BRITISH WRESTLING

DISCLOSURE AND BARRING SERVICE POLICY

PURPOSE AND SCOPE:

British Wrestling will use the Disclosure and Barring Service (DBS), Protecting Vulnerable Groups (PVG) or AccessNI to obtain Disclosures for safer recruitment in wrestling.

The DBS/PVG/AccessNI helps employers make safer recruitment decisions by processing and issuing DBS/PVG/AccessNI checks for England, Wales, Scotland, Northern Ireland, the Channel Islands and Isle of Man. We use an Umbrella Body to submit DBS applications electronically.

Home Nations may have specific criteria that may differ slightly from the listed sections in this document. Please refer to PVG in Scotland and AccessNI in Northern Ireland for the most relevant details.

British Wrestling will carry out DBS/PVG/AccessNI disclosures for:

- British Wrestling staff and volunteers requiring a background check
- Coaching scheme members requiring a background check
- Trainee instructors and coaches undertaking coaching qualifications
- Club Welfare Officers, coaches and other relevant roles in Affiliated Clubs

This Policy will be monitored by the British Wrestling Safeguarding Case Management Group and should be read alongside our Recruitment Policy, Recruitment of Ex-Offenders Policy, and Secure Storage, Handling, Use, Retention and Disposal of DBS Certificates Policy (available at **safeguarding@britishwrestling.org**).

DBS/PVG/ACCESSNI CODE OF PRACTICE

British Wrestling complies fully with the DBS/PVG/AccessNI Code of Practice regarding handling, use, storage, retention and disposal of Disclosures and with Data Protection Act 2018 including GDPR. We treat all applicants fairly and do not discriminate unfairly against any subject of a DBS/PVG/AccessNI check based on conviction or other information revealed.

CRITERIA FOR DBS DISCLOSURES

We will carry out DBS Disclosures where:

The person works or volunteers in a position eligible for an Enhanced DBS Disclosure, PVG check or AccessNI check

For positions in Regulated Activity with children, we will carry out an Enhanced DBS/PVG/AccessNI with barred list check for working with children. For positions in Regulated Activity with adults, we will carry out an Enhanced DBS/PVG/AccessNI with barred list check for working with adults. Some positions may require checks for both.

REGULATED ACTIVITY DEFINITIONS

WITH CHILDREN:

- Teaching, training, instructing, caring for or supervising children, or driving a vehicle only for children
- Undertaking this work frequently (at least 3 times over 28 days), or overnight
- Day to day management or supervision of anyone carrying out the above activities

WITH ADULTS:

- Providing health care (e.g., physiotherapists)
- Providing personal care for adults who can't perform these tasks themselves
- Training, instructing or providing advice to physically assist adults with personal care
- Day to day management or supervision of the above activities

VOLUNTEER/PAID ROLE STATUS:

Applicants must declare whether they are volunteers or in paid roles. Paid positions require a paid role DBS. A volunteer is defined as: *Any person engaged in an activity which involves spending time, unpaid (except for travel and approved expenses), doing something which aims to benefit some third party and not a close relative.*

This may differ slightly with PVG/AccessNI. Please check with British Wrestling or your respective home nation before submitting for a check. .

DBS/PVG/ACCESSNI DISCLOSURE DECISIONS

British Wrestling will risk assess any positive disclosures by suitably trained personnel in accordance with our Ex-offenders Policy. If a DBS is not accepted due to its content:

- The Club Welfare Officer will be informed on a need-to-know basis (no details provided).
- The applicant will not receive a British Wrestling coaching licence.
- Relevant organizations (UK Sport, Sport England, other home nation wrestling bodies) may be informed when necessary for safeguarding.

British Wrestling may accept a DBS/PVG/AccessNI with conditions, such as requiring the applicant to inform their club about their record. British Wrestling's case management group will decide whether an individual with any convictions would be allowed to be involved with any Club.

DBS disclosure is only part of safe recruitment; clubs must also follow other practices such as reference checks.

THE DBS UPDATE SERVICE

The DBS/PVG Update Service (introduced 2013) makes disclosures portable while enabling British Wrestling to check if an applicant's status has changed. If you are already on the update service for either DBS/PVG, British Wrestling will still need to see your origianal certificate and the update service before accepting.

Please contact **safeguarding@britishwrestling.org** for up to date costs.

British Wrestling conducts Status Update Checks at least every 3 years for members who require a DBS and have joined the Update Service. Applicants consent to these checks when completing their initial DBS.

ACCEPTING DBS DISCLOSURES FROM OTHER ORGANIZATIONS

We will consider accepting DBS disclosures from other organizations when:

- The applicant has joined the DBS Update Service
- It's the same level disclosure as we require
- It's a paid role DBS if that's required
- The person provides reliable ID (photo driving licence or passport with utility bill/bank statement)
- A Status Update Check shows no changes to disclosure information

For disclosures with content:

- The original disclosure must be sent to British Wrestling
- Proof of identity is required
- A British Wrestling risk assessment will be conducted by at least 2 trained members of the Safeguarding Committee or Case Management Group

OVERSEAS VETTING

Applicants who have lived abroad for more than 6 months in the last 5 years must provide a Certificate of Good Conduct from those countries if they are Coaching Scheme members or CWOs. They must also complete a DBS if working with children.

For non-Coaching Scheme members, employers must check 5-year residency information and obtain Certificates of Good Conduct.

COMMUNICATION OF POLICY

This policy and related policies will be communicated to affiliated clubs annually by the CEO and are available on our website. DBS applicants will be informed of this policy when applying.

BRITISH WRESTLING

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