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.