

Why are DBS checks important?



When you're bringing someone into an organisation, whether as a full-time employee, contractor, or other type of worker, you're introducing some uncertainty. DBS checks help ensure that when this is happening in a sensitive role, such as those responsible for vulnerable people, the right decision can be made, and less uncertainty is introduced.

What does a DBS check involve?

Basic check

This is the first level of DBS check and any employer can request this is applied for and presented. This check includes unspent convictions, warnings and cautions.

Standard check

The standard check includes everything that the basic check involves, but also details spent convictions, warnings and cautions too. It can only be requested for certain job roles.

Enhanced check

The enhanced check is another level further and it includes all details on record as with the standard check, but it also includes any details that the police think might be relevant to the role. Again, only certain job openings can request an enhanced check, and they are generally those roles that involve dealing with vulnerable adults and children.

Enhanced check with barred lists

The police do also hold lists of people that are barred from certain roles for various reasons. This final level also includes a check of these lists to ensure that the person is not present on them for the role in question.

The above checks are always requested by the employer, and the employer must gain the consent of the individual in question in order to apply for the check. Under law, the DBS check must go ahead, and be passed, in order for the applicant to be able to accept an offer of employment.

For more information on safer recruitment, please visit:
www.virtual-college.co.uk/courses/safeguarding-courses