

## What is entailed in the different levels of check?

### Basic DBS Checks

A Basic level check is available to any person for any purpose – a specific job role is not a necessary requirement to obtain this level disclosure as it is a criminal record request for yourself.

#### **What Does a Basic DBS Check Show?**

The Basic DBS entails a search of the PNC for all the details of current convictions, but the certificate result will only reveal unspent convictions and conditional cautions. If a conviction becomes spent any time after a certificate has been issued, this will not be disclosed.

### Standard DBS Check

Standard DBS check is a deep background check used by employers for applicants to see if they are suitable for the role and industry they are applying to. Standard level checks are for persons working within certain regulated positions.

#### **What Does a Standard DBS Check Show?**

A standard DBS check is similar to the Enhanced check and covers checks for the PNC and shows details of spent and unspent criminal convictions, warnings, cautions and reprimands held by Police.

### Enhanced DBS Check

An Enhanced DBS Check looks at the complete criminal history of an individual and is a mandatory process for job roles that involve working with children and vulnerable adults in places such as care homes, hospitals and schools. This ensures those who could present a risk are prevented from working with them.

#### **What Does an Enhanced DBS Check Show?**

An enhanced DBS check will show all unspent and spent criminal convictions, warnings and reprimands and will not only be checked against the Police National Computer (PNC), but it will also be matched against the adult and children's barred lists where applicable. It also holds information held by local police that is considered to be relevant to the role.

If an application is checked against the children's barred list, a list 99 check will be completed. A list 99 check details names of all people who have been barred or restricted from working with children by The Department for Education. The application will undergo local police force checks and, in certain circumstances, the chief operating officer for the local police force may decide to disclose information regarding an applicant if they feel it is necessary for the job role. This situation can occur when an individual had previously been investigated for a crime and, due to the nature of the incident, the information is shared to make the employer aware of the situation.