

SUMMARY

DBS and barred list checks: who needs one?

JOB ROLE	ENHANCED DBS CHECK	BARRED LIST CHECK*	NOTES
New school staff	Yes	If in regulated activity*	<p>New school staff need an enhanced DBS check. This will need to include barred list information if they're engaging in regulated activity.</p> <p>Most staff in schools work in regulated activity, as they work regularly in a position that provides an opportunity for contact with children.</p>
Existing staff	<p>No, unless:</p> <ul style="list-style-type: none"> You have concerns about their suitability to work with children The person moves from a role that isn't regulated activity into one that is regulated activity 	<p>No, unless:</p> <ul style="list-style-type: none"> You have concerns about their suitability to work with children The person moves from a role that isn't regulated activity into one that is regulated activity 	<p>DBS checks don't expire, and there's no requirement to renew them regularly.</p>
Appointees from another school/college	No, unless there's been a break in employment of more than 3 months	If in regulated activity*	<p>You don't have to obtain new enhanced DBS checks for appointees who've worked in a similar position without a break in service of more than 3 months, but you can if you wish.</p> <p>Either way, a new barred list check must always be obtained where staff will be working in regulated activity.</p>

JOB ROLE	ENHANCED DBS CHECK	BARRED LIST CHECK*	NOTES
Agency/supply staff	Yes (to be completed by the agency/third-party organisation)	If in regulated activity* (to be completed by the agency/third-party organisation)	You must obtain written notification from the organisation that employs the staff member that the necessary checks have been carried out.
<u>Contractors</u>	Yes, if in regulated activity* Yes, if they have the opportunity for contact with children during their work	If in regulated activity*	Where a contractor is engaging in regulated activity, an enhanced DBS check with barred list information will be required. Where a contractor has the opportunity for contact with children during their work, but isn't in regulated activity, they'll need an enhanced DBS check without barred list information. If the contractor is self-employed, you'll need to apply for the DBS check. If they're employed by someone else, you should get written confirmation of checks from the employer.
<u>Governors/trustees</u>	Yes	If in regulated activity*	Maintained school governors, academy members, trustees and local governors all require enhanced DBS checks. They'll only need barred list checks if also engaging in regulated activity – governance is not itself a regulated activity. The chair of trustees must have a DBS check countersigned by the secretary of state.
Trainee teachers (salaried)	Yes	If in regulated activity*	For trainee teachers who are salaried by the school, the school is responsible for carrying out the necessary checks.

JOB ROLE	ENHANCED DBS CHECK	BARRED LIST CHECK*	NOTES
Trainee teachers (fee-funded)	Yes (to be completed by initial teacher training provider)	If in regulated activity* (to be completed by initial teacher training provider)	Where trainee teachers are fee-funded, it's the responsibility of the initial teacher training provider to carry out the necessary checks. You should obtain written confirmation from the provider that the checks have been carried out and the trainee has been judged by the provider to be suitable to work with children.
<u>Volunteers</u>	Yes, if in regulated activity* Yes, if not in regulated activity but you think it's necessary	If in regulated activity*	There's no requirement to conduct an enhanced DBS check on supervised volunteers, but you can ask for one (without barred list information) if you wish – do a risk assessment and use this and your professional judgement to decide if it's necessary. If volunteers will be in regulated activity, you must get an enhanced DBS check with barred list information.
Visitors	No	No	You don't have the power to conduct DBS checks on volunteers, or ask to see existing certificates.

Source: [Keeping Children Safe in Education, GOV.UK – DfE](#)

* Barred list checks can only be carried out on those who are engaging in regulated activity. The definition of 'regulated activity' includes where individuals:

- Are responsible, on a regular basis, for teaching, training, instructing, caring for or supervising children; or
- Carry out paid, or unsupervised unpaid, work regularly where that work provides an opportunity for contact with children; or
- Engage in intimate or personal care or overnight activity, even if this happens only once