

DBS checks / Background security checks

The rules about eligibility for DBS checks are complex. If in any doubt about the requirements for DBS checks our Safeguarding officer will check with external Safeguarding experts such as Thirtyone:eight (www.thirtyoneeight.org) to ensure that anyone required to have a DBS check has been checked, and to the correct level. Thirtyone:eight provide an advice line and online DBS service.

However, we note that:

DBS certificates

- a) apply to roles rather than persons and are not transferable from another role elsewhere.
- b) should be less than **three** years old
- c) the Charity Commission states that wherever an employee, volunteer or trustee is eligible for a DBS check a DBS check should be carried out.
- d) We are free to request these of any such person, but if it is impracticable to DBS check all of them we may focus on obtaining checks for those with responsibilities which render them *likely to be seen by others* as holding some degree of authority; for example:

- our Chair and trustees
- those working with our charity's money and finances
- our Safeguarding officer
- those who teach or lead and those who support them

e) Where any volunteer or staff member is not DBS checked we will ensure that other Safeguarding measures are in place, for example:

- they have had Safeguarding training
- have read our Safeguarding policies and Child Protection Code of Conduct, had an opportunity to discuss them with the Safeguarding officer and
- have signed a document recording that they have read and agree to abide by them.
- They are supervised by those who are DBS checked.

f) **DBS for working with adults at risk** The core team (Mitras or Order members, paid or voluntary) directly responsible for any activity or event specifically intended and advertised for adults likely to be more vulnerable to influence, exploitation or mistreatment must have

an Enhanced DBS check with a check of Barred Registers.

Other information:

A) Those running non-residential activities or events specifically intended for, or intended to include those under 18 can and must obtain an **Enhanced DBS check with check of the Children's**

Barred List, *but only if they work with children, for our charity, on more than 3 days in a 30- day period.*

B) if any of our staff and volunteers is working with children in non-residential activities on more than 3 days in a 30-day period, as described in C) and all our trustees can and must have an Enhanced DBS check (without check of the Children's Barred List). This applies even if a trustee has no personal involvement in the activities including children.

C) Where a person who is a trustee is also running non-residential activities involving children on more than 3 days in a 30-day period, or managing someone who is running activities involving children on more than 3 days in a 30-day period, it may be that that trustee can and therefore must obtain, an Enhanced DBS check with a check of the Children's Barred List.

D) Where under-18s stay overnight in the course of residential activities, without their parents or guardians present, any volunteer or employee who cares for, supervises, teaches, leads or advises those children (other than their own) with the opportunity for face to face contact - even if only on one occasion - can and must have an Enhanced DBS check with a check of the Children's Barred List and

E) DBS certificates apply to roles rather than persons and are not transferrable from another role elsewhere.

F) It is regarded as good practice that any DBS certificate should be less than three years old.

G) The core team (Mitras or Order members, paid or voluntary) directly responsible for any [name of Triratna Buddhist centre/enterprise] activity or event specifically intended and advertised for adults likely to be more vulnerable to influence, exploitation or mistreatment can and therefore must have an Enhanced DBS check with a check of Barred Registers.

At present we do not run any such activities but will keep this under review in case this should change.

DBS checks for addiction recovery meetings

However, it has been agreed with the DBS Service by the 12-Step Movement that no DBS checks are needed for 12-Step meetings. This applies only to meetings run formally as 12-Step meetings, because they are co-facilitated by the participants and have no leadership. Where 12-Step meetings take place on our premises we will take care to clarify that Mitras and Order members taking part in such meetings are not seen as leading and do not behave as such and that these meetings are self-help groups held on our premises but not part of our programme of activities. DBS checks may be required for those leading 8-Step meetings or other recovery programmes which are not part of the 12-Step Movement, and which are run as part of our programme of activities. Where those running an activity can, and therefore must, have DBS checks, we will require anyone helping with such activities (paid or voluntary) who has not been DBS checked to be supervised at all times by someone who is DBS checked. DBS checks are not required for those running general activities which adults with mental health difficulties or in addiction recovery (for example) may happen to attend.

Safer recruitment more generally

DBS/security checks are only one aspect of safer recruitment.

We will seek references for anyone, volunteer or employee, seeking to work with those under 18 in the course of our activities, including short-term volunteers, even if they have been DBS checked or will be supervised by people who have been DBS checked.

Any volunteer or employee, seeking to work with those under 18 in the course of our activities must read and sign our Child Protection Policy and Code of conduct, even if only helping on a one-off occasion.

No DBS checks are required in relation to irregular or one-off non-residential activities involving those under 18, or to general non-residential activities which someone under 18 may happen to attend. This is because children are most at risk where it is known in advance that children are likely to be attending; those who wish to gain access to children look for opportunities to become a familiar and trusted figure to children, for example seeking to join the team running regular children's activities.