

## CRB Disclosures

Please note, this relates to CRB Disclosures issued in England and Wales. Scotland & Northern Ireland have their own systems.

### Do You Need a CRB Disclosure at all?

CRB Disclosures are only a requirement for certain categories of employment for which Parliament has passed legislation requiring it (for example working in the care industry). For a lot of professions (including some working with children and vulnerable adults, it may be desirable to have a CRB check but not legally required.

<b>Self-Employed</b>	A CRB Disclosure is seen as an employment reference and therefore there needs to be an “independent” person who makes an employment decision. Hence irrespective of the job (even if you work with children or vulnerable adults), we can't process a CRB application for you.
<b>Owner/Manager of Your Own Company</b>	Although technically you may be an employee, there isn't the separation of people to make the “employment decision” i.e. you will still employ yourself irrespective of what the CRB Disclosure says.
<b>A nanny/baby-sitter employed directly by a parent (i.e. not through an agency</b>	This isn't so obvious but the CRB do not allow parents trying to employ a nanny to request a CRB Disclosure even though they are independent of the applicant (the nanny) and will hire/not hire on the basis of the information. The only way forward is to go via a nanny agency or Disclosure Scotland below
<b>Not Eligible for CRB Disclosures</b>	There are several alternatives: 1) You can simply live without one if it's not legally required. 2) Police forces throughout the UK will print off a copy of your police record (if any). To get hold of this, you have to apply to your local police service and ask for a “subject access request” under the Data Protection Act 1998. There will probably be a £10 charge for this and can take up to 40 days. 3) <b>Disclosure Scotland</b> is part of the Scottish Government and is authorised (unlike the English and Welsh CRB) to issue Basic Disclosures. Access can be done online and costs about £25.00 and can be obtained from: <a href="http://www.disclosurescotland.co.uk/disclosureOnline/BDO_Instr.htm">www.disclosurescotland.co.uk/disclosureOnline/BDO_Instr.htm</a> 4) Become a volunteer. Many charities and non-profit groups working with vulnerable adults or children are set up to process CRB Disclosures and for volunteers and the CRB charge is free (there may still be an admin fee). This isn't merely a way of avoiding paying the cost, so it would have to worth their time for them to process your application but if you have time/skill that might be useful to them, it may be mutually beneficial.