

# Consultation on statutory requirements and advice, for CRB disclosures for safeguarding purposes, on workers already registered with the Independent Safeguarding Authority

## Consultation Response Form

The closing date for this consultation is:  
9 July 2010

Your comments must reach us by that date.



department for  
**children, schools and families**

**THIS FORM IS NOT INTERACTIVE. If you wish to respond electronically please use the online response facility available on the Department for Children, Schools and Families e-consultation website (<http://www.dcsf.gov.uk/consultations>).**

The information you provide in your response will be subject to the Freedom of Information Act 2000 and Environmental Information Regulations, which allow public access to information held by the Department. This does not necessarily mean that your response can be made available to the public as there are exemptions relating to information provided in confidence and information to which the Data Protection Act 1998 applies. You may request confidentiality by ticking the box provided, but you should note that neither this, nor an automatically-generated e-mail confidentiality statement, will necessarily exclude the public right of access.

**Please tick if you want us to keep your response confidential.**

Name **Rebecca Williams**  
Organisation (if applicable) **Undeb Cenedlaethol Athrawon Cymru (UCAC)**  
Address: **Ffordd Penglais, Aberystwyth SY23 2EU**

If your enquiry is related to the policy content of the consultation you can contact Mr T Sims

Telephone: 020 7783 8601

e-mail: [Krishna.Dattani@dcsf.gsi.gov.uk](mailto:Krishna.Dattani@dcsf.gsi.gov.uk)

If you have a query relating to the consultation process you can contact the Consultation Unit on:

Telephone: 01928 794888

Fax: 01928 794 311

e-mail: [consultation.unit@dcsf.gsi.gov.uk](mailto:consultation.unit@dcsf.gsi.gov.uk)

Please mark an X in the box below that best describes you as a respondent.

Local Authority

FE College

HE College

Schools

Early years setting

PCT/NHS

Social Care Sector

Health Sector (other)

Regulatory body

Third Sector

Other (Please specify)

Please Specify:

**Trade Union representing teachers, head-teachers, FE and HE lecturers in Wales.**

1 a) Should a CRB disclosure be required on initial entry to a specific workforce e.g. fostering, work in a residential children's home or the broader social care sector?

Yes

No

Not Sure

Comments:

Upon entry into the teaching/lecturing workforce, it is important that every individual should have a CRB check, in order to determine the individual's suitability for the role, including and extending beyond considerations relating to the protection of children and/or vulnerable adults.

In Wales, the General Teaching Council for Wales (GTCW) carries out this work for the school-teaching workforce; indeed access to that workforce is dependent on registration with the GTCW, which in turn is dependent on a 'clean bill of health' in a CRB-check. Other professional bodies have equivalent roles in relation to their respective workforces.

**UCAC firmly believes that one CRB check upon entry into the workforce is sufficient. Teachers and lecturers should *not* need to undergo CRB checks from (1) their professional/regulatory body (2) the ISA (3) their employer(s).**

**We recommend that a mechanism be established which would ensure the sharing of information between relevant bodies – particularly since they all require the same information at the same point in time.**

The problem can be particularly acute for teachers and lecturers who seek work through several different agencies (usually supply teachers, or teachers at the beginning of their careers), or who are employed by more than one Local Authority, Further Education Institution or other employer.

We believe that it should be possible to establish a system of co-operation with existing professional/regulatory bodies which would enable the ISA to continue to fulfil its statutory function whilst recognising the existing structures for public protection.

1 b) Should a CRB disclosure be required where an individual moves from one position to another, within the same workforce and with the same degree of contact with children for instance when a foster carer moves to a new fostering agency?

Yes

No

Not Sure

Comments:

The individual is already ISA-registered and the new employer is obliged to check the registration status, and will have access to any pertinent information, thereby rendering a new CRB disclosure redundant, as well as wasteful of time and resources.

Should teachers or other staff who belong to a professional/regulatory body have committed any 'declarable offences' since the original CRB check, the relevant professional/regulatory body will be aware of that, and will have taken appropriate steps. This further militates against additional CRB checks upon changing position within the same workforce.

1 c) Should any repeat CRB disclosures be required when an individual has held a position for a period of time, for instance an individual who has worked in a residential children's home for five years?

Yes

No

Not Sure

Comments:

As 1b above.

In addition, consideration could be given to making mandatory the requirement to register an interest in employees, in order to ensure that employers become aware immediately of any new information that might be relevant.

### **The registered childcare workforce**

7 Do you agree that in order to maintain the current standards of suitability within the childcare sector, the Government should continue to require Ofsted and employers to obtain enhanced CRB disclosures on such people, alongside ISA registration?

Yes

No

Not Sure

Comments:

Yes, upon entry into the workforce, but not necessarily subsequently, and certainly not if the individual in question is a member of a professional/regulatory body.

### **Children's Social Work Workforce**

9 a) Would lifting the requirement for an employer to request an enhanced CRB when appointing a social worker who is already registered with the ISA and with the GSCC or CCW reduce burdens on employers and cut costs?

Yes

No

Not Sure

### **Young people's workforce**

10 a) Has the use of repeated CRB checks acted as a disincentive to volunteering within the young people's workforce?

Yes

No

Not Sure

10 b) Are CRB checks a burden to this sector?

Yes

No

Not Sure

10 c) If so, would issuing advice to this sector, that CRBs are no longer necessary once the individual is ISA registered, help to reduce these burdens?

Yes

No

Not Sure

10 e) Is guidance to this sector to clarify the position sufficient or is specific guidance to other bodies, such as funders and local authorities also needed?

Guidance Sufficient

Need More Guidance

Not Sure

Thank you for taking the time to let us have your views. We do not intend to acknowledge individual responses unless you place an 'X' in the box below.

Please acknowledge this reply

Here at the Department for Children, Schools and Families we carry out our research on many different topics and consultations. As your views are valuable to us, would it be alright if we were to contact you again from time to time either for research or to send through consultation documents?

X Yes  No

All DCSF public consultations are required to conform to the following criteria within the Government Code of Practice on Consultation:

Criterion 1: Formal consultation should take place at a stage when there is scope to influence the policy outcome.

Criterion 2: Consultations should normally last for at least 12 weeks with consideration given to longer timescales where feasible and sensible.

Criterion 3: Consultation documents should be clear about the consultation process, what is being proposed, the scope to influence and the expected costs and benefits of the proposals.

Criterion 4: Consultation exercises should be designed to be accessible to, and clearly targeted at, those people the exercise is intended to reach.

Criterion 5: Keeping the burden of consultation to a minimum is essential if consultations are to be effective and if consultees' buy-in to the process is to be obtained.

Criterion 6: Consultation responses should be analysed carefully and clear feedback should be provided to participants following the consultation.

Criterion 7: Officials running consultations should seek guidance in how to run an effective consultation exercise and share what they have learned from the experience.

If you have any comments on how DCSF consultations are conducted, please contact Donna Harrison, DCSF Consultation Co-ordinator, tel: 01928 794304 / email: [donna.harrison@dcsf.gsi.gov.uk](mailto:donna.harrison@dcsf.gsi.gov.uk)

**Thank you for taking time to respond to this consultation.**

Completed questionnaires and other responses should be sent to the address shown below by 9 July 2010

Send by post to: Mr Toby Sims, Child Safeguarding Division, 1st Floor, Dept for Children, Schools & Families, Sanctuary Buildings, Great Smith St, London SW1P 3BT.

Send by e-mail to: [crbdisclosure.consultation@dcsf.gsi.gov.uk](mailto:crbdisclosure.consultation@dcsf.gsi.gov.uk)