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Disclosure & Barring Service (DBS) and Child Protection in Schools Statement

When the system changed from CRB to DBS, there were two main differences:

1. The Disclosure and Barring Service created a central database system, rather than regional ones under the old CRB system which in practice meant it doesn't matter where in the country the certificate is issued as it is checked against police forces across the whole country. In the past, under the CRB system, many self-employed people were required to have several 'valid' CRB certificates as each one would probably have only been checked with a local police force. Employers were therefore quite right to request a CRB check for each person entering their premises. Under the DBS system, it is therefore never necessary for an individual to have more than one certificate as it is checked against a national database.
2. A big problem with the CRB system was that a certificate was actually never 'valid' as there was no way of checking if an individual had committed a crime or was being investigated by a police force after the date of issue of the certificate. Therefore, DBS introduced the Update Service which in addition to the individual paying the one-off fee for the DBS check and certificate, they have to pay an annual fee of £13.50 to keep their DBS check 'live'. Any employer, school or potential employer can check the status of the individual here: <https://secure.crbonline.gov.uk/crsc/check?execution=e1s1>

There are a few different types of DBS checks available (basic, enhanced or vulnerable adults). The Update Service is not available for a basic DBS check so our facilitators all have an Enhanced DBS check.

An organisation can only get their own DBS checks done on their own staff if they do more than 50 checks per year. Inspire-works is too small an organisation to do this many and none of our facilitators work for us full time. Therefore, our facilitators have to either go through 'Umbrella Organisations' such as the Musicians Union or get one from another larger employer they work for. As stated above, it doesn't matter which organisation is stated on the individual's DBS certificate as the individual will never need to have more than one Enhanced DBS certificate if they have signed up to the Update Service. This is a situation that Musicians Union members come across a lot especially if they teach instrumental lessons privately or for several different music services or organisations.

Further information on DBS and the Update Service is here: <https://www.gov.uk/government/publications/dbs-update-service-applicant-guide/dbs-update-service-applicant-guide>

In addition to all our facilitators having an Enhanced DBS check and signing up to the Update Service, all our facilitators have to attend a child protection course every 18 months. Most of our facilitators do the excellent "Child Protection In Schools Online Course" by NSPCC. All of our facilitators have a certificate to prove when they last attended a Child Protection Course and also wear their Inspire-works photo ID badge on a lanyard.