



**March 2009**

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### **Update from the Department of Human Resources**

#### **The Independent Safeguarding Authority (ISA) - Vetting and Barring Scheme**

New arrangements will be phased in from October 2009 which will affect the way that people joining organisations such as the Trust are vetted.

From July 2010 all new entrants to roles working with vulnerable groups and those who move into a job within these sectors will need to be registered with the Vetting and Barring Scheme and be assessed by the ISA.

The Independent Safeguarding Authority (ISA) has been created to help prevent unsuitable people from working with children and vulnerable adults. This scheme will be introduced in managed phases. This new vetting service will hold a single list of all those who are barred from working with children and another, related, list of those barred from working with vulnerable adults. These are called the Barred Lists and will replace the existing Protection of Children Act (POCA) List, List 99 and the Protection of Vulnerable Adults (POVA) List, as well as the current system of Disqualification Orders, which is operated by the criminal justice system.

Once an individual is ISA registered, subsequent employers can check their status online. It will be a criminal offence for an organisation to employ someone in “regulated” activity without checking their status under the vetting service and/or allow a barred individual to work in such activities.

In addition it will also be mandatory to check the status of someone before they work or volunteer in a “controlled” activity. However, provided that safeguards are put in place, a barred person can be permitted to work or volunteer in a controlled activity.

The ISA checks will take place before an individual is able to start work. The scheme will ensure that those individuals who are known to present a risk of harm to children and/or vulnerable adults cannot enter the workforce in these areas in the first place.

Once a worker is registered, the employer will receive a certificate showing the person’s ISA status (plus any information revealed via a CRB search).

The ISA will work in partnership with the Criminal Records Bureau (CRB) an executive agency of the Home Office, to deliver this scheme, which will gather relevant information on every person who wants to work or volunteer with vulnerable people. The CRB will provide the administrative arm, which will support the ISA’s primary function of making barring decisions.

The ISA will assess the information held regarding an individual and will decide whether to give the individual concerned ISA registration or to place them on one of the ISA Barred Lists.

ISA records will be continuously updated in order that any fresh information gathered is included in any decision making process. If new data indicates that an individual might pose a risk to vulnerable people, then they will be placed on one of the ISA Barred Lists and their current employer would be immediately informed.

When new information, such as a conviction or caution or a referral from an employer, becomes known about an individual already registered with the ISA, the Authority will review its original decision not to bar. Where an employer has already checked on an employee's status with the ISA, that employer will be notified automatically if their employee's status changes.

For further information please refer to the ISA website: [www.isa.gov.org.uk](http://www.isa.gov.org.uk)

We will keep you updated in respect of developments and how these changes will affect new and existing members of the Trust.