



Worcestershire Council for Voluntary Youth Services

THIS YEAR'S CHALLENGES AND OPPORTUNITIES

A Conference for Voluntary Organisations and Community
Groups working with Children and Young People in
Worcestershire

CONFERENCE REPORT

Wednesday 3 March 2010
10.00am – 1.00pm.

Worcestershire Federation of Young Farmers' Clubs
Shire Farm, Hawford, Worcester WR37SG

THIS YEAR'S CHALLENGES AND OPPORTUNITIES

Objectives –

- Be more aware of the ISA and its implications for their group/organisation
- Have a greater understanding of the One Children's Workforce and its implications for the workers, including volunteers, in their group/organisation
- Hear about the current work of WSCB including Serious Case Reviews

9.30 Registration / Coffee

10.00 Welcome

10.10 One Children's Workforce
Nicky McDonald, Project Manager, Children and Young People's Workforce Strategy

11.10 Update on Worcestershire Safeguarding Children Board
Jonathan Picken, Training and Development Adviser

11.30 Comfort break

11.45 Independent Safeguarding Authority
Bridget Clark, Human Resources Manager, Worcestershire County Council

12.45 Conclusion

1.00 Lunch

Displays

- Common Assessment Framework
- WCVYS – Guidance, leaflets, newsletters, training bulletins etc.
- Vinvolve – Youth Volunteering

Welcome

Michael Hunter, the Chair of WCVYS, welcomed everyone to the conference. He introduced Phil Street who started as Manager of WCVYS on 1st March.

Introduction

Cathy Clement then set the scene and introduced Nicky McDonald.

One Children's Workforce

Nicky reported that she too had not long been in post. She presented a background to the Workforce Strategy which is designed to support the whole of the children and young people's workforce in delivering the Every Child Matters Outcomes of:

- be healthy
- stay safe
- enjoy and achieve
- make a positive contribution
- achieve economic well-being.

All groups, organisations and agencies must work together to meet the needs of individual children and young people. A common language is needed. There must be understanding and respect for each other's roles and a common core of skills and knowledge developed.

Nicky then invited participants to look at a series of sheets around the room. On each were skills and people were asked to identify where they felt they were as individuals on each continuum. Pictures of some of the sheets can be seen on the WCVYS website.

On each table there were also boxes identifying particular topics. Participants were asked to identify key knowledge and skills in each area.

There was also a board on which people were asked to list any questions.

The input and tasks generated a lot of discussion around the room.

Nicky thanked everyone for their involvement and stated that this is just one of a series of opportunities to contribute to the development of a local workforce strategy. WCVYS will be circulating a survey in the near future. Two pilot inductions are planned to take place soon and it is hoped that some VCS organisations will be involved.

Worcestershire Safeguarding Children Board

Jonathan Picken explained the purpose of the Safeguarding Board and its structure.

He also spoke about Serious Case Reviews. A review has to take place when a child or young person dies, including suicide, if abuse or neglect is expected to be a factor irrespective whether child's social care is involved or not. It is not an enquiry about how a child died or who is culpable. It is to look at whether any lessons can be learned.

If a VCS group or organisation is involved with a child or young person who has died they may be asked to undertake a management review.

Jonathan's slides, in handout format, can be found on the WCVYS website.

Vetting and Barring Scheme

Bridget Clarke set the scene for her input.

The Safeguarding Vulnerable Groups Act 2006 – sets out the scope of the scope of the V&B Scheme. Its core purpose to prevent unsuitable people from working (or volunteering) with children and vulnerable adults in formal arrangements

The Scheme is a core recommendation of The Bichard Inquiry Report - Recommendation 19 (of 31): “.. New arrangements should be introduced requiring those who wish to work with children or vulnerable adults to be registered. The register would confirm that there is no known reason why an individual should not work with these client groups.”

Fundamental reform:

- A positive register of those that can work
- Barred people, as before, under one Organisation and removed from such activity
- Continuous monitoring of status
- Employers retain responsibilities for safe recruitment and employment practices.

Four Part Process How The Process Will Work

1. Regulated Activity

Involves contact with children or vulnerable adults and is:

of a specified nature, e.g. teaching, training, care, supervision, advice, treatment, or transport

or in a specified place, e.g. schools, children’s homes & hospitals, juvenile detention facilities, adult care homes

and frequently, intensively or overnight. Following a review of these definitions by Sir Roger Singleton, Chair of the ISA the Government has accepted the following amendments (awaiting legislation):

"frequency" - from once a month or more to once a week or more. This covers regular repetitive activity;

"intensive" - from three or more days in a 30 day period, or overnight, to four or more days in a 30 day period or overnight

"overnight" - between 2 – 6am

- Also covers Fostering and ‘Defined Office Holders’, Eg Directors of Children’s or Adult Services, School Governors
- No distinction made between paid and voluntary work

Sir Roger has also removed the requirement to register if regulated activity is carried out frequently in different settings (schools) rather than taking place frequently in a single setting;

What Regulated Activity Means

Duties and responsibilities under regulated activity where an organisation is providing the activity:

- A barred individual **must not** undertake regulated activity
- To undertake regulated activity an individual **must be** ISA-registered

- An employer **must check** that a prospective employee who is in regulated activity is ISA-registered
- An employer **must not** engage in regulated activity a barred person or a person who is not ISA-registered

Personal and family relationships are not covered

Key Points For Domestic Arrangements

The scheme includes

- those employed in domestic situations e.g. home tutors, childminders, personal care assistants
- self-employed people working in regulated activity e.g. sports coaches

Although it will not be mandatory for 'domestic' employers to check people they engage, they can. A barred person must not engage in any regulated activity

2 ISA and Referrals

ISA

- Established in Jan 2008
- Advising on referrals to the current barring schemes since 31 March 2008
- Since 20 Jan 2009 the ISA has been making decisions on all new referrals to the current barring schemes
- Essential to Decision Making Process
- Duty to refer set out in legislation
- Continuous Monitoring

Duty To Refer

- Regulated activity providers
- Professional bodies and supervisory authorities
- Child/adult protection teams in Local Authorities
- Private employers/Parents

When To Refer

- Removed from regulated activity
- Regulated activity provider thinks - Relevant conduct has occurred
 - Risk of harm is present
 - Relevant caution or conviction

How To Refer

- Single referral form for both lists
- Guidance on referrals
- Email and telephone contacts

3. Barring

Barring

Auto bar – without representation

Auto bar - with representation

Bar based on case assessment

Decision Making Process

- Gathered information assessed using Decision Making Process
- The DMP is a 5 stage process
- Underpinned by need to be proportionate, fair, transparent, justifiable

4. Registration and On-Line Checking

Registration

Applicant will register, via a Registered Body, by the completion of a form. The Registered body will verify ID and forward the form to the CRB who will administer the form. If no match of information CRB will issue a 16 digit registration number to the candidate within 7 days. If a match they will send the form to the Independent Safeguarding Authority (ISA) for consideration/barring decision.

On-Line Checking

Person will either be registered or not registered.

If the person is not registered – do not assume they are barred – they could not have applied, voluntarily withdrawn or be barred.

To check you will need to have a legitimate interest, applicants unique 16 digit no, date of birth and their consent.

Impact Of On-Line Checking

- Online Checking is free, available 24/7
- Once the Vetting & Barring Scheme (VBS) has been fully rolled out, it will be illegal for organisations to engage anyone in regulated activity without checking their registration status first.
- Those with a legitimate interest in the individual will be notified if an individual is de-registered from the scheme.
- Regulatory bodies notified, so that professional registration can also be reviewed

Criminal Records Bureau Role

- CRB will be the transactional arm of the V&B scheme
- Changes to the application process & Transitional Arrangements
 - From 12 October 2009
 - From 26 July 2010
 - From November 2010
- New ISA-online checking service
- The CRB will continue to process applications for CRB checks & issue CRB certificates & from July 2010, will process applications for ISA-registration

Transition – From 12 October 2009

- Application form - Continue to use the current CRB application form
- Barred Lists -2 new barred lists replace POCA, POVA and List 99
- Standard CRB checks
 - Only reveal information held on Police National Computer
 - Barred lists no longer searched
- Enhanced CRB checks
 - Eligibility criteria for Enhanced CRB checks will be extended to include anyone working in a regulated position

Transition 26 July 2010

- Application form
 - Applications must be made on the new CRB application form
 - Old forms no longer accepted and must be destroyed
 - ISA Registration and Enhanced CRB Check
 - Applications can be made for ISA-registration in line with the phasing strategy.

- Applications can be made for ISA-registration with or without an Enhanced CRB check
- ISA-online service
 - Free and online access to an individuals ISA-registration status
 - Employers or interested parties that have a legitimate interest in an individual for employment purposes and have obtained their consent can subscribe to an individuals registration status and receive updates if that status changes

Transition – 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

Phased Rollout

- **Year 1** (July 2010) new entrants to the workforce & those moving jobs
 - **Year 2** those who have never had a CRB check before
 - **Year 3** those with CRB checks over three years old
 - **Year 4** those with more recent CRB checks
 - **Year 5** the remainder of those who have had a CRB disclosure & those who work in controlled activity
- ISA-registration is fully portable
 - Staff cannot refuse to become ISA-registered and still carry out regulated activity
 - If an employer is notified that an existing member of staff is barred, they must be removed from regulated activity immediately

Who Will Pay

- Individuals in paid employment will pay £64 when applying for registration with the Scheme. This includes the cost of an enhanced CRB disclosure
- Those in unpaid voluntary activity do not pay the fee.
- Students undertaking vocational courses (medicine, nursing, teaching, etc) have to pay the application fee.
- Fees – to CRB

-	ISA Registration	£64
-	Enhanced CRB check only	£36
-	Standard CRB check only	£26 (1 Oct 09)
-	Volunteers	Free

Bridget answered a number of questions during her talk. She said that she was happy to be contacted if people had further questions.

Contact details: Tel:01905 766215 or bclark@worcestershire.gov.uk

Note from Cathy – the above charges are those of CRB. Organisations that act as umbrella bodies may also make administration charges.

Conclusion

Cathy thanked the speakers for the interesting range of inputs and their willingness to engage in discussions.

Evaluation

Participants were each asked to complete an evaluation form. Feedback from the event was very positive. The only adverse comment was that some people found the venue hard to find particularly as the sat navs took them down country lanes.