



This document is intended as a helpful overview of the main elements of the new Vetting & Barring Scheme. As such, it does not seek to explain every aspect of the Scheme. If you are in any doubt, you must obtain your own independent advice.

## **The Independent Safeguarding Authority Vetting and Barring Scheme**

### **The Independent Safeguarding Authority**

The Independent Safeguarding Authority (ISA), set up in the wake of the Soham murders, is the public body overseeing the new Vetting and Barring Scheme (the Scheme), which is being phased in over a five year period from 12 October 2009 (for details of the phasing see page 3).

### **The Vetting and Barring Scheme**

The Vetting and Barring Scheme has been created to help prevent unsuitable people (any one who engages in conduct that endangers a child or vulnerable adult, or is likely to, by causing physical, sexual, emotional or financial harm) from working with children and vulnerable adults.

The Scheme, which will be administered by the ISA in partnership with the Criminal Records Bureau (CRB), is a major reform of current checking procedures for those working with children and vulnerable adults.

Unlike the current CRB check, which is essentially only a “snapshot” in time, the new Scheme will continuously update the status of individuals on receipt of new information, such as convictions or referrals from employers.

The ISA Scheme is about suitability to work with children and vulnerable adults. It does not replace CRB checks. A person could be registered with the ISA but still have a criminal record that, if known by the employer, may make them unsuitable for a specific role.

### **Features**

The Scheme creates new barred lists, introduces a criminal offence for barred individuals who seek or undertake work with vulnerable groups, and imposes on employers a duty to make referrals if they remove someone from regulated activity or controlled activity, or if they leave while under investigation for allegedly causing harm or posing a risk of harm.





**Coverage**

The new Scheme is much more wide-ranging and encompasses roles - in the public, private and voluntary sectors - as diverse as social workers, youth workers, community workers, teachers, healthcare workers, defined office holders such as school governors and trustees of children's charities, and ancillary support workers.

Broadly speaking if you carry out a **regulated** activity or a **controlled** activity in both paid and voluntary roles you will be required to be vetted under the Scheme.

**Regulated activity**

This is essentially 'frontline' activity, where individuals have direct contact with children or vulnerable adults.

**Controlled activity**

This is an activity that gives some opportunity for contact with children or vulnerable adults or access to their records.

**Contact**

Contact must be frequent, intensive and/or overnight, meaning once a month, three or more occasions in a period of 30 days, or overnight (2am - 6am).

**The wider framework**

While the Scheme will provide significant safeguards, it is important to remember that it is part of a wider framework of safe recruitment practices. It does not remove the need for employers to develop, maintain and apply robust recruitment procedures, including checking ID, qualifications and references, and enquiring into career history.

**Resources**

The Vetting and Barring Scheme 'Frequently Asked Questions' is available from the Independent Safeguarding Authority website, the current page link being <http://www.isa.gov.org.uk/Default.aspx?page=395>

The 'Vetting and Barring Scheme Guidance, October 2009' is available from the Criminal Records Bureau website, the current page link being <http://www.crb.homeoffice.gov.uk/pdf/vbs%20guidance%2012%20oct.pdf>

The alliance and/or your local Council for Voluntary Service (CVS) may be a source of ISA briefing workshops. [www.hants-alliance.org.uk](http://www.hants-alliance.org.uk)  
<http://www.hampshirecvs.org.uk>

*The definition of 'frequent' and 'intensive' are under review. The review is due to be completed by December 2010.*



Issues  
 Policy Background  
 Update Summarise



# Vetting and Barring Scheme

October  
2009

**Wider definition of regulated activities**

Essentially, if you carry out a regulated activity or a controlled activity in both paid and voluntary roles you will be required to be vetted under the Scheme.

**New barred lists**

There will be one list barring people from working with children and one list barring people from working with vulnerable adults. These will replace the Protection of Children Act (POCA) list, List 99 (the list of those prohibited from working with children in education) and the Protection of Vulnerable Adults (POVA) list.

**New criminal offences**

Criminal penalties will be introduced for barred individuals who seek or undertake work with vulnerable groups and for employers who knowingly take them on.

July  
2010

**Individual ISA registration starts**

From 26 July 2010, all new entrants to roles working in a regulated activity with vulnerable groups and those switching jobs to a new provider can apply to become ISA registered and join the Scheme.

The ISA registration application process is very similar to that of applying for a CRB check. The CRB website contains a list of organisations that can help complete the application.  
<http://www.crb.homeoffice.gov.uk>

**Duty to make referrals**

From 12 October 2009 if you remove someone you employ, or for whom you are responsible, from regulated activity or controlled activity, or if they leave while under investigation for allegedly causing harm or posing a risk of harm, you are legally obliged to refer this information to the ISA.

Failure to do so is an offence and could lead to a fine. Full guidance on the referral process can be found on the ISA website  
<http://www.isa-gov.org.uk>

November  
2010

**ISA registration mandatory for new employees/those switching roles**

All new employees/those switching roles must be ISA registered before they start work.

Prospective and existing employers must check the registration status of an individual before the individual starts work in a regulated activity.

January  
2011

**ISA registration extends to current workforce**

Existing employees and volunteers with no CRB check must apply for ISA registration.

Existing employees and volunteers with CRB checks will also need to apply for ISA registration, starting with staff whose CRB checks are the oldest.

January  
2014

**ISA registration extends to controlled activity**

People working in controlled activity should apply for ISA registration.