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DBS HANDLING POLICY			

## General Statement

As an organisation using the Disclosure & Barring Service (DBS) to help assess the suitability of applicants for positions of trust, Paradise Primary School complies fully with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of certificates and certificate information. It also complies fully with its obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of certificate information and have written policy on these matters.

## Storage and Access

Disclosure of information is never kept on the personnel file and is always kept separately and securely, in a lockable, non-portable cabinet. Access is strictly controlled and limited to those who are entitled to see it as part of their duties.

## Handling

In accordance with Section 124 of the Police Act 1997, certificate information is only passed to those who are authorised to receive it during their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed and are aware that it is a **criminal offence** to pass this information to anyone who is not entitled to receive it.


## Usage

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

## Retention

Once a recruitment (or other relevant) decision has been made we do not keep disclosure 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. If, in very exceptional circumstances, it is considered necessary to keep disclosure information for longer than six months, we will consult the DBS about this and will consider 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.

The unique identity number shown on each Disclosure is recorded on the central record file and at the front of individual personnel files.

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## Disposal

Once the retention period has elapsed, we will ensure that any disclosure information is immediately destroyed by secure means, e.g. by shredding, pulping or burning. While awaiting destruction, disclosure 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 Disclosure or any copy or representation of the contents of a disclosure. However, notwithstanding the above, we may keep a record of the date of issue of a disclosure, the name of the subject, the type of disclosure requested, and the position for which the disclosure was requested, the unique reference number of the disclosure and the details of the recruitment decision taken.

## Portability of Certificates

For a DBS check to be carried and used for more than one employer or workplace, an applicant firstly needs to have a new DBS Certificate. The applicant must, within 14 days, register with the DBS for the Update Service after the certificate issue date. It is only when a successful registration has occurred with the update service that a DBS is portable. This allows employers to check a certificate status at any time.

As from 1st April 2006, the DBS (formerly known as CRB) announced that they will no longer process portability requests, which means that the school will not be able to accept a previously issued certificate that has not been processed by Paradise Primary as the Registered Body unless the applicant has carried out the steps outlined above.