

# Disclosure & Barring Service (DBS) Checks

## Formerly Criminal Records Bureau (CRB)

### Disclosure & Barring Service

The primary role of the Disclosure and Barring Service (DBS) is to help employers make safer recruitment decisions and prevent unsuitable people from working with vulnerable groups including children.

The DBS was established under the Protection of Freedoms Act 2012 and merges the functions previously carried out by the Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA).

The checking service allows employers to access the criminal record history of people working, or seeking to work, in certain positions, especially those that involve working with Children or Adults in specific situations.

### Eligibility to ask 'an exempted question'

An exempted question is a valid request for a person to reveal their full criminal history, including spent convictions.

Access to the DBS checking service is only available to **registered employers** who are entitled by law to ask an individual to reveal their full criminal history, including spent convictions - also known as asking 'an exempted question'.

An exempted question applies when the individual will be working in specific occupations, for certain licenses and specified positions. These are covered by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975.

The minimum age at which someone can be asked to apply for a criminal record check is 16 years old.

For applicants that will be working in England or Wales, there are **two** levels of criminal record check:

### Standard

Details of an individual's convictions, cautions, reprimands or warnings recorded on Police central records and includes both 'spent' and 'unspent' convictions

### Enhanced

The same details as a Standard check, together with any information held locally by Police forces that it is reasonably considered might be relevant to the post applied for

## Enhanced with a DBS Barred List check:

Child barred list information is only available for those individuals engaged in regulated activity with children and a small number of posts as listed in the Police Act regulations, for example prospective adoptive parents.

Adult barred list is only available for those individuals engaged in regulated activity with adults and a small number of posts as listed in the Police Act regulations

Child and Adult barred list is only available for those individuals engaged in regulated activity with both vulnerable groups including children and a small number of posts as listed in the Police Act regulations

DBS Adult First - an individual can be checked against the DBS Adult barred list while waiting for the full criminal record check to be completed

Information included	Standard	Enhanced	Enhanced with Barred List check
	Unspent convictions	✓	✓
Spent convictions	✓	✓	✓
Cautions	✓	✓	✓
Consideration Status	✗	✗	✓
Suitability Information	✗	✗	✓
Prescribed Court Orders & Sex Offenders Notification Requirements	✗	✗	✓
Sex Offenders Notification Requirements	✓	✓	✗
Other Relevant Information	✗	✓	✓