



Disclosure & Barring Service

The Disclosure and Barring Service (DBS) aims to protecting the public by helping employers make safer recruitment decisions, and by barring individuals who pose a risk to vulnerable groups, from working in certain roles.

Disclosure

If you want to work or volunteer in England, Wales, the Isle of Man, Jersey, or Guernsey, you may be asked for a DBS check.

There are four levels of DBS check:

- Basic DBS check
- Standard DBS check
- Enhanced DBS check
- Enhanced with Barred Lists DBS check

The information contained on each type of certificate is different.

Basic DBS checks

There is no eligibility for a Basic DBS check, and anyone can apply. A Basic DBS certificate will contain details of convictions and conditional cautions that are unspent under the terms of the Rehabilitation of Offenders Act (ROA) 1974.

Standard DBS checks

Standard DBS checks are for certain roles that have been outlined in legislation. Standard certificates will contain details of spent and unspent convictions and cautions that are held on the Police National Computer, which have not been filtered.

Enhanced DBS checks

Enhanced DBS checks are for certain roles carrying out work with children or adults. Enhanced certificates will contain the same details as a Standard certificate but may also contain non-conviction information supplied by relevant police forces if they deem it relevant and ought to be disclosed.

Enhanced with Barred List DBS checks

Enhanced with Barred Lists DBS checks are for certain roles carrying out work with children or adults in regulated activity. Enhanced DBS with Barred Lists certificates will contain the same information as Enhanced certificates, but will also include a check of one or both Barred Lists.

For more detail on eligibility for DBS checks, please refer to the the [DBS eligibility guidance](#).

When deciding what level of check you are able to request for a role, it is important to consider the following:

- Who does your organisation provides services for? Is it children or adults, or do you work with both?
- What does the role involve?
- How often is it performed?
- When do you need to consider if it is supervised work?
- Where is the role performed?

A Basic DBS check can be applied for online, by the applicant via [DBS' GOV.UK website](#). A Standard, Enhanced, or Enhanced with Barred Lists check can only be submitted to DBS through a Registered Body or Umbrella Body.

Once the DBS check has been submitted and completed, the individual will receive a DBS certificate. Some applications for DBS checks can take time to process, especially if DBS requires information from other organisations.

After the certificate has been received, the applicant can choose to subscribe to the [Update Service](#), which is a tool for employers to check whether new information has been added to the certificate since it was issued.

It is important that employers have good recruitment practices in place. DBS checks can play a part in this process but should not be seen as the only safeguarding measure.

More information about the disclosure process, can be found within this [short video](#).

Barring

DBS maintains two Barred Lists – the Adults' Barred List and the Children's Barred List. These are lists of individuals who are barred from working or volunteering with the respective workforce in regulated activity. DBS holds these lists in England, Wales, and Northern Ireland. DBS relies on information from employers to make considered decisions about whether somebody should be barred.

You can find further information about what constitutes 'regulated activity' with children and adults in our [guidance leaflets](#).

Regulated activity providers and personnel suppliers have a legal duty to make a barring referral when two main conditions are met:

1. The individual is removed from engaging in regulated activity by being dismissed, redeployed, or retired, or because they resigned or were made redundant.

2. You think the individual has either:

- engaged in [relevant conduct](#)
- satisfied the [harm test](#)
- received a caution for, or been convicted of, a relevant offence

You can make a referral using [DBS Barring Referral Service](#). You can find further information about how to make a referral [in our barring referral guidance](#).

Even if the duty to refer is not met, you can still make a referral to DBS in the interests of safeguarding children or vulnerable adults, if you believe someone poses a safeguarding risk. DBS is required by law to consider all information sent from any source.

There are certain things that can help improve the quality of a barring referral. More information can be found in our [‘Making a quality barring referral’ video and transcript](#).

Impact of being barred from engaging in regulated activity

If an individual is placed on either the Children’s Barred List or the Adults’ Barred List, they are not allowed to engage in regulated activity with the respective group in England, Wales, and Northern Ireland.

It is a criminal offence for an individual to work, seek work, or offer to work in regulated activity when barred on the relevant list. Equally, it is an offence for a person or employer to knowingly permit an individual to work in regulated activity when they are barred, or suspect they might be barred.

For further information about DBS, please email DBSregionaloutreach@dbs.gov.uk or get in touch with Kiran Rehal, your Regional Outreach Advisor (Greater London) at Kiranpreet.Rehal@dbs.gov.uk.