

## **Levels of Disclosure**

There are two levels of Disclosure, Standard and Enhanced. The level of Disclosure required will depend on the type of work involved.

Disclosures are made with the agreement of the individual applicant, the recruiting organisation and the Umbrella Body.

Eligibility to apply for a CRB check depends on the specific role a person will perform whilst conducting their duties within an organisation. It is not enough to state that an individual may come into contact with children or vulnerable adults. A risk assessment should be undertaken to assess the role and duties an applicant is expected to fulfil whilst carrying out their role and CRB applications should be made accordingly.

For a list of exempt positions, as set out in the Exceptions order to the Rehabilitation of Offenders Act 1974 contact us at *Safety Net* or visit [http://www.crb.homeoffice.gov.uk/guidance/rb\\_guidance/eligible\\_posts.aspx](http://www.crb.homeoffice.gov.uk/guidance/rb_guidance/eligible_posts.aspx)

### **Standard CRB Disclosure**

A Standard CRB Disclosure is for people entering certain professions, such as members of the legal and accountancy professions. Standard Disclosures contain convictions, cautions, reprimands and warnings held in England and Wales on the Police National Computer. Most of the relevant convictions in Scotland and Northern Ireland may also be included.

Standard Disclosures no longer include a check of the barred lists. Therefore, if you are working or volunteering with children or vulnerable adults, you may now need to have an Enhanced CRB check.

### **Enhanced CRB Disclosure**

An Enhanced CRB Disclosure is for posts involving work in a regulated activity or a regulated activity provider 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. Examples include a social worker, teacher, scout or guide leader. Enhanced checks are also issued for certain statutory purposes such as gaming and lottery licences.

Enhanced Disclosures contain the same information as Standard Disclosures, but in addition involve a check of the new barred lists if requested, as well as any locally held police force information considered relevant to the job role, by local Chief Police Officers.

The Chief Officer of each relevant police force will decide what, if any, additional information is to be provided. This will usually be printed on the Enhanced Disclosure.

However, the Chief Officer is free, if it is thought necessary in the interests of the prevention or detection of crime, to release this type of information in a letter, separate from the Enhanced Disclosure, to the Counter Signatory only.

This letter will be handled in the same way as any other Disclosure information. However in addition to this, **the existence of the letter and the information it contains must not be revealed to the applicant and must never be shown to the applicant or to any other person not connected to the recruitment decision.**

**It is a criminal offence to disclose information of this type without the written permission of the police.**

**Professions in which an Enhanced Disclosure may be required are:**

- Adoptive parents
- Befrienders
- Bus Drivers (regularly transporting children or vulnerable adults)
- Childminders
- Day Care Workers (with regular sole access to children or vulnerable adults)
- Dentists
- Foster Parents (plus other adults in the household)
- Further Education Lecturers (with regular access to persons under 18)
- General Practitioners
- Home Care staff (with regular sole access to children or vulnerable adults)
- Nurses (with regular sole access to children or vulnerable adults)
- Nursery Workers
- Opticians
- Paediatricians
- Pharmacists
- Residential Workers (with regular sole access to children or vulnerable adults)
- Scout Leaders
- Social Workers

- Sports Coaches (with regular access to persons under 18)
- Taxi Drivers (regularly transporting children and vulnerable adults)
- Teachers (with regular access to persons under 18)