

## DBS Eligibility Criteria

To qualify for an Enhanced DBS check with Children or Adult Barred List check, the employment or voluntary position must be prescribed in legislation. To be deemed as being in Regulated Activity, within a rugby setting, the position must meet the following criteria and frequency (when working with children) in order to be deemed Regulated Activity –

*Activity: Teaching, training, instruction, care or supervision of children, carried out by the same person frequently (once a week or more often), or on 4 or more days in a 30-day period, or overnight, all on an unsupervised basis.*

*An Enhanced DBS check (without barred list checks) can be applied for if the role is specified under the activity above. However, at all times the individual must be supervised by an individual in Regulated Activity i.e. has been DBS checked to enhanced level with an appropriate barred list check.*

*In a rugby setting the specified nature must be listed under activity in the Safeguarding Vulnerable Groups Act 2006 (SVGA) and subsequent Protection of Freedoms Bill (POF) 2012 amendments and be an unsupervised activity.*

There are certain roles the RFU are receiving applications for and are **not deemed** eligible for a DBS check, as per below –

☒ Bar Staff/Catering Staff

☒ Youth Registrars

☒ Anyone whose only role is to access database information (e.g. Game Management System).

Bar or catering staff for example - The role itself does not meet the Regulated Activity definition as any contact with children or vulnerable adults is incidental. As such this role is ineligible for a DBS check.

An individual may be eligible for a DBS check if, they hold an additional role that does meet the Regulated Activity criteria e.g. coach. In this type of case, only the main eligible role should be declared on the DBS application.

Additionally, we have encountered queries relating to parents/helpers on overnight tours. Please note that this role will only be eligible for an Enhanced DBS (with Barred List) check if it can be demonstrated that the role is clearly covered by the Regulated Activity criteria (as set out above).

Clubs should not blanket DBS check all their members and volunteers. They must assess each role against the eligible criteria to determine if a check is required.

All job roles that appear on the RFU's online e-DBS system are deemed eligible for an Enhanced DBS check. Additionally, it is important that applicants are set against a role that relates to the correct workforce they will be engaging with e.g. Children, Adults or both. This will allow the Police to disclose any relevant information about an individual depending on their workforce and job role.

It is, however, most important that irrespective of any DBS criteria, that clubs follow safe recruitment procedures and remain mindful of the fact that carrying out a DBS check on an

individual is only part of the risk assessment. Clubs should, if they have any reason for concern over an individual's suitability for a role, carry out further checks through references or other types of enquiry.

The RFU have produced a flowchart providing key questions to ask when determining whether there is eligibility to request a DBS check for rugby related roles.

Please note that this is only a guide and that some roles may require further consideration; please contact the RFU to discuss them further.

Further guidance is available on the Government website ([www.gov.uk](http://www.gov.uk)) and also contained within the Safeguarding Vulnerable Groups Act – <http://www.legislation.gov.uk/ukpga/2006/47/schedule/4>