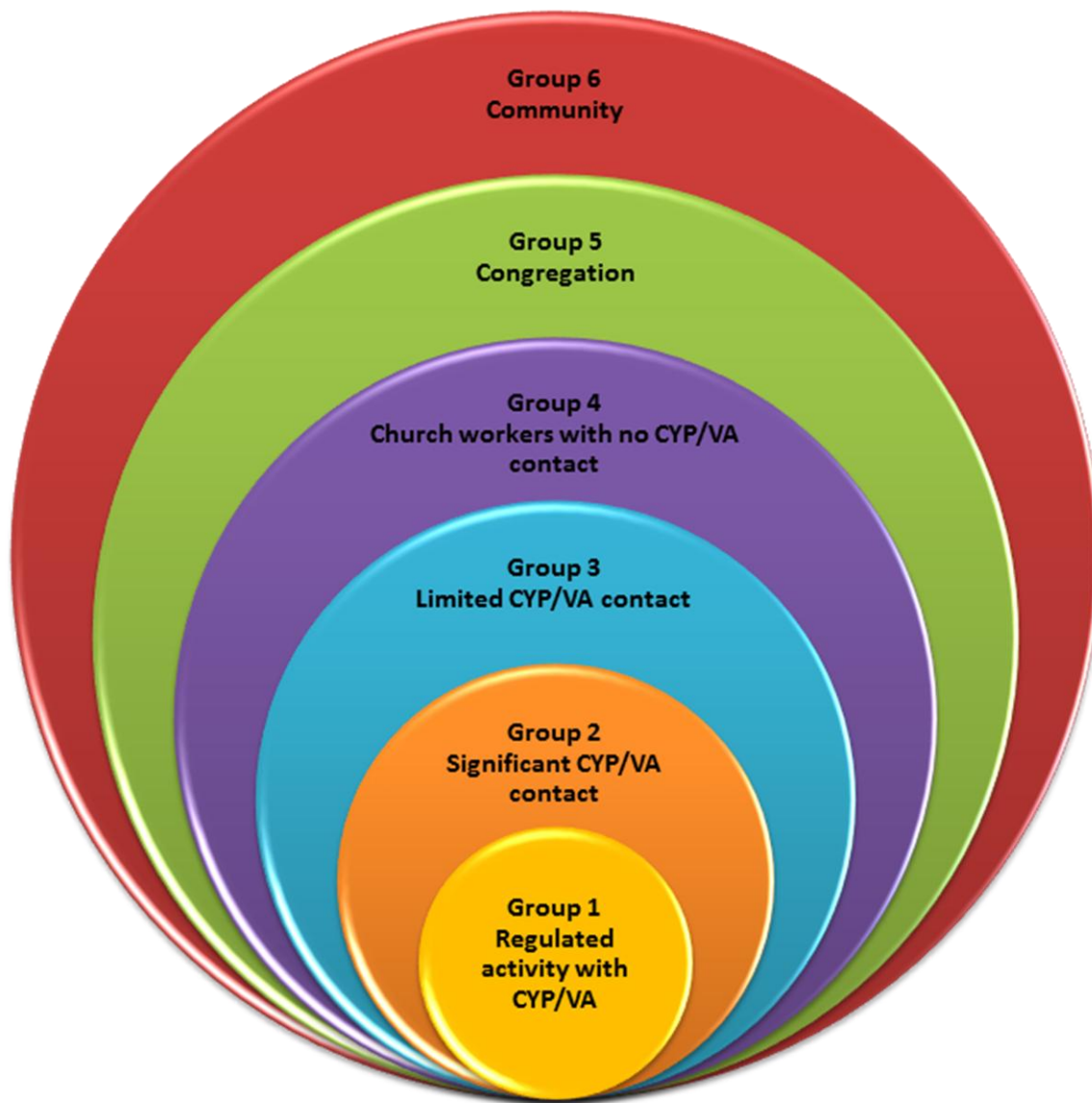


ELIGIBILITY

CRB Eligibility Circles in Relation to Children, Young People and Vulnerable Adults



NOT ELIGIBLE:

Groups 5 and 6 - Red and Green

People within the congregation or known through community engagement.

Enhanced CRB checks **cannot** be carried out on these groups. Any concerns need addressing through working with the police or social care as appropriate. Specific information can be requested from the police either through normal 'Working Together' arrangements or through the Child Sex Offenders Disclosure Scheme, (commonly known as 'Sarah's Law').

Managing individuals who pose a specific risk is done in cooperation with the Probation Service and MAPPA (multi-agency public protection arrangements.)

Note: there could be a significant risk when a member of one of these groups becomes known and trusted within the church, and then allowed to move into Group 1 or 2 without checks, because of the sense of trust the person has engendered (this can be understood as part of the process known as 'grooming'). This is one of the main reasons for the emphasis on safer recruitment processes in all situations.

Group 4 – Purple

Those who work for the Church and where it would be useful to know about any convictions but, as their work does not relate to children, young people or vulnerable adults, safeguarding provisions do not apply. Enhanced CRB checks **cannot** be carried out for this group. Basic disclosures can be requested for this group (via Disclosure Scotland) and other checks could be carried out for those that are charity trustees (see Appendix 4). However, it should be noted that basic disclosures do have their limitations, (see paragraph 4.7 below). Examples could include – treasurer, secretary.

Group 3 – Blue

Those who work for the Church and have limited contact with people (including children and vulnerable adults) through their role, but this contact is insufficient to cross the threshold for eligibility.

Enhanced CRB checks **cannot** be carried out for this group. Examples include – gardener, cathedral shop assistant, church steward, churchwarden (see paragraph 5.2 for further information regarding churchwardens).

Note: the CRB has found that too many ineligible applications from Group 3 are being made for enhanced CRB checks. They seek church cooperation in limiting such applications - see also 2.7 above.

ELIGIBLE:

Group 2 – Orange

Eligible for enhanced CRB checks because of significant involvement with children, young people or vulnerable adults but not within the changed narrower definition of 'regulated activity', (for instance, because they are supervised).

The Government has said that work that was previously part of 'regulated activity' (before the change in definition) will continue to be eligible for enhanced CRB checks.

At this time there is no need for any change in practice around CRB checks– the provisions of the relevant Church interim policy still apply until all of the regulatory changes are in place (Spring 2013.)

Disclosures for this group will NOT include information about whether the individual is barred. See the June Information Sheet in relation to Regulated Activity. For ease of reference the relevant paragraph is included at Appendix 1 of this Information Sheet.

Group 1 – Yellow

Those who undertake 'regulated activity' with children or vulnerable adults. There is a legal requirement to check whether the individual is barred from 'regulated activity'. The changed definitions for 'regulated activity' come into force from 10th September 2012. The barred check is usually done through the CRB disclosure application.