



# ISA/CRB Update

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## Content



- Reason for the change
- Introduction to the Scheme
- Who must register
- Regulated and Controlled Activity
- Exemptions announced March 2010
- Timelines
- Summary and questions

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## Reasons for the change



- Safeguarding Vulnerable Groups Act 2006
- Soham murders
- Bichard report
- Information not shared
- ISA does not replace CRB

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## Introduction to the scheme

- The Safeguarding Vulnerable Groups Act 2006 sets out the scope of the scheme.
- Core purpose: to prevent unsuitable people from working or volunteering with children and vulnerable adults
- The Scheme will fundamentally reform current vetting and barring practices....
- ...but employers and volunteer manager's retain their responsibilities for ensuring safe recruitment and employment practices.

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## Who must register?

- Employees and Volunteers in Regulated Activities
- teaching, training, care, supervision, advice, treatment and transportation. Fostering and defined posts of responsibility
- Trustees and Committee members of 'Children's Charities' and Organisations
- activity is frequent (once per week or more ('frequent') or 4 or more days in a 30 day period) or any overnight activity (referred to as 'intensive')

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## Vulnerable adults - a definition

The Definitions given by ISA are:

A vulnerable adult is defined by the SVGA as a person who is aged 18 years or over and who:

- is living in residential accommodation, such as a care home or a residential special school
- is living in sheltered housing
- is receiving domiciliary care in their own home
- is receiving any form of healthcare
- is detained in lawful custody (prison, remand centre etc.)

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## Vulnerable adults - a definition

... continued

- is under the supervision of the probation services
- is receiving a specified welfare services (list on website) to live independently
- is receiving a service or participating in an activity for people who have particular needs because of their age or who have any form of disability
- is an expectant or nursing mother living in residential care
- is receiving direct payments from a local authority or health and social care trust in lieu of social care services, or
- requires assistance in the conduct of their own affairs.

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## Registering Employees & Volunteers

- From November 2010 – New employees & Volunteers must be registered
- Current Staff & Volunteers – (by July 2015)
- All applications via an – extra tick box on CRB form
- More information on this later.....

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### Definition of 'Regulated Activity'

Involves contact with children or vulnerable adults and is:

<p><b>of a specified nature</b> e.g. teaching, training, care, supervision, advice, treatment, or transport</p>	<p><b>"frequently, intensively and/or overnight"</b> Ø once a week Ø 4 or more days in a period of 30 days Ø Overnight: between 2 - 6am</p>
<p><b>or</b></p>	
<p><b>in a specified place</b> e.g. schools, children's homes &amp; hospitals, juvenile detention facilities, adult care homes</p>	

- Also covers **Fostering** and **'Defined Office Holders'**  
Eg **Directors of Children's Services, Trustees of children's charities, School Governors..**
- **No distinction made between paid and voluntary work**

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Regulated Activity of a specified nature

- Where people are providing advice, guidance or assistance to vulnerable adults or children, including teaching, care or supervision.

**This includes roles such as:**

• Teachers	Children's sports coaches
• Childcare workers	Private tutors
• Probation officers	Prison officers
• Care workers	People advising 'ChildLine' callers
• Nurses & GPs	Youth workers
• Domiciliary care workers	Dentists, Osteopaths, Opticians
• Contracted drivers	Volunteers in the sector
• Driving Instructors	

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**Who else must register  
(Controlled Activity)**

- Frequent or intensive support work in general health settings, the **NHS and Further Education**.  
eg cleaners, caretakers, shop workers,
- ie support activities – in specific authorities
- Frequent or intensive

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**What if you don't register?**

- Anyone undertaking a regulated activity must be registered with the ISA.
- It will be a criminal offence, punishable by up to five years in prison, for a barred individual to take part in a regulated activity for any length of time.
- It will be a criminal offence for an employer to take on an individual in regulated activity if they fail to check that person's status.
- It will be a criminal offence for an employer to allow a barred individual, or an individual who is not yet registered with the ISA, to work for any length of time in any regulated activity.

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## Getting staff & volunteers registered

- Entry via tick box on CRB
- £64 fee for paid staff
- Free for volunteers – but there is an admin fee
- Mechanism for charging when moving from volunteering to a paid post
- Time – 7 days more

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## Getting staff & volunteers registered

- New Application form issued – 26 April 2010
- New forms will be accepted and checked from 26th June BUT WILL NOT BE PROCESSED until 26th July.
- The telephone application route will close on 23rd July. CRB have provided an online interactive guide - it speaks to you and is very detailed.  
<http://www.crb.homeoffice.gov.uk/eguide>

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## Exemptions Announced March 2010

- Working with vulnerable adults – registration extended to 2013
  - Social, sporting and educational activities
  - Managing housing
  - Providing support, assistance and help to help vulnerable adults live independently
  - Advocacy (mental health or power of attorney)

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## Registered bodies

- The new form...
- Someone has to see the ID and determine that the application is appropriate (RVS can do this)
- Applications are then sent to CRB/ISA via Rushmoor Borough Council
- There may be other 'Umbrella' organisations in the area
- Fee to cover costs only

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## Does registration mean "fine" ?

- What does real safeguarding require?
- This may be the time to review your own policies, recruitment and responsibilities

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## From July 2010

- ISA-online service available for employers
  - Free and online access to an individuals ISA-registration status
  - Employers or interested parties can subscribe to an individuals registration status and receive updates if that status changes

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## From November 2010

- November 2010
  - It will be mandatory for new entrants and job movers to be ISA-registered before they start in their new posts
  - It becomes a legal requirement for employers to check the registration status of employees entering the workforce or changing jobs
- January 2011 – July 2015
  - Existing workforce is phased into the scheme

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## Phasing in the Scheme



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## How you can prepare

- Stay Engaged**
- Liaise with relevant Registered Bodies and Regulators
  - Keep up to date with Scheme developments
  - Use briefing tools to spread the word
- Ensure Internal Communication**
- Inform colleagues especially HR, disclosure staff
  - Consider which roles are defined as regulated activity
  - Start outline planning – staff numbers/budgets
- For July 2010**
- Look at all contract terms and conditions
  - Prepare adverts for jobs as 'subject to ISA registration'
  - Continue safe recruitment practices

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## ISA Summary



- SVG Act requires all staff and Volunteers working with Children & Vulnerable adults to register with ISA
- 5 year period for all to get registered
- Regulated & Controlled roles
- CRB route for application - £64 & Free for Vols (+ Admin fee)
- Registration is reviewed if new convictions
- Job Description & Person Specification – Essential; desirable, Advertisement & Application form
- This is a journey – be prepared for change

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## Info & Questions



- Facts sheet on our website
- [www.rvs.org.uk/core/Document3.pdf](http://www.rvs.org.uk/core/Document3.pdf)
- [www.isa-gov.org.uk](http://www.isa-gov.org.uk)
- [www.crb.gov.uk](http://www.crb.gov.uk)
- [greg@rvs.org.uk](mailto:greg@rvs.org.uk)
- RVS will take questions & Queries to ISA
- 01252 540162
- Any questions?

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