



Secure Storage, Handling, Use, Retention & Disposal of Disclosures and Disclosure Information Policy

General Principles

As an organisation using the Disclosure and Barring Service (DBS) to help assess the suitability of applicants for employment and positions of trust, Ditton Church Pre-School complies fully with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. It also complies fully with its obligations under the General Data Protection Regulation (GDPR), Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information and has a written policy on these matters, which is available to those who wish to see it on request.

Storage and Access

Disclosure information is always kept securely, in lockable, non-portable, storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

Handling

In accordance with Section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. Ditton Church Pre-School maintains a record of all those to whom Disclosures or Disclosure information has been revealed and it is a criminal offence to pass this information to anyone who is not entitled to receive it.

Note: When required by statutory duty to retain Disclosures to demonstrate 'safer recruitment' practice for inspection purposes, this practice will be compliant with the Data Protection Act, Human Rights Act, GDPR and incorporated within our Pre-School policy of handling and safekeeping DBS certificate information. The Disclosure will be destroyed immediately following the inspection.

Usage

Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given.



Retention

Once a recruitment (or other relevant) decision has been made, Ditton Church Pre-School does not keep Disclosure information for any longer than necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep Disclosure information for longer than six months, we will consult with the DBS about this and will give full consideration to the data protection and human rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

Disposal

Once the retention period has elapsed, we will ensure that any Disclosure information is immediately destroyed by secure means, e.g. by shredding, pulping or burning. While awaiting destruction, Disclosure information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of a disclosure. However, notwithstanding the above, we may keep a record of the date of issue of a Disclosure, the name of the subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken.

This policy was adopted by the: Ditton Church Pre-School Management Committee

Date: September 2024

Signed on behalf of the Management Committee:

Role of signatory: Chair of Management Committee

Next review date: September 2025