

NOTE TO APPLICANTS APPLYING FOR POSTS WORKING WITH CHILDREN OR VULNERABLE ADULTS

DISCLOSURE AND BARRING SERVICE

If you are applying for a post which involves you working in 'regulated activity' with children and/or vulnerable adults, it will be covered by the Rehabilitation of Offenders (Exceptions) Act 1975 and will be a post regulated by the Disclosure and Barring Service.

The Vetting and Barring Scheme was introduced on 12 October 2009 as result of the Safeguarding Vulnerable Groups Act 2006. The three former barred lists Protection of Children Act (POCA), Protection of Vulnerable Adults (POVA) and List 99 have been replaced by the two new Barred lists, one for people prevented from working with children known as the Children's Barred List and the other for people prevented from working with vulnerable adults, known as the Adults' barred List. The new lists are maintained by the Independent Safeguarding Authority.

If you are successful, you will be required to apply to the Disclosure and Barring Service for an 'enhanced disclosure', to confirm any records held prior to any final appointment decision being made by the Academy. (A disclosure application will be completed on-line). The completed disclosure application would then be forwarded to the Disclosure and Barring Service.

An enhanced DBS check will reveal information;

- held on the Police National Computer (PNC), including Convictions (including those 'spent' under the Rehabilitation of Offenders Act 1974), Cautions, Reprimands and Warnings in England and Wales, and most of the relevant convictions in Scotland and Northern Ireland may also be included.
- held by local police forces and other agencies, relating to relevant non-conviction information;
- held on lists maintained by the Independent Safeguarding Authority (ISA);
- other data sources such as British Transport Police, the Royal Military Police, the Military of Defence Police.
- Scottish Criminal Records Office (SCRO) - if you have spent any time living in Scotland.

A conviction is not necessarily a bar to recruitment, unless the Academy considers that the conviction renders you unsuitable for appointment. In making this decision, consideration will be given to the nature of the offence, how long ago and what age you were when it was committed and any factors which may be relevant.

Under the Safeguarding Vulnerable Groups Act 2006 anyone who is included in the ISA's barred lists will commit an offence if they engage, seek or offer to engage in the regulated activity from which they are barred.