



Transforming the volunteer journey

Screening

As you will totally appreciate, our overriding consideration when making adult appointments is the safety and security of our young people. For this reason, everyone that takes on a 'formal' adult role in scouting are required to have a cleared enhanced DBS disclosure and two satisfactory references.

As a movement, we are committed to meeting the NSPCC guidelines around safer recruitment. This framework helps us to minimize the risk of appointing someone unsuitable and helps us make sure that new volunteers are 'safe' to work with our young people. To ensure a fair and consistent process we do this through disclosure (DBS) checks, references, welcome chats, and learning.

The guidance is in place to:

- minimise the risk of appointing someone unsuitable
- ensure you select the right person for the role
- make the process fair
- make sure there are records of the process for future reference

Adults that help on an 'occasional basis – occasional being defined by the UK Government as providing support no more than three times in a thirty-day period – do not require a DBS check, unless during that time they:

1. are staying overnight (in the same establishment as young people)
2. may have unsupervised access to young people
3. will be involved with the handling or management of money or personal data

If any of the above are applicable, then they are required to complete a DBS record check through The Scout Association and the check must be cleared before they take part.

PLEASE NOTE: The Scout Association does not accept DBS checks from other organisations. This is because the nature of the information that may be disclosed on an enhanced scout DBS criminal record check may differ from that provided to another organisation.

We seek to be open and accessible to all. A criminal conviction will not necessarily prevent an individual from volunteering. This will, however, depend on the nature of the position and the circumstances and background of their offences.

All convictions, including those that are spent will show on a Disclosure and Barring Service check. Some criminal convictions, disciplinary proceedings or behaviour may disqualify adults from certain roles in scouting, specifically any convictions or disciplinary proceedings which involve the harming of children, young people or vulnerable adults in any way.