

CCF policy regarding work with children and vulnerable adults

Please refer to: http://www.isa.gov.org.uk/PDF/VBS_Guidance_20091102.pdf

Following the Bichard Report into the deaths of Jessica Hunt and Holly Chapman, the Vetting and Barring Scheme has been established to prevent unsuitable people from working with children and vulnerable adults. The scheme involves individuals registering with the new Independent Safeguarding Authority (ISA). People intending to work with children or vulnerable adults will be required to register with the ISA from November 2010, and may do so from July 2010.

Once an individual is registered, they will become subject to monitoring by the ISA. The ISA will receive referrals from police, employers and members of the public concerning conduct that is relevant to the protection of children or vulnerable adults. Although the ISA will not second-guess court proceedings, it has the power to bar individuals from working with children or vulnerable adults where a risk of harm has been established 'on the basis of probabilities'.

According to Vetting and Barring Scheme guidance:

Regulated activity includes anyone who works or volunteers in the following settings on a frequent or intensive basis, and whose work brings them into contact with children or vulnerable adults:

- schools
- childcare premises (including schools)
- residential homes for children in care
- children's detention centres
- adult care homes
- further education institutions that are wholly or mainly for the provision of full-time education
- for under-18s'

CCF Trustees have taken the decision not to become a 'regulated activity provider' (RAP) under the scheme. This means that CCF will not directly undertake, or support volunteers in undertaking, activities that are regulated under the scheme. Nevertheless, the new regulations affect CCF staff and volunteers in two ways, namely in our work with other organisations, and in our obligation to report certain conduct to the ISA.

Working in partnership with 'regulated activity providers' (RAPs)

CCF staff and volunteers may wish to continue to work with children and young people, for example, with youth groups and in schools. In future, this would involve a partnership arrangement with organisations that have policies and procedures in place conforming to ISA guidance, known as 'regulated activity providers', or RAPs. This will include schools and youth organisations, and other organisations that CCF has worked with in the past. Criminal Record Bureau (CRB) checks will be arranged by CCF as necessary to support partnership arrangements.

From November 2010, in addition to CRB checks, staff and volunteers wishing to work in partnership with RAPs must register with the ISA, as RAPs will be legally obliged to ensure that anyone undertaking 'regulated activity' with them is ISA registered, whether in a paid or unpaid capacity. *(Currently, registration involves a one-off fee of £28 for people doing paid work with children or vulnerable adults; there is no charge to people working in an unpaid capacity.)*

Reporting concerns to the ISA

In common with other organisations, CCF will be obliged to make a referral to the ISA if we have evidence concerning harm, or risk of harm, to children or vulnerable adults. In order to manage the competing claims of protection, and the rights of individuals not to have malicious or unsubstantiated allegations made against them, CCF trustees, staff and volunteers have a duty to record any relevant information or allegations in a factual way as soon as possible, and to discuss the matter in the first instance with a line manager or the director. The director and chair of the trustees should be informed in every case.

All CCF staff, volunteers and trustees should ensure that allegations are carefully discussed to establish the facts of the matter, and sensitively investigated as necessary, and that all information and recording is treated in strict confidence, with particular attention to electronic security.

A decision should be taken by the director and chair of the trustees as to whether the matter should be reported to the ISA on behalf of CCF, and the employee or volunteer reporting the matter should be informed about the decision-making process and the decision itself. In the event that a decision is taken *not* to report the matter to the ISA on behalf of CCF, it is also possible for individuals to report their concerns to the ISA in a personal capacity.