

Criminal Record Checks

The Process and Clearance by The FA.

A new DBS basic check service was recently launched across England and Wales.

What will be the potential impact be for football when an individual has completed the application, the club has verified the Enhanced Criminal Record Check (CRC) and sent it onto the Government Disclosure and Barring Service (DBS)?

To clarify: The new basic check service means an increase workload for both the DBS and police.

There has been no change with the process and level of check used in football BUT due to this increased workload it could mean, from the submission of the CRC to the FA's approval, the process taking longer.

With this in mind, it is vital that all clubs regularly check, through Whole Game, the status of all people who need an in-date CRC. Whole Game already alerts the clubs when a CRC has only three months validity remaining and it is then advisable to initiate the completion of a new application. This will enable the applicant to continue their role with children and thus prevent the applicant from being suspended from working with children until the FA approves them.

Remember: The receipt by an individual of their paper disclosure does not indicate FA Approval.

Only through Whole Game can a club be assured an individual is clear to work with children.

Below is some information which may help answer a few questions.

The Football Association has the power under the Safeguarding Children Regulations to issue an order where any one or more of the following applies:

- (i) The individual fails to comply with any part of The Association's Criminal Records Check (CRC) process;
- (ii) The individual has been barred by the Independent Safeguarding Authority (ISA) or the Disclosure and Barring Service (DBS) from engaging in regulated activity relating to children;
- (iii) The individual has been disqualified from working with children under the Criminal Justice and Court Services Act 2000;
- (iv) The individual is subject to any other restriction on their involvement with children not within (ii) or (iii) made pursuant to statute;
- (v) The individual has been convicted of, or made the subject of a caution for, an "Offence"; or
- (vi) Following a risk assessment, The Association is satisfied that the individual poses or may pose a risk of harm to children; or
- (vii) Following a risk assessment, The Association is satisfied that the individual is or was in a position of trust in relation to another person and has engaged in sexual activity and/or an inappropriate relationship with that person.

In these Regulations the expression "Offence" shall mean any one or more of the offences contained in the Schedules of the Criminal Justice and Court Services Act 2000 and any other criminal offence which reasonably causes The Association to believe that the person accused of the offence poses or may pose a risk of harm to a child or children.

The expression "position of trust" shall mean any position where an individual is in a relationship of trust with any person with responsibility and / or authority in relation to that person, and shall include without limitation those who care for, advise, supervise, train, coach, teach, manage, tutor, mentor, assess, develop, guide, treat or provide therapy to children and young people.

For more information please use the following links :

<http://www.thefa.com/football-rules-governance/safeguarding/criminal-record-checks>

<http://www.thefa.com/-/media/files/thefaportal/governance-docs/safeguarding/policy-downloads/grassroots-safeguarding-policies-and-procedures-2018.ashx>

What are CRB/DBS Checks?

CRB/DBS Checks (or Disclosures as they are now called), by definition, are the act of checking the criminal past of an applicant. We know how important it is to take these necessary steps in order to keep children safe.

Enhanced Disclosure:

What does an Enhanced check provide?

This level of check involves an additional level of check to those carried out for the Standard Disclosure – a check on local police records.

Who is this level of Disclosure appropriate for?

Enhanced Disclosures are for employment positions involving a far greater degree of contact with children or vulnerable adults. In general, the type of work will involve regularly caring for, supervising, training or being in sole charge of such people. It is also available in certain licensing purposes and judicial appointments.

Who provides this level of Disclosure?

This level of Disclosure is provided by the Disclosure and Barring Service located in England who check the Police National Computer of England and Wales.

Anything else I should know?

Exceptionally, and in a very small number of circumstances (typically to protect the integrity of current police investigations), additional information may be conveyed to the Organisation requesting the Disclosure, which should not be revealed to the applicant.