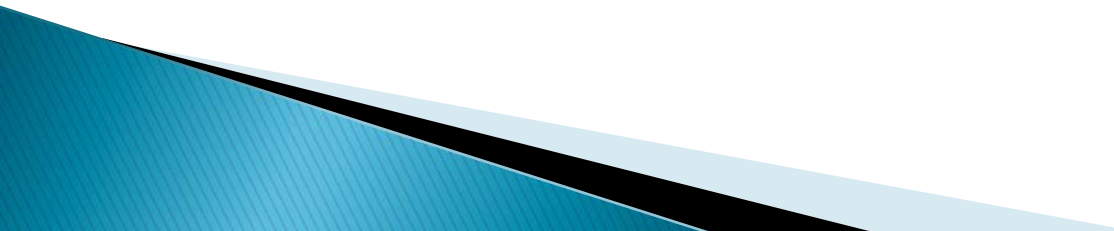


# ISA Registration

*A guide to what it is, how it's developed,  
and how it affects you*

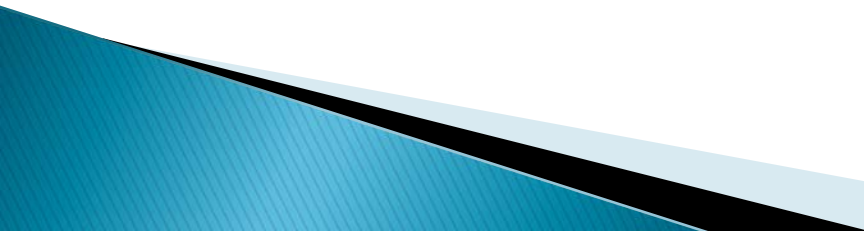
# Introducing APCS

- ▶ Umbrella Body of CRB, established in 2003
  - ▶ 1 000 active clients (including Hochtief FM, Remploy, Manpower UK, Rentokil, Metrorod, Nilfisk, Cabot Financial)
  - ▶ 1 000 disclosures per month
- 

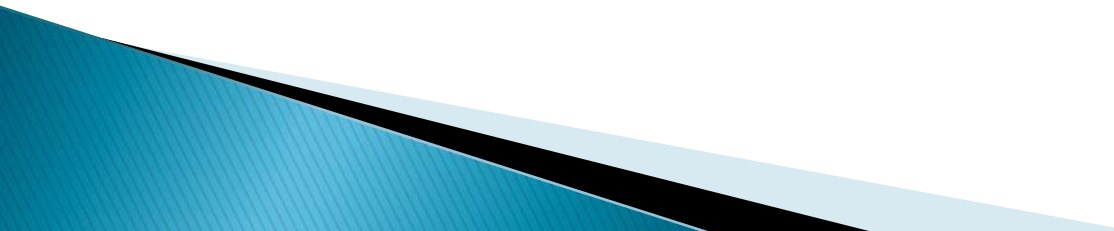
# What are Disclosures ?

- ▶ History
  - Rehabilitation of Offenders Act 1974 (Exceptions Order 1975)
  - List 99 and Sex Offenders Register
  - Police Act 1997
  - CRB (2002)
  - POVA and POCA lists (2004)
- ▶ Independent Safeguarding Authority (2008)

# Disclosures – the Process

- ▶ Registered Bodies (5000)
  - ▶ Umbrella Bodies (1500 of above)
  - ▶ Applicant completes form – employer checks ID documents, sends to CRB
  - ▶ CRB check computer records, refer to local police, produce 2 copies of disclosure – for applicant and employer
  - ▶ Employer makes recruitment decision
- 

# Who Needs them ?

- ▶ Jobs involving regular contact with children or vulnerable adults – Enhanced
  - ▶ Financial services, security, law enforcement and legal professions (listed in ROA Exceptions Order) – Standard
  - ▶ Others – to check for unspent convictions – use Basic Disclosure
- 

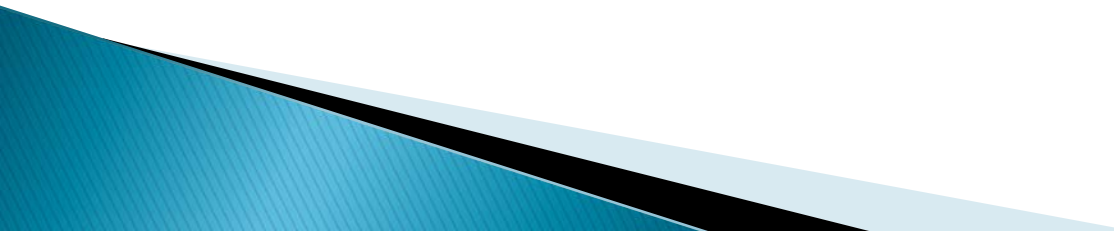
# Safeguarding Vulnerable Groups Act 2006

- ▶ *“New arrangements to be introduced requiring those who wish to work with children or vulnerable adults to be registered. The register to confirm there is no known reason why an individual should not work with these clients.”*
- ▶ Richard Enquiry

# Principles

- ▶ Based on two barred lists – children (List 99 and POCA), and vulnerable adults (POVA)
- ▶ Must apply to join scheme
- ▶ Barring decisions made by Independent Safeguarding Authority (ISA)
- ▶ Barring either automatic or following decision by ISA based on available information
- ▶ Single barring body – consistent decisions. Test is the same regardless of occupation. (*eg a teacher and builder in schools*)
- ▶ Robust information sharing processes
- ▶ Continuous review of new information about members
- ▶ Employers notified when person removed from list.

# Barring Decisions

- ▶ Persons considered for barring are those “who have harmed, caused harm, put at risk of harm, attempted to harm, or incited another to harm a child or vulnerable adult.”
  - ▶ Referred to ISA who consider all available information from other organisations.
  - ▶ Individual referred is given opportunity to make representations.
- 



# Definitions of Children and Vulnerable Adults

- ▶ Children – people under 18
- ▶ VA's
  - Living in residential accommodation or sheltered housing
  - In receipt of domiciliary care
  - Receiving any form of health care
  - In prison or detention centre, or in contact with probation services
  - Receiving a welfare service
  - Participating in age related activities, or activities targeted at those with physical or mental disabilities, or expectant or nursing mothers.
  - Those requiring assistance in conduct of their own affairs

# Regulated Activity

- ▶ Requirement for ISA registration is where a person “undertakes a regulated activity frequently”
- ▶ Regulated activities are where a relationship of trust with a child or vulnerable adult could develop and are **defined by legislation**. *(no longer optional)*

# Definition of Regulated Activity

- ▶ Involves contact with children or vulnerable adults and is
  - Of a specified nature (eg teaching, training, care, supervision, advice, treatment or transport) OR
  - In a specified place (eg hospitals, schools, detention centres, care homes)
- ▶ Frequently is defined as once a month or more often
- ▶ “Merely Incidental” contact is excluded
- ▶ No distinction between paid and voluntary work

# Eligibility to Make Checks

- ▶ For initial ISA registration
  - Registered Bodies
  - Umbrella Bodies
    - Information passed on to client organisation
- ▶ for online checks to confirm registration
  - Employers

# Controlled Activity (small minority)

- ▶ Less opportunity for contact with children or vulnerable adults
  - Opportunity for contact with children or vulnerable adults, or with records relating to them. Same tests of frequency apply.
  - Applies only in further education, health care, and social care.
- ▶ Key difference is that barred individuals can work in controlled activities (with safeguards)

# Applying to the ISA Scheme

- ▶ Based on current application for Enhanced Disclosure
- ▶ CRB disclosure issued and relevant information passed to ISA for consideration of registration
- ▶ Possible ISA registration target is 7 days if no relevant convictions. No target published if there are relevant convictions.
- ▶ Redesigned application form
- ▶ 11 million people to check – phasing over 5 years

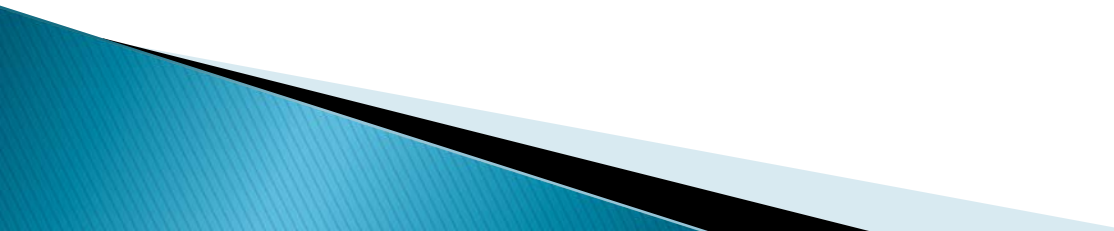
# What does ISA Registration mean ?

- ▶ No information held that person poses a risk of harm to children or vulnerable adults
- ▶ Persons registration is continuously monitored
- ▶ If new information causes a reassessment, they may become barred and employer notified.

*ISA registration does not mean someone is safe to employ! CRB Disclosure and normal recruitment checks recommended!*

*ISA registration will prevent only the most unsuitable people from working with vulnerable groups.*

# Application Fee

- ▶ £64 (currently £36)
  - ▶ Includes fee for CRB Disclosure. Excludes Umbrella Body fee.
  - ▶ Free for volunteers
  - ▶ No ISA fee for checking ISA registration.
- 



# Personnel Suppliers

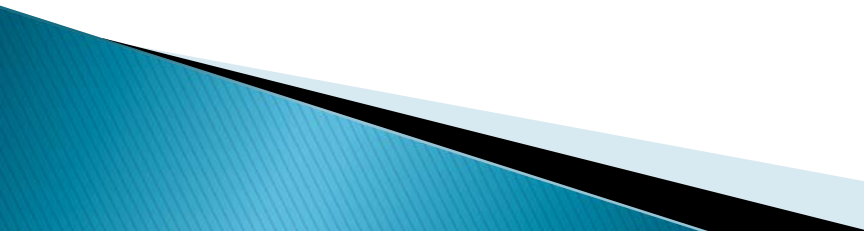
If an employment business provides their own contracted staff to a regulated activity, then the employment business is responsible for ISA registration.

Recommended they obtain new disclosures after 3 years.

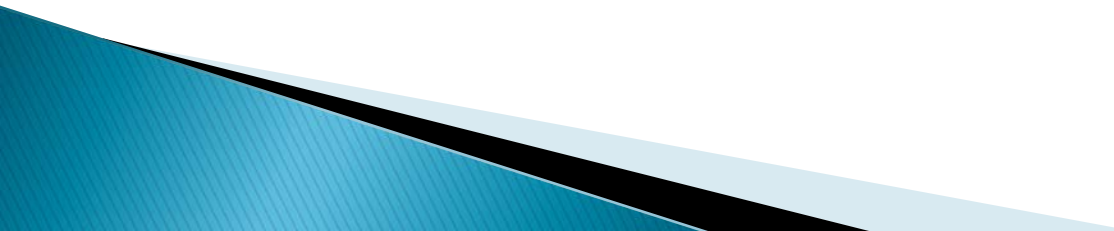
# Online ISA Checks

Must check ISA registration on recruitment  
Online check is free and confirms registration  
Enhanced Disclosures continue to be legal  
requirement in some employment sectors.  
Enhanced Disclosure provides fuller  
information on which to make recruitment  
decision.

# Do I Still need a Disclosure ?

- ▶ 3.7 million disclosures issued in 2008
  - ▶ 242,000 (4%) had PNC information about convictions
  - ▶ 18,000 (0.4%) had additional information (POVA, POCA or information that police consider relevant)
  - ▶ ISA will only indicate POCA / POVA barring (not the reasons.)
  - ▶ We recommend you still need a disclosure !
- 

# Timetable

- **Oct 2009.** ISA take over management of existing barred lists.
  - **July 2010.** ISA registration commences
  - **Nov 2010.** ISA registration becomes a legal requirement for new employees (tough legal penalties for employers who fail to carry out ISA checks)
  - **2015** End of transition period
- 

# Contact Details

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ISA Website : [www.isa-gov.org.uk](http://www.isa-gov.org.uk)



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