

DBS Webinar: Frequently Asked Questions (FAQs)

A list of frequently asked questions compiled before and after the DBS webinar.

1. Are the COVID-19 checks only for individuals that will be providing care or treatment to those with coronavirus?
2. I am struggling to recruit care home staff during the pandemic but they are not technically treating residents with COVID-19 or backfilling roles. Am I entitled to obtain free-of-charge (FOC) checks on these staff?
3. Can I do enhanced DBS checks on all staff working in my care home?
4. Can I carry out standard DBS checks instead of enhanced DBS checks on all ancillary staff I employ (e.g. maintenance, housekeeping, kitchen assistant, admin/IT/ reception)?
5. Can I check both Barred Lists (adults' and children's) for care workers going into people's homes where children may be present?
6. Do new workers that are eligible for the 24-hour emergency Barred List(s) checks or free-of-charge DBS checks, need to be on temporary contracts?
7. Can I recruit an individual once the 24-hour Barred List(s) check result is back, or do I need to wait for the full DBS certificate?
8. Should we put a DBS risk assessment in place for anyone who has applied for a 24-hour emergency check of the Barred List(s)? What should I include in a risk assessment? Is there a template I can use for this?
9. I have people who were volunteering in my care home prior to the outbreak who now want to work for us in a paid role. Do we apply for another DBS?
10. A candidate applying for a COVID-19 role has provided a DBS certificate for the same workforce, which was issued within the last three years, however, the certificate contains convictions. Do I need to carry out a new DBS check?
11. We have volunteers from other organisations that come into our care homes to support residents. Are we allowed to see their DBS certificate, or do we need to carry out a new DBS check?
12. I have had an application from someone who is not frontline care but works in the sector and has not previously needed a DBS. However, they would like to become one of the NHS Responder enhanced volunteers which would require a DBS. Are they able to apply for a funded DBS?
13. If a worker fails to turn up for their shift during the pandemic, can this be referred to DBS?
14. Do the 24-hour emergency checks of the Barred List(s) or the free-of-charge checks apply to the Personal Assistant workforce?
15. Should care providers continue to use their same DBS provider?

Are the COVID-19 checks only for individuals that will be providing care or treatment to those with coronavirus?

The checks apply to healthcare and social care workers in England and Wales, being recruited in connection with the provision of care and treatment of coronavirus, or those being recruited to backfill roles because of the impact of the pandemic. Backfill staff are eligible whether or not they are directly treating or caring for COVID-19 patients. More information can be found [here](#).

I am struggling to recruit care home staff during the pandemic but they are not technically treating residents with COVID-19 or backfilling roles. Am I entitled to obtain free-of-charge (FOC) checks on these staff?

No. The checks are for the roles detailed [here](#), or for backfill staff as detailed above.

Can I do enhanced with barred list(s) DBS checks on all staff working in my care home?

The guidance around eligibility has not changed. Enhanced with barred list(s) DBS checks can only be applied for, for individuals engaging in regulated activity. More information about regulated activity can be found [here](#).

Can I carry out standard DBS checks instead of enhanced DBS checks on all ancillary staff I employ (e.g. maintenance, housekeeping, kitchen assistant, admin/IT/ reception)?

The level of check being applied for should be decided by your organisation, in line with any requirements your regulator has set out.

Can I check both Barred Lists (adults' and children's) for care workers going into people's homes where children may be present?

No. Legally, you can only check a Barred List if the role allows it.

If the care worker is carrying out regulated activity with adults e.g. giving personal care to adults, feeding, washing, or dressing adults because of their age, illness or disability, and a child happens to be living in that household, the care worker has no responsibility for that child. Therefore, you are not legally allowed to carry out a check of the children's Barred List.

Do new workers that are eligible for the 24-hour emergency Barred List(s) checks or free-of-charge DBS checks, need to be on temporary contracts?

This is not for DBS to advise on. You would need to seek guidance from your regulator.

Can I recruit an individual once the 24-hour Barred List(s) check result is back, or do I need to wait for the full DBS certificate?

If there is no match against the Barred List(s), the recruiting organisation can choose to appoint the new recruit into regulated activity with adults and/or children until the full DBS certificate is received, ensuring that appropriate measures are put in place to manage the individual until then.

Should we put a DBS risk assessment in place for anyone who has applied for a 24-hour emergency check of the Barred List(s)? What should I include in a risk assessment? Is there a template I can use for this?

It is best practice for organisations to have a risk assessment in place for every type of role, and revisit it if conditions change. [Skills for Care](#) will be publishing guidance and hosting a webinar on this topic soon.

I have people who were volunteering in my care home prior to the outbreak who now want to work for us in a paid role. Do we apply for another DBS?

As a temporary measure, where you are recruiting into paid employment, you may consider accepting checks previously issued for volunteer roles. This measure should only be taken for roles that are being filled in response to COVID-19. This is a decision to be made by your organisation, in line with your regulator, considering the existing and new roles of the individuals. More information can be found [here](#).

A candidate applying for a COVID-19 role has provided a DBS certificate for the same workforce, which was issued within the last three years, however, the certificate contains convictions. Do I need to carry out a new DBS check?

No. However you should consider the types of convictions, and whether they pose a risk to your service users.

It would be useful to also consider the age of the candidate when they received the convictions, the length of time that has passed and to discuss the circumstances around the behaviour, and look for patterns of reoffending or changed behaviour.

Ask if the candidate is subscribed to the Update Service and if so, ask for their consent to do a status check. That will tell you if there have been any updates to the certificate or if it remains the same. More information about the Update Service can be found [here](#).

We have volunteers from other organisations that come into our care homes to support residents. Are we allowed to see their DBS certificate, or do we need to carry out a new DBS check?

If you are assessing their suitability to work in your care home, you can ask to see their DBS certificate. You should consider how long ago their certificate was issued, and whether it is at the same level and workforce that you would require if you were to submit a new check.

If it is not at the right level or for the correct workforce, you should consider whether you would need to carry out another check. If the new role is a regulated activity role, you cannot legally allow a barred person to carry out that role - a new enhanced with (adults') Barred List DBS check will confirm if the person is on the adults' Barred List.

If the original certificate is at the same level that you require and for the correct workforce, and the candidate is subscribed to the Update Service, ask for their consent to do a status check. That will tell you if there have been any updates to the certificate or if it remains the same. More information about the Update Service can be found [here](#).

I have had an application from someone who is not frontline care, but works in the sector and has not previously needed a DBS check. However, they would like to become one of the 'NHS responder enhanced volunteers' which would require a DBS check. Are they able to apply for a 24-hour emergency check of the Barred List(s) or a free-of-charge check?

More information about eligible roles can be found [here](#).

If a worker fails to turn up for their shift during the pandemic, can this be referred to DBS?

If this is the only concern you have about their behaviour, then it does not meet the requirements for a referral to DBS. More information about barring referrals can be found [here](#).

Do the 24-hour emergency checks of the Barred List(s) or the free-of-charge checks apply to the Personal Assistant workforce?

More information about eligible roles can be found [here](#).

Should care providers continue to use their same DBS provider?

This is a decision for your organisation.