



Helping Employers to make Safer Recruitment Decisions

Disclosure and Barring Service - (DBS) Overview & NCA efforts to protect children nationally and internationally

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Disclosure and Barring Service (DBS)

Purpose:

The Disclosure and Barring Service (DBS) provides criminal records checking and barring functions to help employers make safe recruitment decisions.

Disclosure and Barring Service (DBS)

History/Relevant Reports

- **Formally Criminal Records Bureau (CRB)**
- **Bichard Inquiry Recommendation – 2004**
- **Safeguarding Vulnerable Groups Act 2006 – introduction of vetting and barring scheme**
- **DBS - Established under the Protection of Freedoms Act 2012 (from 1st Dec 2012). Formerly Criminal Records Bureau (CRB) and Independent Safeguarding Authority ISA) into a new non-departmental public body that could administer a proportionate central vetting service**

Disclosure and Barring Service (DBS)

Relevant Legislation:

- **Rehabilitation of Offenders Act 1974**
- **Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975**
- **Police Act Part V 1997**
- **Safeguarding Vulnerable Groups Act 2006**
- **Data Protection Act 1988**
- **Police Act 1997 (Criminal Records) (Registration) Regulations 2006**

Disclosure and Barring Service (DBS)

Exempt under the Rehabilitation of Offenders Act 1974

What is an “exempted” question?

- **For DBS purposes – “if a position involves working with children and/or vulnerable adults, the employer has the right to ask an individual to reveal their full details of both spent and unspent convictions due to the nature of work they will undertake”**

Disclosure and Barring Service (DBS)

Roles that are regulated activities

- **Teachers**
- **Childcare workers**
- **Nurses and General Practitioners (GPs)**
- **All staff in schools**
- **Care workers**
- **Some charity Trustees**
- **Sporting coaches**
- **Sunday school teachers**
- **Prison Officers**
- **Law enforcement Officers**

Disclosure and Barring Service (DBS)

DBS Checking Process

- **Stage 1 Application**
- **Stage 2 Police National Database (PNC)**
- **Stage 3 Children and Adults Barred lists**
- **Stage 4 Records held by law enforcement checked**
- **Stage 5 DBS certificate issued**

Disclosure and Barring Service (DBS)

Types of Checks

- **Standard - £26**
- **Enhanced DBS check plus Barred Lists - £44**
- **Volunteers – Free (UK)**
- **Transgender Process – confidential checking system for transgender applicants (0151 676 1452)**

Disclosure and Barring Service (DBS)

Freedom Of Information (FOI) reference: 1101 / Issued: 9/12/13

As at 31 October 2013:

- 45,970 individuals included in the Adults' Barred List, of whom 38,552 (84%) are male and 7,418 (16%) female.
- **50,791 individuals included in the Children's Barred List of whom 44,491 (88%) are male and 6,300 (12%) are female.**
- There are 43,360 individuals included in both Barred Lists of whom 37,516 (87%) are male and 5,844 (13%) are female.
- The figures below represent those individuals included in one Barred List only, therefore not across both Barred Lists as noted above.
- There are 2,610 individuals included in the Adults' Barred List only, of whom 1,036 (40%) are male and 1,574 (60%) are female.
- **There are 7,431 individuals included in the Children's Barred List only, of whom 6,975 (94%) are male and 456 (6%) are female.**

(Source – www.dbs.gov.uk 09/12/13)

National Crime Agency (CEOP Command) – Key Threats of TCSOs

- **Transnational Child Sexual Abuse**
- **Online Child Sexual Exploitation**
- **The Proliferation on indecent images of children**
- **Contact Abuse**

Reference – The Threat Assessment of Child Sexual Abuse – CEOP June 2013

International Perspective NCA CEOP Command - Response?

The International Child Protection Network (ICPN)

Mission Statement:

- Build a partnership network that facilitates and enhances CEOP's engagement and support to frontline child protection practitioners in overseas jurisdictions where our remit, expertise and specialist resources can be appropriately utilised to assist them in reducing harm to children and young people.

International Perspective: NCA CEOP Command - Response?

- **Advisory Panels – multidisciplinary stakeholders**
- **SE Asia Regional ICPN Child Protection Workshop**
- **Educational Resources (The Tales of Mai & Tam)** - Set in a SE Asian context and designed to raise awareness of extra-familial child sexual abuse and child trafficking.
- **Educational Resources Lee and Kim's Adventure Animal Magic –**
Not sharing too much information online (online games)
- **Corporate Sector Engagement** - Engagement with British Chambers of Commerce to encourage member organisations to sign the CEOP Corporate Child Protection Charter
- BCCT member organisations funded the development of the animation 'The Tales of Mai and Tam'

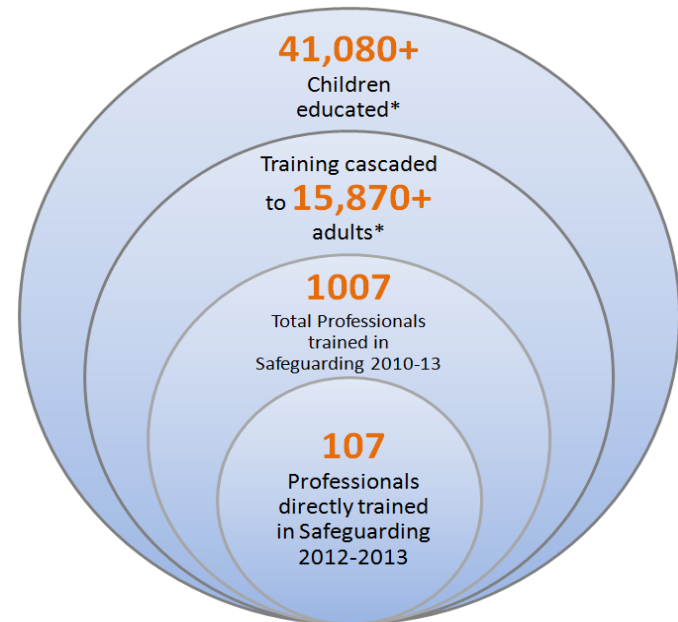
International Perspective: NCA CEOP Command - Response?

Capacity Building Initiatives

Safeguarding Children Training

Delivered in:

- Thailand Sept 2013, Oct 2011, Oct 2010
- Laos, Oct 2013
- Cambodia Feb 2012, Oct 2010
- Philippines Feb 2013, Oct 2011
- Vietnam March 2012, Feb 2011
- Romania Dec 2011



International Perspective: NCA CEOP Command - Response?

Capacity Building Initiatives

Law Enforcement Capacity Building Training

- Best Practice in Online Investigations (Vietnam)
- Achieving Best Evidence (ABE) training
- Covert Internet Investigation workshops
- Victim Identification training
- Transnational Child Sex Offenders workshops



International Perspective: NCA CEOP Command - Response?

Capacity Building Initiatives

Law Enforcement Capacity Building Training

- Vietnam ABE Feb 2013
- **Vietnam Regional Police Workshop (Online Investigations) Feb 2013**
- Romania CII training Nov 2010
- Spain TCSO Workshop Nov 2012
- Ukraine CII workshop Oct 2012
- Bulgaria CII training Sept 2010

- Police Training (Online Investigations)
- Philippines Dec 2013
- Thailand 2013
- Vietnam 2014
- Cambodia 2014
- Ukraine Oct 2013 and Feb 2014 (conjunction with the FBI)

International Perspective: NCA (CEOP Command)

Benefits of this Approach?

- **Allows for direct consultation with people in country**
- **Act as a catalyst to form national group, identify local needs**
- **International benefits – domestic case resolution, mutual threats identified and key data shared.**
- **Underwrites thinking to identify need for capacity building in country, impacts on funding requirement.**
- **Training – develops effective operational partnerships**
- **Exit Strategy - Empowers professionals locally**

International Perspective: Benefits of this Approach?

- **Improves Intelligence flows – reporting of suspicious activity of UK offenders**
- **Operational support – Use of credible local social workers utilising knowledge with the Advisory Panel.**
- **ICPN Activity – no core funding. External funding from government and corporate partners**

UK Law Enforcement Response ? Creation of the

The International Child Protection Certificate (ICPC)





What is ICPC?


- A certificate obtained by UK Nationals or people who have spent time in the UK.
- List all convictions, cautions, reprimands and final warnings known to UK police
- Cost - £60; issued with 10 working days
- Promotion for international schools to adopt as part of their mandatory recruitment procedures

URN:
ORGANISATION REQUESTING: DATA PROTECTION LEGISLATION

THIS PERSONAL DATA IS PROVIDED TO YOU IN THE INTERESTS OF INTERNATIONAL CHILD PROTECTION. IT IS AVAILABLE TO THOSE WHO HAVE BEEN RESIDENT IN THE UK, AND WILL HAVE REGULAR CONTACT WITH CHILDREN IN SCHOOLS / SIMILAR ESTABLISHMENTS OUTSIDE THE UK.
THIS CERTIFICATE IS ONLY VALID FOR THE ORGANISATION NAMED ABOVE. THE ORGANISATION THAT HAS REQUESTED THIS CERTIFICATE MUST RETAIN IT UPON PRESENTATION BY THE NAMED INDIVIDUAL.

 **ASSOCIATION OF CHIEF POLICE OFFICERS**





INTERNATIONAL CHILD PROTECTION CERTIFICATE

DATE OF ISSUE: 17/08/2011

APPLICANT DETAILS:

SURNAME	SMITH	ADDRESS	1 Any Street
FORENAME(S)	Gary		Any Town
OTHER NAME(S)	SMITH / JONES		Anywhere
DATE OF BIRTH	01/01/1981		
SEX	Male		

PASSPORT DETAILS:

SURNAME	SMITH	PASSPORT NUMBER	123456789
FORENAME(S)	Gary	NATIONALITY	British
DATE OF BIRTH	01/01/1981	PLACE OF BIRTH	Southport

SUMMARY OF CONVICTIONS AND REPRIMANDS / WARNINGS / CAUTIONS
RECORDED ON UK DATABASES PRIOR TO DATE OF ISSUE
ANY DETAILS THAT MAY BE HELD ON DATABASES OUTSIDE OF THE UK WILL NOT BE SHOWN


DATE	OFFENCE	COURT	DISPOSAL
27/08/2000	1. Possessing Controlled Drug	Reading Magistrates	Fine £60.00 Costs £15.00
	2. Possessing Controlled Drug		Fine £100.00

END OF SUMMARY OF CONVICTIONS / REPRIMANDS / WARNINGS / CAUTIONS AND IMPENDING PROSECUTIONS

THIS INFORMATION IS PROVIDED BY THE ACPO CRIMINAL RECORDS OFFICE
(acro.policecertificates@acro.pnn.police.uk)

Checked By _____

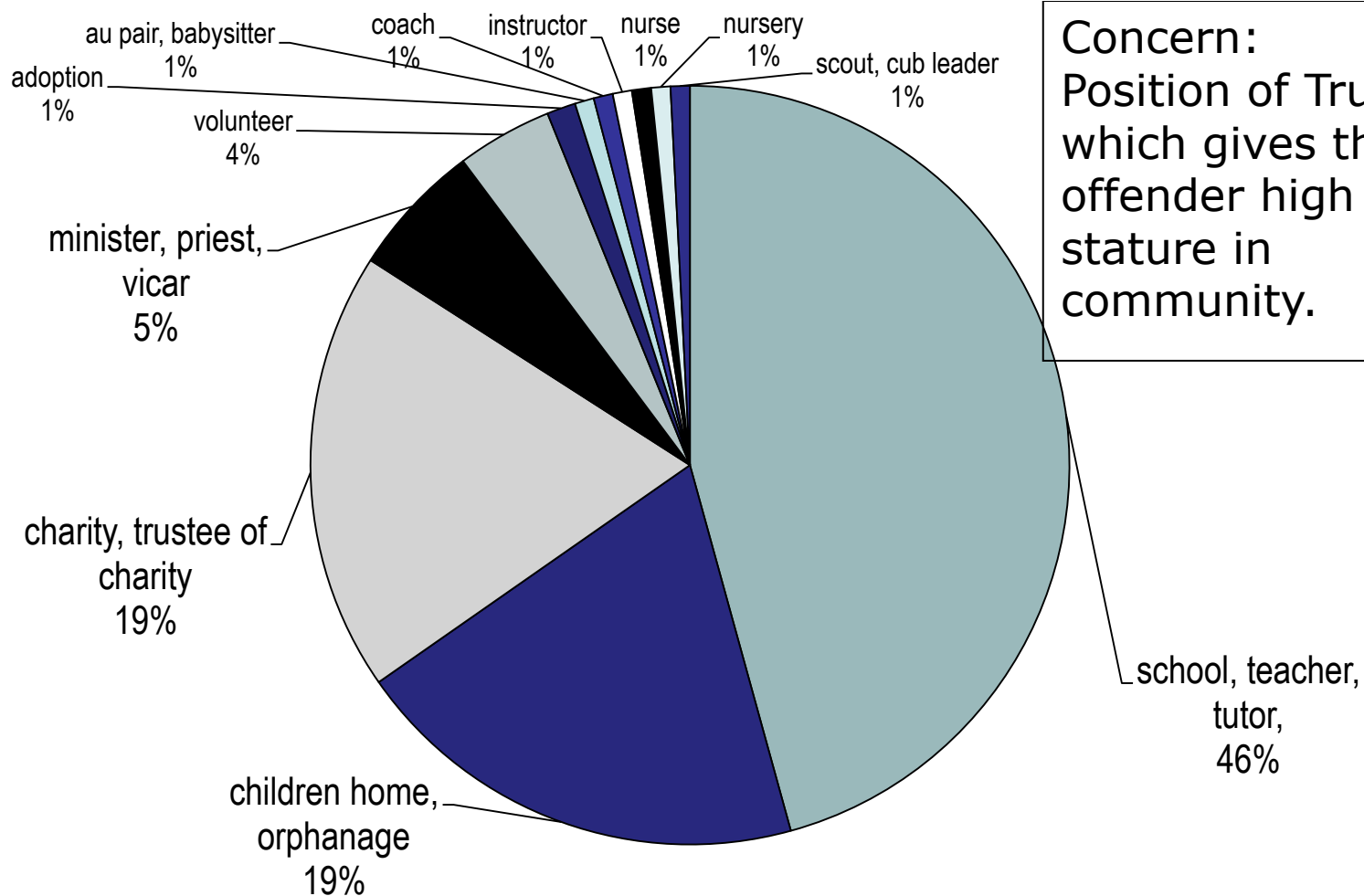
Page 1 of 1

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ICPC Checks Conducted by ACRO

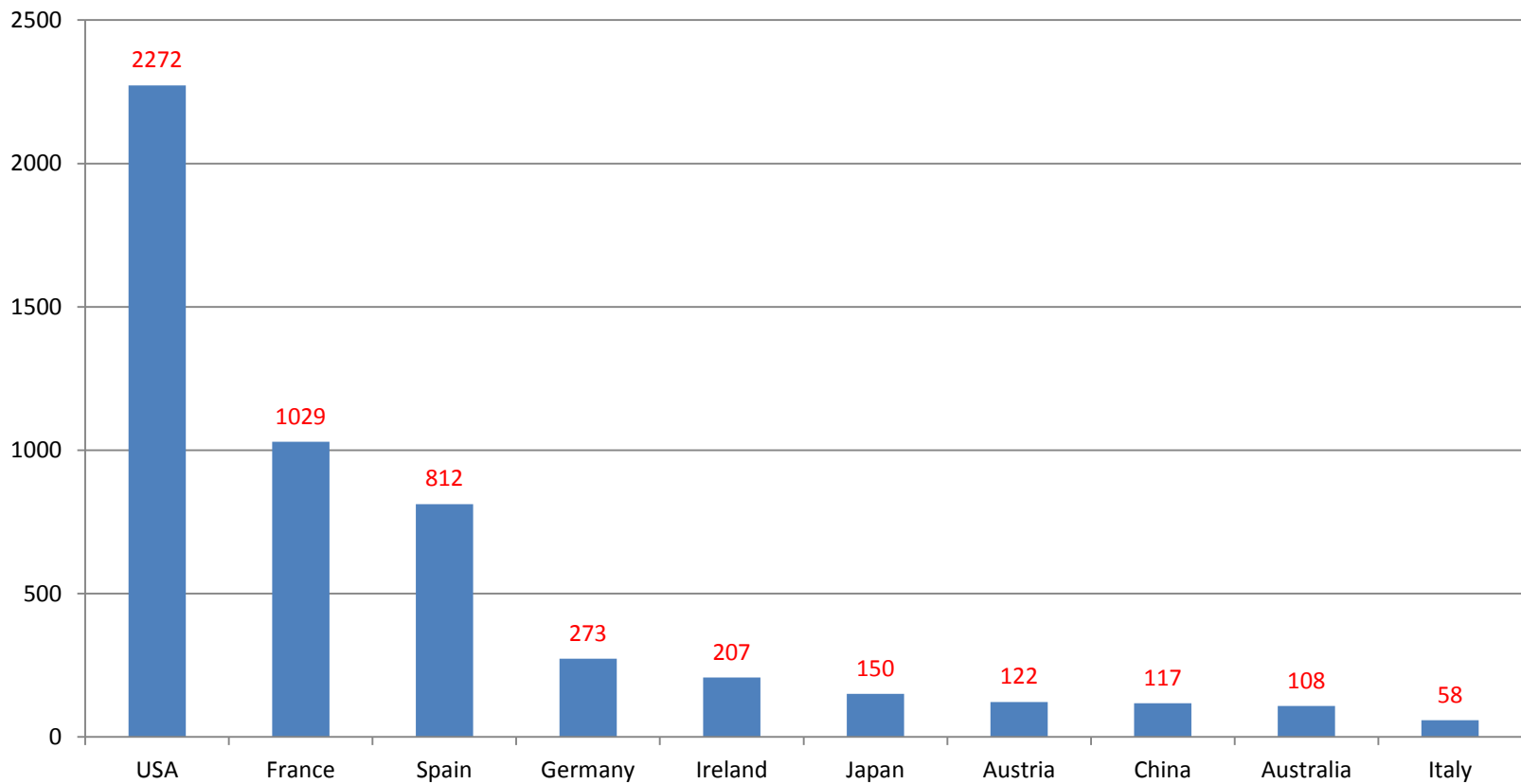
- Police National Computer – All English and Welsh offences
- Foreign convictions are included where available and checked for accuracy via the UK Central Authority for the Exchange of Criminal Convictions based in ACRO.
- CHS – Scottish Database of Criminal Convictions
- Causeway – Police Service of Northern Ireland Database of Criminal Convictions
- Redcap – Military Police Database of Criminal Convictions
- Police National Database
- Child Exploitation Tracking System (CETS) – CEOP Command

Current Findings Employment - CEOP data (2006-12)



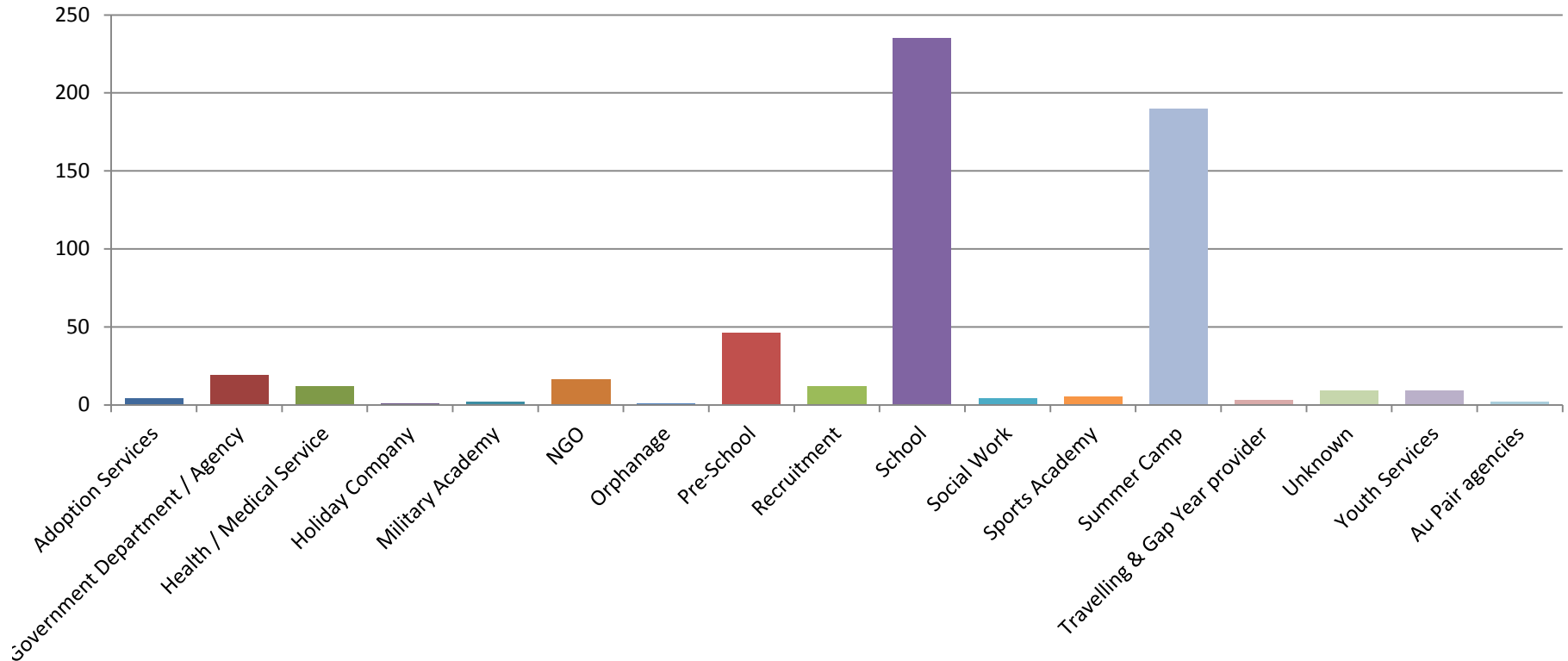
ICPC Statistics – Top 10 (Nov 2012 – Oct 2013)

Total Applications for the Top 10 Countries to end Oct -13



ICPC Top 5 countries - (Nov 2012 – Oct 2013)

Type of Organisations submitting applications



Conclusion

- DBS provides a greater coordination centralised process for stringent Identity verification
- Safeguarding children from sexual exploitation and abuse offenders
- Provides reassurance to organisations that employees are suitable for working with children
- ICPC – deterrent for Transnational Child Sex Offenders (TCSOs) who travel overseas to abuse children
- International cooperation among law enforcement, internet industries, NGOs and other charitable organisations

Thank you

Any Questions?



www.dbs.gov.uk

Email:
customerservices@dbs.gsi.gov.uk

www.nationalcrimeagency.gov.uk



www.acro.police.uk/icpc