



October 2009

No.3

The Independent Safeguarding Authority (ISA) body is now in existence although the newly introduced Vetting and Barring Scheme will not be launched until July 2010.

The ISA scheme replaces the lists of barred people from working with children and vulnerable adults. These currently come from a number of different sources and maintained by different organisations; The Protection of Children Act (POCA) and List 99 (maintained by the Department for Children, Schools and Families (DCSF) containing details of individuals who are banned from working with children) and Protection of Vulnerable Adults (POVA) list which is maintained by the Department of Health which is a list of care workers who have harmed vulnerable adults in their care. ISA will maintain 2 registers - one for staff working with children and one for staff working with vulnerable adults. The ISA lists will become effective from October 2009. List 99 checks (which we currently undertake prior to the CRB check being received) will continue until the new lists come into force.

#### What does this mean for current staff?

As a current employee you do not need to do anything yet. The Department of Human Resources will provide you with details of when and how you need to register with the ISA.

The earliest date that you will be able to register is from April 2011, and the ISA has given organisations until July 2015 to ensure that all current employees, volunteers, trustees etc are ISA registered.

Existing employees will be required to apply to register with the ISA at different times depending on the nature of their work and the time at which they had their most recent CRB check. This will begin with those employees working in regulated activity who have never had a CRB check, phasing through to employees who have had recent CRB checks. For some employees this may mean that you are not required to apply for registration until the end of the phase-in period.

Further guidance on the phasing strategy will be published by the ISA and we will update you as this guidance is published.

#### What this means for managers who are looking to recruit new staff?

From July 2010 **new entrants to the workforce** and those **moving jobs** will need to register with the Independent Safeguarding Authority (ISA) if they are to work with children and/or vulnerable adults.

It will become mandatory to have ISA registration **before** they start working in any new posts from November 2010.

From November 2010 it will be a criminal offence to fail to check whether an applicant is ISA-registered, or to permit a new starter or job mover to work in regulated activity if he/she is not ISA-registered.

The Department of Human Resources will continue to support managers who are looking to recruit new staff and will guide you through this process, however please bear in mind that this may affect how quickly a new member of staff can start work.

If you want to know more please look on the ISA website: [www.isa.gov.org.uk](http://www.isa.gov.org.uk)