



RUGBY FOOTBALL UNION

The Vetting & Barring Scheme (VBS), CRB and YOU – A Brief Guide (as at 18/8/08)

- The governments Independent Safeguarding Authority's (ISA) background checking system **known as the "Vetting & Barring Scheme" (VBS)** for those who work with young people and vulnerable adults comes into force on 12th October 2009.
- This new scheme is law and non-compliance could result in criminal action. It covers what the government call "Regulated Activity". This is an activity where an adult is working in close proximity, on a regular or frequent or intensive basis, with young people or vulnerable adults, thus having the opportunity to build a relationship of trust with them. Training, instructing or supervising young people in Rugby Union are considered Regulated Activities.
- People undertaking a Regulated Activity must apply to be a 'member' of the VBS.
- The law does not apply to senior teams containing 17 year old players.
- The VBS is **not a replacement** for the existing CRB scheme. These two checks will work together, in tandem via a single form, to help safeguard young and vulnerable people and will require **no additional work** over and above what is expected for a CRB check, by the person completing the form.
- The new law relates to both paid staff and volunteers – thus covers many people who work or volunteer in rugby clubs across the country.
- Clubs will need to risk assess (from October 2009) their personnel to identify who should apply for VBS membership. This should include:

Coaches	Medical/first aid	Youth registrars
Parent helpers	Tour staff	Club Welfare Officers
Regular drivers	Tour host families	Stewards
Referees	'Pathfinders'.	Bar staff
Team managers	Photographers/video	Catering Staff

- This new scheme will check individual applicants against its database of individuals who have been banned (by the government) from working with children or vulnerable adults.
- From 12 October 2009, it will be a **criminal offence** to:
 - Apply or volunteer for a job which is a Regulated Activity if you know that you are on the 'barred' list;
 - To appoint someone to a paid or voluntary role within a Regulated Activity if you know they are on the barred list ;
 - Deploy an individual to a paid or voluntary role in a regulated activity, **before** they have become members of the VBS
 - Continue to employ, in paid or voluntary capacity, anyone who has been barred from working with young and vulnerable people since joining VBS
- Applications are **FREE** for volunteers but will cost £64 for paid employees – this will be for a combined VBS and CRB check.
- The VBS membership applications will only ever need to be done once. The 'membership' number **will be transferable & recognised** between all employment and volunteer roles and between different employers.
- If a persons status changes and they become 'barred' then all the individuals 'employers' (paid or voluntary) will be informed.
- CRB checks must still be renewed with the RFU every three years and they are **not transferable between employers**.

For more information on VBS and CRB please visit www.rfu.com/clubs/rusafe or www.isa.gov.org.uk or contact the RFU Safeguarding team on 0208 831 7454. This information is subject to change.

