***objection handling***

***Disclosure and Barring Service (DBS)***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement because they say that it will involve a “lot of effort and hassle around DBS checks”.

| **Employer objection** | **Your response** | ***Where can you find further guidance?*** |
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| **Will I need to get safeguarding checks for my business if I start allowing students in?** | There are two types of checks that you might be referring to.  ***A basic DBS check*** is a criminal record check and will contain details of convictions and conditional cautions that are considered to be unspent under the terms of the Rehabilitation of Offenders Act (ROA) 1974.  ***An enhanced DBS check*** also includes any extra information held on an individual from local police records (if the Chief Police Officer considers it relevant). This would be particularly looking at whether the applicant is on the list of people barred from working in a regulated activity such as working with young people.  Employers generally **do not** need to carry out DBS checks on members of staff supervising young people aged 16 or 17.  It our responsibility for the safeguarding and welfare of students on industry placements – but we will obviously need your cooperation. | [Find out which DBS checks are appropriate on GOV.UK](https://www.gov.uk/find-out-dbs-check) |
| **The whole DBS process would cost us money.** | We can cover the cost of DBS services.  (Check your funding policy) |  |
| **We don’t want to have to get all our staff to undergo these DBS checks in order to supervise the students.** | Employers generally **do not** need to carry out DBS checks on members of staff supervising young people aged 16 or 17.  It is the school that is responsible for the safeguarding and welfare of students on industry placements – but we will obviously need your cooperation. |  |
| **But what about staff who are working one-to-one with students – or in other less common situations – won’t they need DBS checks?** | Whilst it is not a legal requirement, the school may ask a line manager or supervisor to undergo a basic DBS check if they feel this is necessary, in situations such as:   * the student is regularly alone with an adult as part of their work * the placement has a residential component. * the student may be vulnerable (SEND or has a care plan or is in care) * the student needs personal or health care due to a disability (this would involve an enhanced DBS) |  |
| **We would have to get DBS checks for the students because they would be working with children.** | A student may need an enhanced DBS check with children’s barred list information before starting an industry placement in certain sectors - for example, in the health care and early years sector.  This would just be your usual procedure that you carry out with your existing staff i.e. checking that the student is not barred from regulated activity relating to children or vulnerable adults. |  |