

New Vetting Procedures

- Previous System
- Bichard Inquiry
- New Procedures
- Access NI
- ISA

Previous System

1. Criminal records checks
2. Checks against
 - a. the Disqualification from Working with Children List [DWC (NI) List] or
 - b. Disqualification from Working Vulnerable Adults List [DWVA (NI) List].

Bichard Inquiry

- Examined
 - effectiveness of relevant intelligence-based record keeping
 - vetting practices
 - information sharing with other agencies.
- Recommendations
 - introduction of new arrangements requiring those who wish to work with children or vulnerable adults to be registered
 - an enhanced system of disclosure

New Procedures

- Access NI
 - Similar to Criminal Record Bureau and Disclosure Scotland
 - Introduced April 2008
- ISA
 - To establish a system of registration
 - To be introduced Autumn 2009

Access NI (ANI)

- A new independent body set up in NI to deal with requests for an individual's criminal history.
- Established by the Northern Ireland Office as a result of the introduction in Northern Ireland of Part V of the Police Act 1997
- Will carry out more comprehensive checks regarding criminal records of those who intend to work with children, young people or vulnerable adults.

Levels of Checks

- Basic
 - Anyone can apply for basic disclosures – employers will need individuals consent to do so.
- Standard
 - Exempted Question (ROA). Anyone with any level of contact with children or vulnerable adults.
- Enhanced
 - Will be working with children (regulated post) or vulnerable adults (care position) within their normal duties as under POCVA.

Disclosures

- Basic Disclosure
 - An individual may apply for their own criminal record certificate which will disclose any unspent convictions recorded on police systems.
- Standard Disclosure
 - Provides criminal record information including spent and unspent convictions and cautions.
 - If the post involves work with vulnerable groups, it will also provide UK Disqualification List information.
 - Does not provide Police soft intelligence information.

Enhanced Disclosures

- Provides UK criminal record including
 - spent convictions
 - UK Disqualification List information
- Provides UK Soft Intelligence
- All regulated positions under the Protection of Children and Vulnerable Adults (NI) Order 2003 will be subject to an Enhanced Disclosure

Independent Safeguarding Authority (ISA)

- Individuals wanting to work with children and vulnerable adults in either a paid or voluntary capacity must become ISA registered.
- The register would confirm that there is no known reason why an individual should not work with these client groups.

Independent Safeguarding Authority (ISA)

- The new register would be administered by a central body, which would take the decision, subject to published criteria, to approve or refuse registration on the basis of all information made available to them by the police and other agencies.
- The responsibility for judging the relevance of police intelligence in deciding a person's suitability will lie with the central body.

ISA Register

- Employers will be unable to employ an individual in either a paid or voluntary capacity unless they are ISA registered.
- Individuals not considered suitable to work with children and young people are barred from the scheme.
 - those barred on current lists
 - individuals will be placed on barred list if convicted or cautioned for certain offences or following a decision by Independent Safeguarding Authority (this may involve use of soft information)

ISA Register

- Barring from Scheme
 - Two categories
 - Appeals **may** be considered after a five or ten years. This is dependent on reason of bar and severity of crime.
- Those who are not members of the scheme
 - those on barred list
 - those who have not applied to be a memberEmployers will not be told which applies – only that a person is not on the list.

ISA

- ANI (Access NI) checks
 - Carried out as part of ISA registration
 - Once registered – ANI checks may still be required
- Continual review of new relevant information
- Enables more up to date risk assessments
- Employer informed

Implications

- Employees (paid or unpaid) who want to work with children or vulnerable adults will have to become registered with ISA
- Cost – may be paid by individual or employer
- Application must be made before starting work
- Need to only apply (and pay) once