



## NCVO WORKFORCE DEVELOPMENT

### BRIEFING: THE INDEPENDENT SAFEGUARDING AUTHORITY

#### 1. Introduction

Organisations have for some time been required to undertake Criminal Records Bureau (CRB) checks on potential employees working with children and vulnerable adults.

A new registration scheme, run by the Independent Safeguarding Authority (ISA), is designed to make checking and referral processes more effective and more comprehensive. There is also an obligation to refer people to lists of those unsuitable to work with children and/or vulnerable adults, if there are appropriate grounds to do so.

#### 2. Briefing from Volunteering England

The new rules will apply equally to both volunteers and paid workers who are seeking to either work or volunteer with children or vulnerable adults.

The [factsheet](#) produced by Volunteering England highlights the key points in respect of both volunteers and employees.

#### 3. Additional points concerning employees

There are some additional points you need to bear in mind concerning your employees:

##### **3.1. The one-off registration fee**

There is a one-off registration fee of £64.00 for individuals wanting to join the ISA registration scheme for paid employment. This fee also applies if volunteers later take up paid employment working with children and/or vulnerable adults.

Individuals may apply for ISA registration from July 2010 and it will be compulsory from November 2010 for new recruits, with a five year phasing-in period for existing employees.

As an employer, you will need to decide whether you will pay nothing, part or all of the registration fee for new starters, bank/casual workers and existing employees.

### **3.2. Costings of current contracts and future bids and tenders**

If you intend to pay the registration fee for your employees and workers, you will need to build the cost into your current contracts as well as your tenders for future work.

### **3.3. Reviewing procedures**

Once compulsory registration for new starters takes effect from November 2010, you will need to consider whether any changes are required to:

- terms and conditions of employment
- recruitment and redeployment policies
- employment of ex-offender policies (or any policies that cover the use of the CRB system)
- safeguarding / protection from abuse policies.

*Thanks to Jan Golding of Roots HR, who provided information for this briefing.*