



Criminal Records Bureau

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# UK Disclosure Service

- Context
- CRB
  - Who/What/How
  - What do we reveal
- Who can use the service?
- Is it worth it?
- Key considerations – CRB/Employers
- Ongoing challenges

# Safer Recruitment – A UK Perspective

## The society in which we live

- Access to criminal records – recent issue
- Before 2002 – access only through Police Forces
- Rehabilitation of offenders/Human Rights
- Some very high profile cases
- Huge public concern over paedophilia
- Strong support for child protection agenda
- Support for broader protection of vulnerable adults
- Fear of crime and litigation
- Increasing stringent approach to recruitment
- Growing demand for criminal record information

# CRIMINAL RECORDS BUREAU

- Launched in 2002
- Government Agency
- Disclosure Service
- Self Funding

# Aims of the CRB

To increase access to information to help provide protection for children and the vulnerable against those who might wish to harm them.

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To allow more informed recruitment & licensing decisions to protect your customers, your staff, your volunteers and your organisation

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**SAFER RECRUITMENT**

# The Disclosure service

- Wider access to criminal record information
- Improved consistency
- Improved safeguards
- ‘One-stop shop’/Partnership with the Police
- “Registered” Users

# One-stop shop

Police National Computer

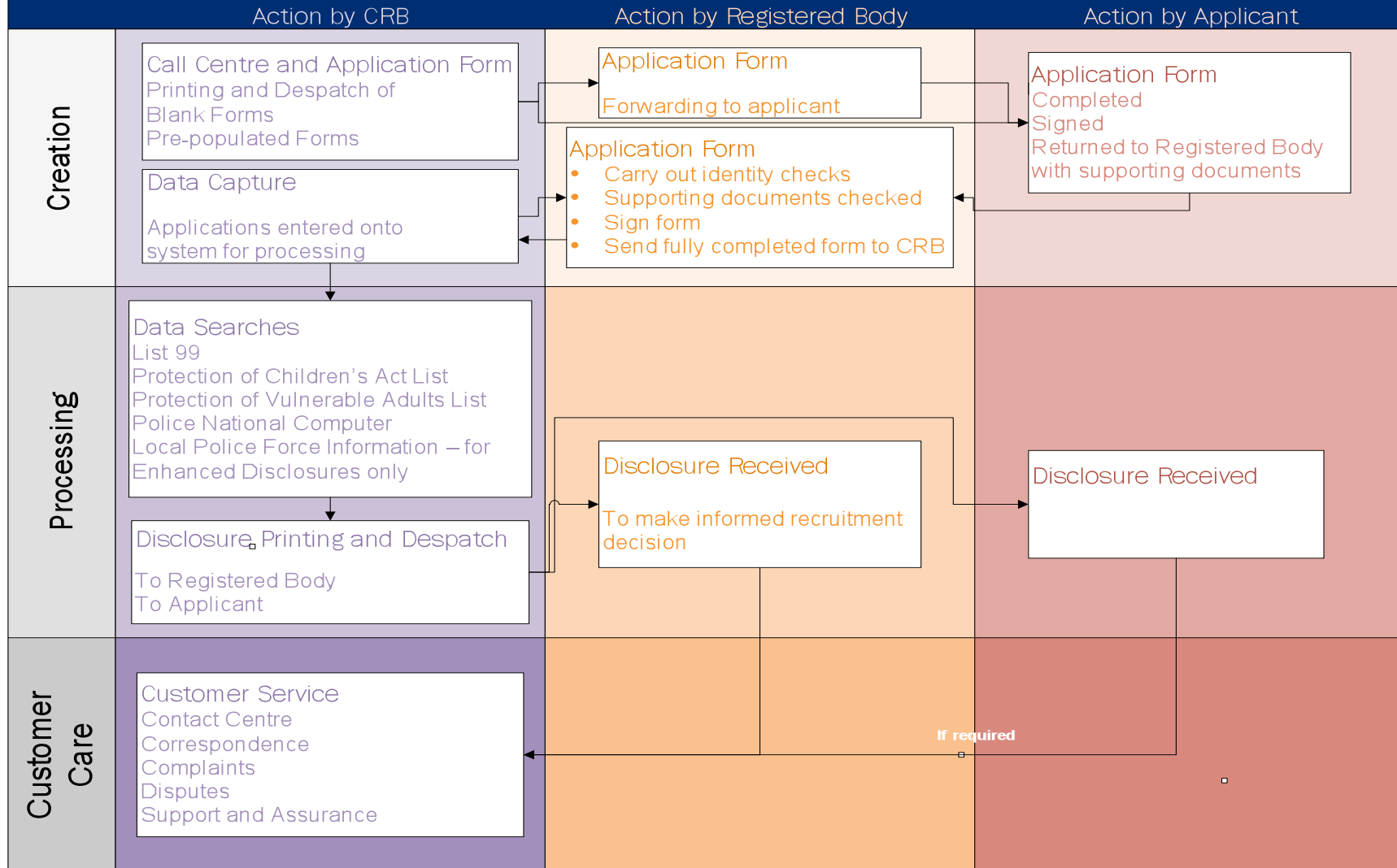
Department of Health

Department for Education and Skills

Local police forces

Analogous Data Sources (Armed Forces)

# Disclosure Application Process





# Who can use the Disclosure Service?

- Standard / Enhanced Disclosure
  - anyone in the professions, offices, employments, work and occupations listed in the Exceptions Order to the Rehabilitation of Offenders Act 1974
- Prospective employee must be resident in UK

# ROA Exceptions Order

Working with children and vulnerable adults

Chemists

Accountants

Nurses

Doctors

Barristers

Probation Officers

Social Workers

Midwives

Taxi Drivers

Traffic Wardens

Judicial Appointments

Dentists

Opticians

Dental Hygienists

Veterinary Surgeons

Gaming Licences

Medical Practitioners

Prison Officers

Firearms Dealers

Teachers

Care Home Workers

Sports Coaches/Trainers/Referees

# Enhanced Disclosure

- Eligibility
  - regularly caring for, supervising, training or being in sole charge of children or vulnerable adults
  - judicial appointments and certain statutory licensing purposes
- Content
  - spent and unspent convictions, cautions, reprimands and warnings held on the Police National Computer
  - relevant information held by Government Departments
  - may also include relevant non-conviction information held by local police forces and analogous data sources

# Standard Disclosure

- Eligibility

- working with children or regular contact with vulnerable adults
- other professions, offices, employments, work and occupations as listed in the Exceptions Order to the Rehabilitation of Offenders

- Content

- spent and unspent convictions, cautions, reprimands and warnings held on the Police National Computer
- relevant information held by Government Departments

# Considerations

## When/What to reveal

- whether the conviction or other matter revealed is relevant to the position applied for,
- the seriousness of any offence or other matter revealed,
- the length of time since the offence or other matter occurred,
- whether the applicant has a pattern of offending behaviour or other relevant matters,
- whether the applicant's circumstances have changed since the offending behaviour or the other relevant matters, and
- the circumstances surrounding the offence and the explanation(s) offered.

# Facts & figures

- Issued 14 million Disclosures
  - Processing 70,000+ checks per week
  - 17% of which are for volunteers
- 10% of Disclosures contain some data
- Our customers say
  - Over 60,000 job offers have been withdrawn in the last 3 years as a result of information we have provided
  - Of these – 69% due to convictions/ 31% other data
  - They think Disclosures are a valuable tool when making a recruitment decision (80%)

# Ongoing Challenges

- Continuing drive for wider access to data for employment purposes (volume and depth)
- Data quality and accuracy
- Identity
- Over reliance on the data
- Reputational risks
- Demographic changes eg EU Enlargement
- Access to non UK data
- Snapshots v updating

**Any questions?**