A further update to the policy will be required to reflect this change.
8. The council has a Safer Recruitment Forum, made up of representatives from key areas within the council with responsibility for safeguarding. This forum is currently considering the implementation of the PoF Act within the council and ensuring that the impact for Wiltshire is managed. This includes determining

what roles within the council are affected by the change in the definition of Regulated Activity.

Consultation

9. The policy was approved by JCC on 17th September 2012 following consultation with HR, union representatives and other key stakeholders.

Environmental Impact of the Proposal

10. None

Equalities Impact of the Proposal

11. No negative impacts have been identified.

Risk Assessment

12. None

Options considered

13. None

Recommendation

14. The Committee approve the amended policy.
15. That the Committee confirm that the future changes required to the policy in December 2012 and March 2013, due to legislative changes arising from the implementation of the Protection of Freedoms Act, can be made without further requirement for Committee approval.

**Barry Pirie
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The following unpublished documents have been relied on in the preparation of this report: None