

Criminal Records Bureau (CRB) checks and initial teacher training (ITT) trainees

Introduction & background

This question and answer leaflet answers some of the most common questions about CRB checks for teacher training students that are asked by schools, local authority staff and others. It reflects existing statutory requirements and guidance and has been approved by, amongst others, the Training & Development Agency for Schools and DFE.

Responsibility for ensuring that trainee teachers are subject to CRB and child protection procedures rests with accredited providers of initial teacher training. ITT providers must act in accordance with the Secretary of State's requirements for ITT which include responsibilities relating to safeguarding. ITT providers are subject to regular OFSTED inspection and can be subject to non-compliance procedures including withdrawal of accreditation if they fail to meet the requirements. ITT providers are required to ensure that all entrants to ITT:

- Have been subject to a Criminal Records Bureau enhanced disclosure and/or any other appropriate background checks,
- Possess the appropriate qualities, attitudes and values expected of a teacher, and
- Are provisionally registered with the GTCE within 28 days of the commencement of their training programmes.

In addition, ITT providers are required to work in partnership with all those who have an interest in initial teacher training. In the safeguarding context, this can include local authorities (LAs), LA designated officers (LADOs), Local Safeguarding Children Boards (LSCBs), schools, and local school representative organisations.

ITT providers take full account of information contained in CRB disclosures when recruiting trainee teachers and will not offer places to those with any convictions that suggest they might pose a risk to children and young people or cast doubt on whether they have the personal qualities expected of teachers. If a trainee teacher with a conviction is offered a place, details (other than those for minor offences deemed by GTCE to be of no consequence) are passed to the GTCE who will consider, on a case by case basis, whether the offence should prevent the trainee from provisionally registering. If the GTCE decides not to provisionally register a trainee teacher they will not be able to continue with their course. Therefore, ITT students will already have been subject to a two-stage vetting and filtering process at the commencement of their ITT programmes.

Frequently asked questions

Q1: Should schools expect to have sight of a trainee's completed CRB disclosure?

- A. No. Responsibility for CRB checking rests with ITT providers who are required to have robust and effective recruitment practices in place - schools cannot be held to account for any decisions taken by providers. ITT providers must not share disclosure information with third parties, and should usually dispose of completed disclosures within six months. Additionally, schools should not require sight of the trainee's copy of the disclosure. Schools should ask the ITT provider for the date of the check and the CRB disclosure reference number in order for this to be entered on their single central record of recruitment and vetting checks. Relevant criminal convictions will have been considered by the GTCE when making its decisions about whether someone meets its criteria for provisional registration and entry into the profession.

Q2: Can trainees whose enhanced CRB disclosure has not yet been received begin training in schools?

- A. Yes. Trainee teachers are sometimes recruited very close to, or even after, the commencement of courses. Therefore, it is not always possible for CRB checks to have been completed before school placements are due to begin. Head teachers can, in such circumstances, accept trainees pending the completion of the CRB process - provided that the ISA Children's barred list has been checked and additional supervision is put in place.

Q3: Should ITT staff be CRB checked?

- A. No. Statutory guidance makes it clear that visitors to schools who will only have contact with children on an ad-hoc or irregular basis are not subject to CRB requirements. This includes ITT staff, provided they are supervised by those who have been subject to appropriate checks and registration (this can include trainees themselves).

Q4: Should trainee teachers on programmes exceeding three years be subject to an additional check after three years?

- A. No. Repeat checks of trainee teachers are not required, nor desirable.

Q5: Should schools and/or local authorities introduce their own safeguarding requirements in addition to those carried out by ITT providers and the GTCE?

- A. No. Existing procedures are robust and effective. Additional requirements are unnecessary and would be wasteful, time-consuming and disproportionate.

Q6: What is the role of Ofsted in relation to trainee teachers and school inspection?

- A. Ofsted look very carefully at safeguarding processes for trainee teachers when they inspect ITT providers. Ofsted inspectors undertaking school inspections are clear that ITT providers, not schools, are responsible for safeguarding processes relating to trainee teachers placed in schools.

Q7: Should a trainee teacher commencing an employment-based ITT programme be CRB checked?

- A. The employer is responsible for initiating the check. An employee such as a teaching assistant, higher level teaching assistant, or cover supervisor that starts an EBTT scheme at the school where they are employed will normally require a new CRB

check, because the transfer to teacher training represents a significant increase in responsibilities and will afford greater access to children and young people.

Q8. *Where can I obtain further information?*

A. Statutory guidance is available at:

www.schoolsrecruitment.dcsf.gov.uk/themes/default/pdfs/content/Safeguarding_Children_and_Safer_Recruitment_in_Education_Booklet.pdf;

TDA guidance on the Secretary of State's requirements for ITT is available at:

www.tda.gov.uk/qts;

Ofsted advice to school inspectors is available at: [www.ofsted.gov.uk/Ofsted-](http://www.ofsted.gov.uk/Ofsted-home/Forms-and-guidance/Browse-all-by/Education-and-skills/Schools/Supplementary-guidance-and-resources)

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