

 <p><b>Kingsmead Academy</b> <b>T/A Kingsmead School</b></p>	<p><b>POLICY TITLE:</b></p>	<p><b>Disclosure Policy</b></p>
<p><b>Committee/Person Responsible for Policy:</b></p>	<p>Director of Finance &amp; Operations Finance, Strategy &amp; Personnel sub-committee</p>	
<p><b>Date Approved by Governing Body:</b></p>	<p>February 2020</p>	
<p><b>Date of Last Review:</b></p>	<p>Term 3 2019/20</p>	
<p><b>Next Review Due:</b></p>	<p>Term 3 2021/22</p>	

#### Care

To ensure the safeguarding of our students, all staff and volunteers working at Kingsmead will be cleared through the DBS.

#### Aspiration

To ensure students are safe whilst in our care.

#### Respect

The information supplied by staff and volunteers will be securely handled while the process is completed. Only information indicated in the policy will be retained.

#### Determination

The policy will be adhered to in order to protect staff and students.

### **Handling of DBS certificate information**

Secure storage, handling, use, retention and disposal of certificates and certificate information

The Disclosure & Barring Service (DBS) Code of Practice requires that all registered bodies must have a written policy on the correct handling and safekeeping of DBS certificate information. It also obliges registered bodies to ensure that a body or individual, on whose behalf they are countersigning applications, has a written policy.

## **Policy Statement**

### **General principles**

As an organisation using the Disclosure & Barring Service to help assess the suitability of applicants for positions of trust, Kingsmead 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 General Data Protection Regulations, Data Protection Act 2018 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of certificate information and has a written policy on these matters, which is available to those who wish to see it on request.

## **Storage and access**

Certificate information should be kept securely, in lockable, non-portable, storage containers with access 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 in the course of their duties. We maintain a record of all those to whom certificates or certificate information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

## **Usage**

Certificate 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 certificate 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 certificate information for longer than six months, we will consult the DBS about this and will give full consideration to 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.

## **Disposal**

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

## **Acting as an Umbrella Body**

Before acting as an Umbrella Body (one which countersigns applications and receives certificate information on behalf of other employers or recruiting organisations), we will take all reasonable steps to satisfy ourselves that they will handle, use, store, retain and dispose of certificate information in full compliance with the DBS Code and in full accordance with this

policy. We will also ensure that any body, or individual, at whose request applications for DBS certificates are countersigned, has such a written policy and, if necessary, will provide a model policy for that body or individual to use or adapt for this purpose.