

Quick Summary of Recommendations
of Sunita Mason's review of the Criminal Records Regime
& the Vetting & Barring Scheme VBS Review 11/2/11

	Criminal Records Regime Review Recommendations	VBS Review Recommendations
Organisational responsibilities		<p>A state body should continue to provide a barring function to help employers protect those at risk from people who seek to do them harm via work or volunteering roles.</p> <p>The Criminal Records Bureau (CRB) and Independent Safeguarding Authority (ISA) should be merged and a single Non-Departmental Public Body or Agency created to provide a barring and criminal records disclosure service.</p>
Scope	... that eligibility for criminal records checks is scaled back	Registration should be scrapped – there should be no requirement for people to register with the scheme and there will be no ongoing monitoring. The new barring regime should cover only those who may have regular or close contact with vulnerable groups. Note from exec summary: the full detail of the roles to be covered is still to be finalised
Basic Checks	... that basic level criminal record checks are introduced in England and Wales	
Recipient	... that a new CRB procedure is developed so that the criminal records certificate is only issued directly to the individual applicant	
Portability & Updating	<p>... that criminal records checks should be portable (transferable) between jobs and activities</p> <p>... that the Criminal Records Bureau (CRB) introduce an online system to allow employers to check if updated information is held on an applicant</p>	Criminal records disclosures should continue to be available to employers and voluntary bodies but should be revised to become portable through the introduction of a system which allows for continuous updating.
Referrals		The new regime should retain current arrangements for referrals to the state barring body (currently the ISA) by employers and certain regulatory bodies, in circumstances where individuals have demonstrated a risk of harm to children or vulnerable adults.

Contents of Disclosures	<p>... that the Government introduces a filter to remove old and minor conviction information from criminal records checks</p> <p>... the introduction of a package of measures to improve the disclosure of police information to employers</p>	
Appeals & Representation	<p>... that the CRB develop an open and transparent representations process and that the disclosure of police information is overseen by an independent expert</p>	<p>The current (ISA) appeals arrangements should be retained.</p>
Barring Decisions		<p>The information used by the state barring body (currently the ISA) to make a barring decision should be serious in nature.</p> <p>Barring should continue to apply to both paid and unpaid roles.</p>
Automatic Bars		<p>Automatic barring should apply for those serious offences which provide a clear and direct indication of risk.</p> <p>The state barring body should be given a power to vary review periods in appropriate circumstances.</p>
Offences	<p>... that where employers knowingly make unlawful criminal records check applications the penalties and sanctions are rigorously enforced</p>	<p>The new system will retain two offences;</p> <ul style="list-style-type: none"> • it will continue to be an offence for a barred person to work with vulnerable groups in regulated activity roles. • It will also be an offence for an employer or voluntary organisation knowingly to employ a barred person in a regulated activity role.
Cost		<p>Services relating to criminal records disclosure and barring provisions should be self-financing. We recommend the Government consults on raising the cost of the criminal records disclosure fee to cover the costs incurred.</p>
Guidance	<p>... that comprehensive and easily understood guidance is developed to fully explain the criminal records and employment checking regime</p>	<p>The Government should raise awareness of safeguarding issues and should widely promote the part everyone has to play in ensuring proper safeguarding amongst employers, volunteer organisations, families and the wider community</p>

Full text of the reviews and the Protection of Freedoms Bill can be found [here](#)