

Vetting and Barring Policy

Birdsall Services work closely with a CRB Vetting Agency who process all our CRB forms and keep us informed when new applications are due or when anything new comes to light with any of our employees.

A person's registration status is continuously monitored and if any new information such as a relevant caution or conviction, or information from employers comes to light, the ISA (Independent Safeguarding Authority) is informed. They will re-assess the person's potential risk to vulnerable groups and decide whether or not it is appropriate to permit continuing registration.

An Individual who is a new starter or changing roles can apply to become ISA-registered from 26 July 2010. For those already employed there will be a phased rollout programme over a five year period from 26 July 2010. This will be automatically carried out and Birdsall's will be advised when these are due.

The ISA-registration does not replace the need for CRB checks, the ISA will prevent unsuitable people from working with children and vulnerable adults, The CRB will continue to support employers, through CRB checks by providing them with access to an individual's full criminal record and other information so that they can assess that individual's suitability for a particular post or position

The Initial Vetting Process

Any relevant information from the police or referrals from other sources, such as previous employers or professional bodies, will be passed to the ISA for consideration. The ISA will use all relevant information to decide whether the applicant should be placed on a Barred List. If there is no information the CRB will inform the applicant that they are ISA-registered.

Individuals placed on the ISA Barred Lists will have the right to make representations against the decision and also to the Care Standards Tribunal (new window), except where they have committed a serious offence.

Continuous Monitoring

All ISA-registered individuals are subject to continuous monitoring. This means that the ISA decision not to bar them could be reviewed in the light of new police or referral information. Where this happens, the ISA will notify the employer or service provider concerned, wherever they have registered an interest.

Approval

This statement has been approved by the organisation's board of directors, who will review and update it annually.



Paul Birdsall
Managing Director
Birdsall Services Ltd

Date: 1st March 2018