



Safer Recruitment and the use of Criminal Records Checks within England Rugby

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Safer Recruitment and Criminal Records Checks

The RFU have undertaken criminal records checks for eligible staff and volunteers since 2002.

These checks are essential but must be conducted as part of wider safer recruitment measures.

- Clear Role/Job Descriptor
- RFU Core Values Emphasised
- Application form
- Interview
- References
- Criminal Records Checks (Via the DBS)
- ACTIVE Supervision / Monitoring / Mentoring
- Regular Reviews and Feedback



DBS Eligibility

- The need for DBS checks to be undertaken by those working with children is set out in RFU Regulation 21.
- Eligibility is determined by an individual's job role and responsibilities, not their job title.
- Applicants can not apply directly to the DBS for their own Standard or Enhanced check.
- If the definition of 'Regulated Activity' is met, then the enhanced check will also include a check of the Children's Barred list.
- A very small minority of individuals are defined as working with Adults at Risk and so will require a Criminal Records Check for the Adult Workforce.

**The DBS have
produced guidance
for Sports:**

**DBS Checks in Sport
- Working with
Children**

Process For Managing Adverse Disclosures

- Certificates are sent to applicant, not the RFU
- RFU are notified that a certificate has 'content' but not the nature of that content
- RFU request that the applicant supply certificate
- Safeguarding Team may seek further references
- Minor offences cleared by Safeguarding Team
- More serious offences are taken to Referral Management Group (RMG) for decision



DBS Application Figures 2018-2019 Season

- Number processed – Approximately 15,000
- Adverse Disclosures – Approximately 5%
- Referred to RMG – Less than 1%
- 2 x DBS applicants were on the DBS Barred List which prohibits individuals from seeking to engage in regulated activity with children

**500,000 children
take part in rugby in
schools or in clubs
in England every
week**

**The RFU process DBS
checks for all
eligible staff and
volunteers**



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