



Home Office

The Vetting & Barring Scheme

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Home Office VSPU

September 2009

- Background to the Scheme
- Operational Responsibilities
- What's New
- Phasing and Costs
- Any Questions...



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Imagine....

- The **Safeguarding Vulnerable Groups Act 2006** sets out the scope of the scheme for England, Wales & NI.
- Core purpose: to **prevent unsuitable people from working or volunteering** with children and vulnerable adults
- The Scheme will **fundamentally reform** current vetting and barring practices....
- ...**but employers retain their responsibilities** for ensuring safe recruitment and employment practices.

Delivering the Bichard Report



- The recommendations have been substantially delivered
- The Vetting and Barring Scheme is part of a larger framework covering the use of information to support public protection
- This represents a major improvement in the sharing of information to protect children and vulnerable adults
- VBS interconnects with significant programmes in Police delivery capability and international information sharing.

Delivering the Scheme

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Independent Safeguarding Authority



Criminal Records Bureau

Police

Regulators

**Umbrella
Bodies**

Other Government Departments

**Stakeholders in Education, Faith,
Health / Social Care, Sport, Local Authorities**

Employers , Recruitment Agencies, Unions, Charities

So, what's new...?

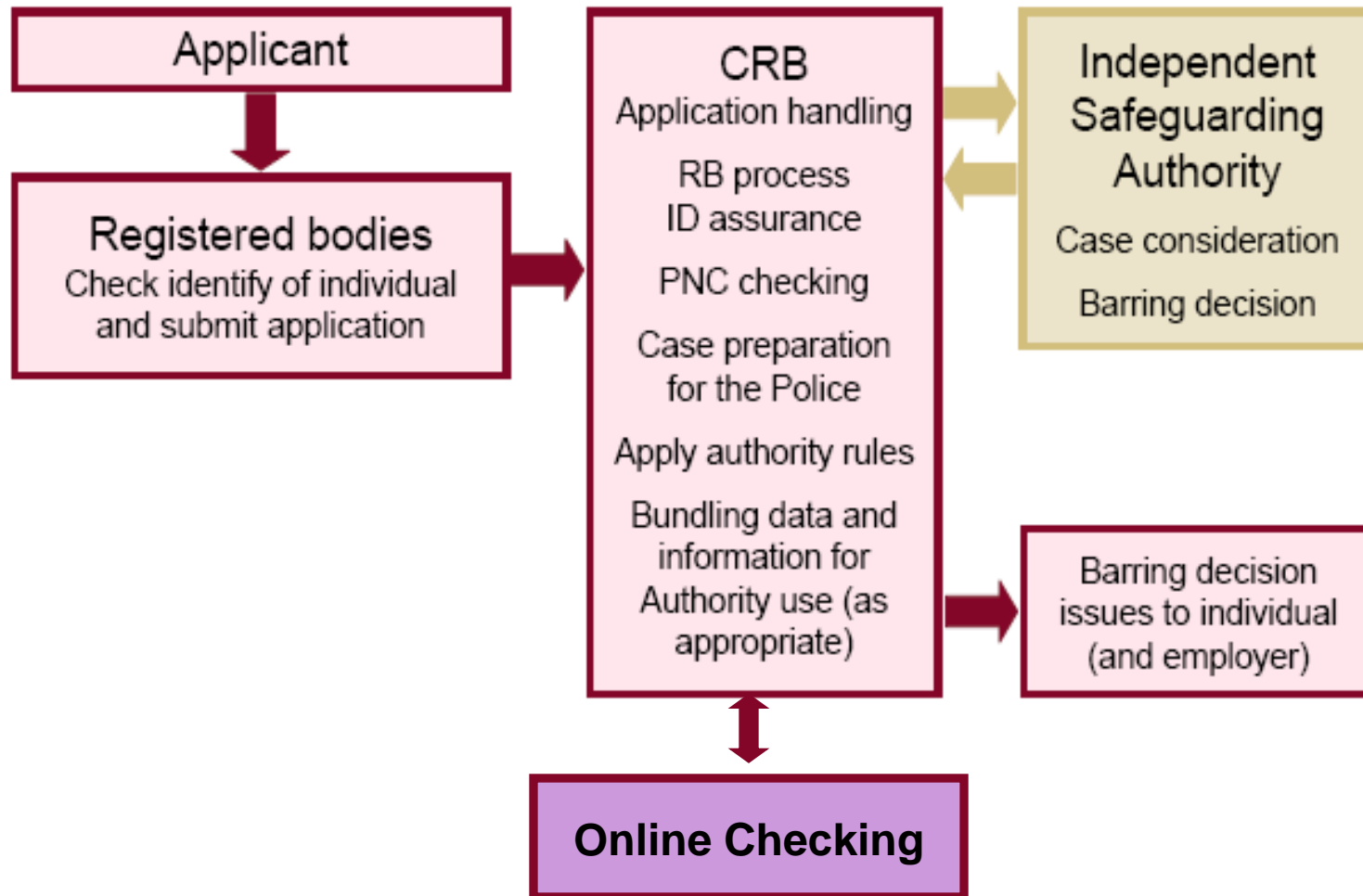
OCTOBER 2009

- **Regulated Activity** - safeguarding scope is widened
- New **Barred lists** replace POCA, POVA and List 99
- The **Independent Safeguarding Authority** established
 - ISA referrals process
 - ISA Decision Making process

JULY 2010

- A **Register** of those able to work with vulnerable groups
- **Continuous monitoring** of registration status
- **Free online checking**

How the process will work





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12th October 2009

Regulated Activity

Involves contact with children or vulnerable adults
and is:

a special type of **activity**

or

—any activity in a special **place**

or

—holding a special **position**

No distinction is made between paid and voluntary work

Definition of 'Regulated Activity'

Involves contact with children or vulnerable adults and is:

of a specified nature

e.g. teaching, training, care, supervision, advice, treatment, or transport

or

in a specified place

e.g. schools, children's homes & hospitals, juvenile detention facilities, adult care homes

"frequently, intensively and/or overnight"

- once a month
- 3 or more occasions in a period of 30 days
- Overnight: between 2 - 6am

- **Also covers Fostering and 'Defined Office Holders'**
Eg Directors of Children's Services, Trustees of children's Charities, School Governors..
- **No distinction made between paid and voluntary work**

Regulated roles include...

- Where people are providing advice, guidance or assistance to vulnerable adults or children, including teaching, care or supervision.

This includes roles such as:

- **Teachers**
- **Childcare workers**
- **Care workers**
- **Prison officers**
- **Youth workers**
- **Some Taxi drivers**
- **GPs & Nurses.**
- **Osteopaths, chiropractors**
- **All staff in children's hospitals**
- **Opticians, Dentists**
- **Volunteers in the sector**
- **Many sports coaches**

Specified Places:

- nurseries
- schools,
- children's homes
- children's hospitals,
- juvenile detention facilities,
- adult care homes

All people working or volunteering in specified places and meeting the frequency criteria must be ISA registered

Duties and responsibilities under regulated activity where an organisation is providing the activity:

- A barred individual **must not** undertake regulated activity
- To undertake regulated activity an individual **must be** ISA-registered
- An employer **must check** that a prospective employee who is in regulated activity is ISA-registered
- An employer **must not** engage in regulated activity a barred person or a person who is not ISA-registered
- **Personal and family relationships are not covered**

Key points for private arrangements

The Scheme includes

- those employed in domestic situations e.g. home tutors, childminders, personal care assistants,
- self-employed people working in regulated activity e.g. sports coaching, therapeutic massage

Although it will not be mandatory for ‘domestic’ employers to check people they engage, they can.

A barred person **must not** engage in any regulated activity

An arts and drama teacher in a secondary school wants to take a class out to a music concert one evening...

Does s/he need to be registered ?

A nurse who helps at a youth group wants to be part of the team taking them on a residential weekend ...

Does s/he need to be registered ?

The volunteer organiser of local Stroke Association provides advice on benefits, grants for home adaptations, and organises weekly social evening for members and their relatives

Does s/he need to be registered ?

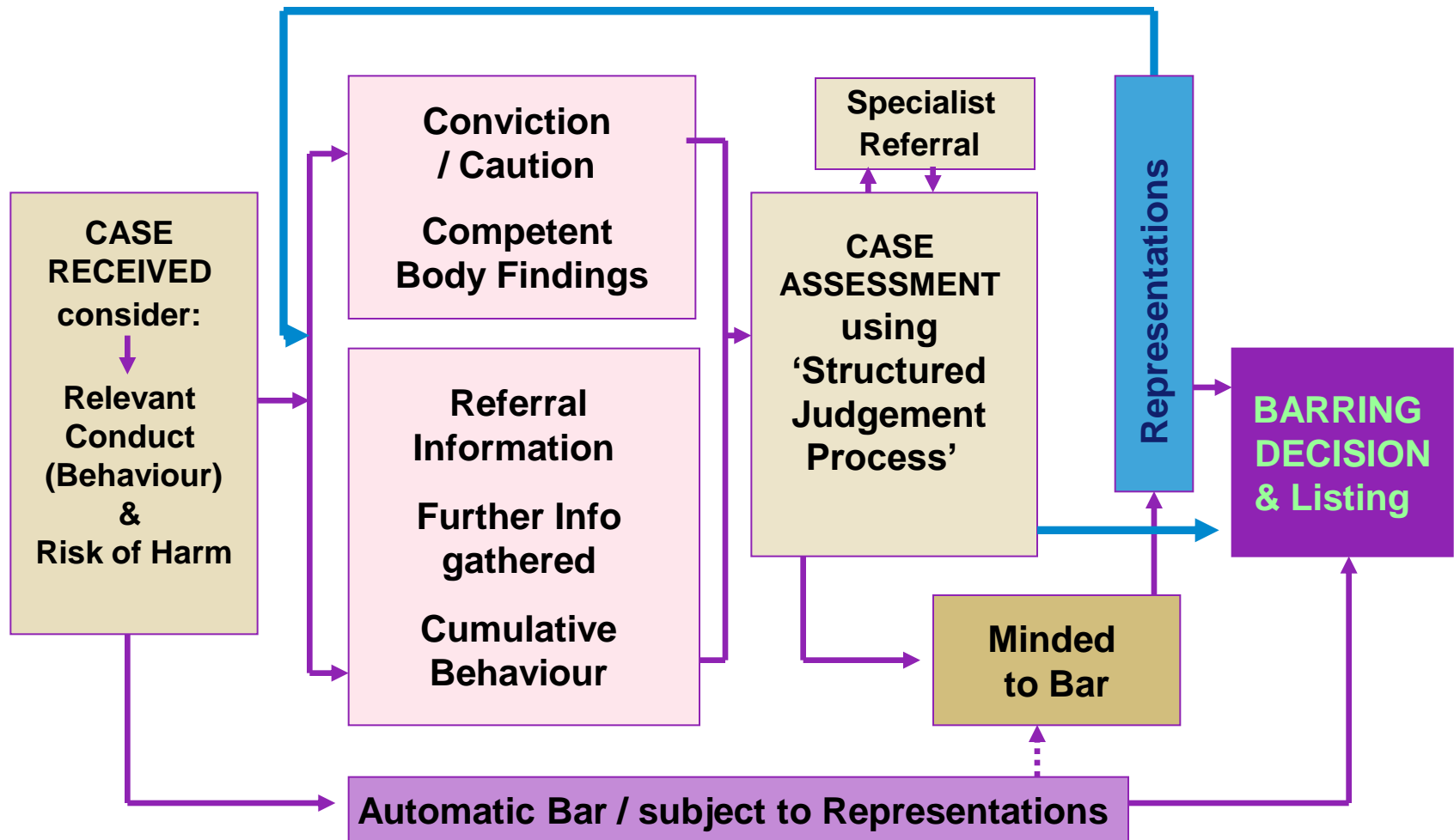


Independent Safeguarding Authority

- A non-departmental public body, established in **Jan 2008**
- Chair: Sir Roger Singleton, supported by 10 Board members - experienced experts in safeguarding.
- With 200 case workers, based in Darlington
- From **20 Jan 2009**, following secondary legislation, the ISA has been making the decisions on new referrals to the current barring schemes - business as usual, except that referrals go to the ISA instead of DCSF or DH

- Employers, professional and regulatory bodies, and child/adult protection teams in Local Authorities **MUST** refer information to the ISA in certain circumstances
- In other circumstances, employers **may** refer information regarding an individual's conduct to the ISA
- **Parents/private employers** should go to a statutory agency(e.g. social services or the police)
- The **Independent Safeguarding Authority** will inform professional/regulatory bodies when it bars someone, so that their professional registration can also be reviewed

ISA Decision Making Process





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26th July 2010

The Bichard Report - Recommendation 19:

“.. New arrangements should be introduced requiring those who wish to work with children or vulnerable adults to be registered.

The register would confirm that there is no known reason why an individual should not work with these client groups.”



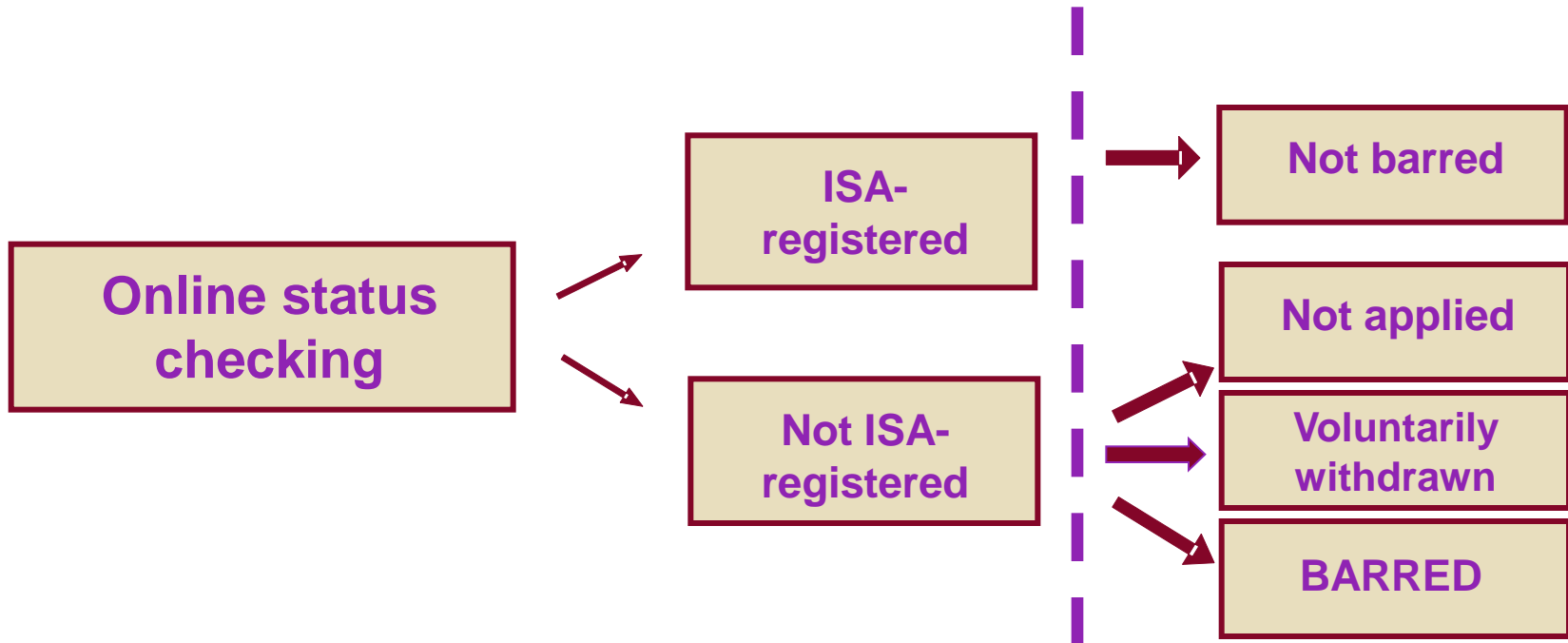
- A positive register with **continuous monitoring** of status

- Applications for ISA-registration will start in **July 2010** for new entrants to the workforce & those moving jobs only.
- From **November 2010** it will be mandatory for new entrants and job movers to have ISA-registration before they start their new posts
- Members of the existing workforce will be phased into the scheme from **April 2011**, starting with those who have never had a CRB check
- We expect the roll out to phase in over a **5 year** period.

Phasing in the Scheme



Introducing Online Checking



The status of individuals will be **continuously updated** on receipt of new information, such as convictions or referrals from employers.

Impact of Online Checking

- Online Checking is **free**, available **24/7**
- In line with the Phasing Strategy, as the Vetting & Barring Scheme is rolled out, it becomes **illegal** for organisations to engage anyone in regulated activity without checking their registration status first.
- Those with a '**legitimate interest**' in the individual will be **notified** if an individual is de-registered from the scheme.
- Regulatory bodies will also be **notified**, so that professional registration status can also be reviewed

What will it cost?

- Individuals in paid employment will pay a once off fee of **£64** when applying for registration with the Scheme. This includes the cost of an enhanced CRB disclosure
- Those involved only in unpaid voluntary activity **do not pay** the application fee.
- Students undertaking **vocational courses** (medicine, nursing, teaching, etc) have to pay the application fee.

Clear Benefits :

- **Better Information Sharing** - employers, other statutory, business and public organisations must refer appropriate information to the ISA.
- **Direct Safeguarding Support** - Barred individuals are excluded from working and volunteering with vulnerable groups. Employers will be informed if an employee becomes de-registered from the scheme.
- **Public Reassurance** : Parents/individuals will also be able to check that people they employ in a private capacity in regulated activity are registered with the ISA.

Stay Engaged

- Liaise with relevant Registered Bodies and Regulators
- Keep up to date with Scheme developments
- Use briefing tools to spread the word

Ensure Internal Communication

- Inform colleagues especially HR, disclosure staff
- Consider which roles are defined as regulated activity
- Start outline planning – staff numbers/budgets

For July 2010

- Look at all contract terms and conditions
- Prepare adverts for jobs as 'subject to ISA registration'
- Continue safe recruitment practices

Your Questions

For further information visit :

www.isa-gov.org

or call : 0300 123 1111

Summary of scheme

- **Information sharing framework** is enshrined in law and is at the heart of the scheme
- Anyone working or volunteering with vulnerable groups in regulated activity **must be registered**
- Employers **must verify** an individual's registration status, Parents/individuals can use the system too
- Employers will be **informed** if an employee becomes de-registered from the Scheme
- Barring decisions will be taken by **independent experts.**
- **Oct 09** - Regulated activities introduced
 - ISA Processes
- **July10** - Applications for Registration start