Through wisdom, compassion and endurance, we endeavour to make the best decisions for our children

DBS check renewals Policy

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DBS (Disclosure & Barring Service) checks Policy for DBS check renewals

(1) Staff who have breaks in service of longer than three months are generally deemed to be new starters on any return to work with the Council. Consequently, those staff will usually be required to have a new DBS check on returning to work with the Council.

(2) DBS check renewals (usually once every three years) will also be required specifically for:

(a) staff who work on a one to one, often unsupervised basis with children or young people
(b) staff who work at a number of locations and/or work with minimal supervision e.g. supply teachers
(c) staff who have had relevant previous convictions, cautions etc;
(d) staff who have given cause for concern;
(e) staff who present higher risk concerns e.g. who may have spent considerable time living and / or working abroad.

The Headteacher is responsible for determining which occupations and areas fall into category (2) (a) above, although there is a corporate expectation that staff working in high risk and sensitive areas would be included automatically.

The Headteacher is expected to consult with the Safeguarding in Employment Team before determining which staff should fall into categories (2), (b), (c), (d) and (e) above.

(3) There is a general expectation that staff (and volunteers) working in schools will not be required to obtain DBS renewals with the caveat that some of those staff may fall into categories (2) (b), (c), (d) and (e) above.

The policy of obtaining a new DBS check at recruitment remains in place.

Review

The policy will be reviewed annually

Policy updated: December 2016