

D.B.S – CRB POLICY

As reflected in the Child Protection Policy , JAMES is committed to actively safeguarding the welfare and protection of children and young people who have contact with our organisation. To this end all full time and part time staff/volunteers/placement students shall be subject to a check made by via the Disclosure and Barring Service. This will be an enhanced search for those *whose normal duties include caring for, training, supervising and/or supporting children (CRB Code 3 and families).*

Such checks should be completed prior to appointment wherever possible and certainly before an individual works unsupervised with young people.

Wherever possible further independent character reference/s should be taken, particularly where the DBS check raises questions. All available information should then be considered when establishing the suitability or otherwise of the potential recruit in relation to their suitability for working with young people on the given project/s.

JAMES will not employ in any capacity any individual on the barred list. We do however support the rehabilitation of offenders and will consider all previous offences taking into consideration time periods and individual offences and if necessary will risk assess any previous offences against the role applied for.

An updated DBS check is done for all employees at least every 3 years.

CRB/DBS checks	Aug 2022	Aug 2023		
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