

True or False - the Disclosure and Barring Service (DBS)

1. **The DBS has now replaces the CRB and ISA – True**
2. **DBS stands for Disclosure and Barring Service – True**
3. **DBS checks are to enable employers to make safe recruitment decisions – True**
4. **DBS checks are only required to work with children – False**
Checks are also needed for vulnerable adults
5. **DBS checks can now be updated and ‘portable’ to a new employer – Partly True**
If the employee registers for the DBS Update Scheme within 14 days of getting their results and pays a fee of £13.
Can apply as soon as check is done.
Employer must re-check ID each time.
6. **DBS checks are valid for 3 years – False**
No specific time is set as checks are only as good as the day the check is done. 2-3 years is the norm, but some employers may ask for more frequent checks.
7. **Applications can only be made on paper forms – False**
Applications can also be done on-line
8. **Applications can be tracked on-line – True**
A reference number from the applicant form is needed.
9. **Any employer can apply directly to DBS – False**
Only if they are also a Registered Body. The employee must apply for their own DBS check – although the employer may tell them when to do this and may pay for it.
10. **No fee is payable for volunteers - Partly True**
No fee is required by DBS but if you go through a Registered Body, they are likely to charge a fee
11. **A Standard Check costs £26 and an Enhanced Check costs £44 – True**
Plus any Registered Body fees
12. **A copy of check is sent to both employee and employer – False**

Was true under CRB but no longer. Only the employee receives a copy and then, must show their employer.

- 13. You can get a quick check done at the local Police Station for £10 – True**
This is not enough for childcare jobs
- 14. An employee cannot start work until their DBS check has come through – False**
This is at the employer's discretion. They can start as long as they are supervised and not left alone with children.
- 15. Employers should not employ anyone with a criminal record – False**
Not all offences are relevant to Child Protection. Seek advice to ensure no contravention of Rehabilitation of Offenders Act.
- 16. Employers should keep copies of DBS forms on employee's file – False**
Should not keep checks on file beyond initial recruitment process. But should keep record of DBS reference number for Ofsted.
- 17. An application takes about 6-8 weeks – False**
Now takes 1-2 weeks unless there are queries
- 18. Applicants must have a valid passport or a driving licence to apply for a DBS check – Partly True**
Yes for EU people but in the UK, people without these can show 5 other documents

Support

If you would like any support with safeguarding or any other issues facing your organisation, please contact the Development Team at Community Southwark: development@communitysouthwark.org.uk or 020 7358 7020.