

DBS Certificate Handling Policy

1 Introduction

- 1.1 The code of practice requires that all registered bodies must have a written policy on the correct handling and safekeeping of DBS certificate information. It also obliges registered bodies to ensure that a body or individual, on whose behalf they are countersigning applications, has a written policy.

2 Statement of Intent

- 2.1 As an organisation using the Disclosure and Barring Service (DBS) checking service to help assess the suitability of applicants for positions of trust, Grangewood Independent School, complies fully with the Code of Practice regarding the correct handling, use, storage, retention and disposal of certificates and certificate information. It also complies fully with its obligation under the Data Protection Act 1998 and other relevant information pertaining to the safe handling, use, storage, retention and disposal of certificate information and has a written policy on these matters, which is available to those who wish to see it on request.

3 Storage and access

- 3.1 Certificate information will be kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

4 Handling

- 4.1 In accordance with section 124 of the Police Act 1997, certificate information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom certificates or certificate information has been revealed and it is a criminal offence to pass this information to any who is not entitled to receive it.
- 4.2 As an organisation which is inspected by the Independent Schools Inspectorate, Grangewood Independent School will retain the certificate until the next inspection. Once the inspection has taken place the certificate will be destroyed in accordance with the Code of Practice.

5 Usage

- 5.1 Certificate information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.

6 Retention

- 6.1 Once a recruitment (or other relevant) decision has been made, we do not keep the certificate information for any longer than is necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints (please also see para. 4.2). If, in very exceptional circumstances, it is considered necessary to keep certificate information for longer than six months, we will consult the DBS about this and will give full consideration to the Data Protection and Human Rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

7 Disposal

7.1 Once the retention period has elapsed, we will ensure that any DBS certificate information is immediately destroyed by secure means, i.e. by shredding, pulping or burning. While awaiting destruction, certificate information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the certificate or any copy or representation of the contents of a certificate. However, notwithstanding the above, we may keep a record of the date of issue of a certificate, the name of the subject, the type of certificate requested, the position for which the certificate was requested, the unique reference number of the certificates and the details of the recruitment decision taken.

8 Monitoring and Reviewing

8.1 The Governing Body undertakes a review of this policy every two years, and monitor the efficiency with which the related duties have been discharged.

Last Review Date: April 2019

Next Review Date: April 2021

Signed:

Member of Governing Body:

Date:

Chair of Governors:

Date: