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To: All Headteachers and
Chairs of Governors

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Our ref AN/LJA
Your ref
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Dear Colleagues

DBS Criminal Records Checks – Cessation of 3 Yearly Re-checks

As you will already be aware the Local Authority ceased the practice of routine 3 yearly Disclosure and Barring Service criminal records re-checks for employees at the end of October 2015.

The Council's DBS team also ceased routinely re-checking school employees, on a three yearly basis at the end of December 2015, unless a school notified the team that the Governing Body wished to continue.

Some schools that have opted to continue with the 3 yearly re-checks of employees also purchase a catering/caretaking/cleaning service from the Council. These staff remain employees of the Council, rather than the school, and are therefore not subject to re-checks.

Although schools have been given the chance to continue with the re-checks for their employees, it is important to emphasise the Council's recommendation that a robust approach to safeguarding does not require these re-checks be included. In reaching the decision to cease this practice the Council considered carefully the information available.

- National guidance no longer recommends 3 yearly re-checks.
- The significant majority of traces revealed through the re-checks, carried out by the Council, were already known from previous checks.
- At the time that the decision was made there was no record of any re-checks, undertaken by the Council, ever having revealed information which necessitated action as a pre-cursor to redeployment or dismissal.

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- The Police currently notify employers of certain offences, particularly where it is relevant to the offender's employment. However, the Police do not guarantee notification.
- The National College for Teaching and Leadership and the Health Care Professionals' Council will notify employers where teachers and social workers are no longer eligible to practice.
- Where offences result in custodial sentences for employees, clearly schools would become aware and respond appropriately.
- Some years ago Ofsted clarified that routine re-checks of staff were not necessary, went beyond what the law required and what the Government recommends.

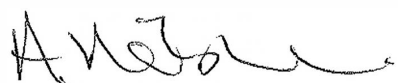
Contracts of school staff, as employees who hold posts subject to DBS clearance require staff to notify the employer of any subsequent cautions or convictions. Therefore, staff should be advised and reminded annually of the requirement to inform their Headteacher of any change to their criminal record status. Please note that all volunteers are still subject to 3 yearly re-check requirements.

Finally, the Derbyshire Safeguarding Children Board is aware of the decision to cease routine 3 yearly DBS checks, recognising that employers may still request a DBS check on an employee at any time, should there be reason to do so.

It is appreciated that schools are concerned for the safety of their students and the Local Authority seeks to reassure that appropriate robust steps are being taken with employees to address any areas of concern as they arise. Established codes of conduct provide clear expectations around behaviour and every employee should present their DCC badge as proof of identity and credibility when visiting the schools.

In the light of the above it is hoped that schools are comfortable with the Council's Policy regarding re-checks and in relation to DCC employees deployed in schools.

Yours sincerely



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