

VIACOMCBS

2020

PART 1 - CHILD PROTECTION & SAFEGUARDING POLICY



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1. Introduction

ViacomCBS takes its responsibility to safeguard children very seriously and recognises that safeguarding is everyone's responsibility. We work hard to ensure that all children with whom we engage receive equal protection from all types of harm or abuse, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity; an obligation we take very seriously.

This policy has been developed to ensure that this duty is fulfilled by making certain that everyone working for the organisation understands what is required of them should they have any concern for the welfare of a child under the age of 18 years of age.

This policy must always be followed by everyone working, or coming into contact with children, in any capacity and regardless of their employment status, seniority or role (staff, freelancers, independent contractors, suppliers and independent production company, chaperones and parents).

2. Code of Conduct

This policy complements the ViacomCBS Code of Conduct which all staff working with children, in whatever capacity, must adhere. The importance of this Code is that it makes explicit the behaviour that is expected when working within any environment that includes children and therefore makes any deviation from the Code of Conduct easily identifiable. It is not meant to inhibit normal interactions with children, but to support respectful relationships between ViacomCBS staff, children and young people.

This policy also complements the IPSO Code of Ethics for Editors <https://www.ipso.co.uk/editors-code-of-practice/>

3. Terminology

Children refers to anyone under the age of 18 years of age. Children between the age of 16 and 18 years are referred to as young people.

Staff means anyone with a contractual relationship with ViacomCBS.

The policies, regulation and guidance relevant to child protection are the ViacomCBS Child Safeguarding Policy, Child Performance Regulations and the IPSO Code of Ethics for Editors.

4. Definition

4.1 Safeguarding is proactive activity undertaken to promote the welfare of children and protect them from harm.

4.2 Safeguarding means:

- Protecting children from abuse and maltreatment
- Preventing harm to children's health or development
- Ensuring children grow up with the provision of safe and effective care
- Acting to enable all children and young people to have the best outcomes.

4.3 Child protection is part of the safeguarding process and focuses on protecting individual children identified as suffering or likely to suffer significant harm.

4.4 The child protection policy and safeguarding children guidance apply to all children up to the age of 18 years of age

5. Key Principles

5.1 To support the ViacomCBS culture where safeguarding children is everybody's business

5.2 To inform all staff, including freelancers, of their responsibilities to safeguard children in all areas of ViacomCBS

5.3 To ensure that all staff know what to do if they are concerned about the welfare of a child or concerned about the behaviour of an adult who is working with children.

5.4 To ensure staff know where to go for advice and support.

5.5 To make clear that ViacomCBS does not tolerate the commissioning of any form of child abuse including online grooming, possession and distribution of child abuse images, by anyone with a contractual relationship with the organisation, be they staff, freelancers, chaperones, independent contractors, suppliers and independent production companies. Any such behaviour will result in disciplinary proceedings being instigated where appropriate.

6. Roles and Responsibilities

6.1 Everyone working for ViacomCBS in any capacity has a responsibility to safeguard the welfare of children. When ViacomCBS staff interact with children, regardless of the nature of the interaction, there is an implicit duty of care as well as a responsibility to act in the child's best interests if it becomes aware of a risk of harm to a child, even if the risk lies externally to the organisation.

It is the responsibility of all who work for or with ViacomCBS, including staff, freelancers, chaperones, parents, independent contractors, suppliers and production companies to create a culture where the welfare of children is integral; and a working environment where the potential to perpetrate abuse is minimised and prevented.

6.2 ViacomCBS has identified key people across the organisation for whom extra safeguarding training has been given. These people are the point of contact for all concerns regarding the welfare of children and it is important that you know who your point of contact is.

7.0 What may make me concerned about a child?

7.1 Types of concern

You may be concerned about the welfare of a child for several reasons. For example: you may have observed an injury; witnessed or heard an interaction between children or between an adult and a child; you may be concerned about bullying or inappropriate use of mobile phones; you may know of someone who has been, or is, accessing or sharing child sex abuse images; a child may exhibit inappropriate sexualised behaviour or awareness, or look neglected or withdrawn in their behaviour; or a child might make a disclosure to you that they or someone they know is being abused.

7.2 What action must I take if I am concerned for a child?

If you have any concern for the welfare of a child, it is important that you share it with the Director of Child and Contributor Welfare in the first instance or Viacom International Security.

You may find yourself in the situation where a child discloses information that may suggest they are at risk of, or have been, abused. It is important that you tell them that you cannot keep this information to yourself and that you must tell someone else in order to keep them safe.

7.3 It is important that you:

- Remain calm and do not show shock or disbelief
- Listen carefully to what is being said
- Do not ask detailed, probing or leading questions
- Tell them that you take what they are saying seriously
- Tell them what you are going to do next and that you will only tell people who you think need to know.
- Tell them that when you have spoken to someone, they will be told what is going to happen next.

7.4 **Whatever your concern** - whether you have been told something by a child or another person, whether you have seen or heard something that has made you uncomfortable, or whether you become aware of a breach of the ViacomCBS Code of Conduct – **YOU MUST SHARE IT** with the Director of Child and Contributor Welfare in the first instance or Viacom International Security.

7.5 Do not ignore a concern or do nothing. You are not expected to decide what is significant or whether abuse or harm has happened, but you are expected to share information by alerting the Director, Child and Contributor Welfare in the first instance or Viacom International Security immediately. Do not delay in taking whatever action is necessary to safeguard the child.

7.6 Once you have shared your concern, the Director, Child and Contributor Welfare or Viacom International Security will decide the next course of action and they will be responsible for taking this forward.

7.7 Potential outcomes, dependent on the seriousness of the concern, could be a referral to a statutory agency such as police or the NSPCC. The information you hold may be important in building a bigger picture and in helping to safeguard the child.

7.7 If the parent is not aware of the disclosure it is important to take advice from the Director, Child and Contributor Welfare, or Viacom International Security before saying anything as this situation would need to be handled sensitively.
If the concerns relate to them, it is better to wait if possible, for guidance from the police or the NSPCC as to how much information can be shared.

7.8 **What if the child is in immediate danger or requires medical attention?**

Dial 999 and ask for the police. Having made sure the child is safe, contact the Director, Child and Contributor Welfare or Viacom International Security immediately to let them know what has happened.

7.9 Finally, it is important that you make a record of your concerns, what you were told and by whom. Make sure it is dated, accurate, factual, written as close to the event as possible i.e. within 24 hours. Remember to use the child's language if they have made an allegation to you. This record should be given to the Director, Child and Contributor Welfare or Viacom International Security.

8 Safeguarding Children Online

8.1 If you have any safeguarding concerns, whether you moderate a website, have received user generated content (UGC) or any image of a child that makes you uncomfortable, any child abuse images on any work electronic device or work email account, or have become aware of online grooming or cyberbullying these must be referred to the immediately Viacom International Security. **If you have received anything that you suspect may contain child abuse images it is vital that you do not open them or forward them on.** You must alert Viacom International Security immediately who are responsible for taking the necessary action to refer and alert the appropriate agencies.

8.2 If you receive child abuse images via your personal email account or on any personal mobile device, you are strongly advised to contact either Viacom International Security who will be able to advise you, the police or the Internet Watch Foundation as they can remove child abuse images from the internet.

Appendices

APPENDIX 1

1.0 What is Child Abuse?

Child abuse is any action by another person – adult or child – that causes significant harm to a child. It can be physical, sexual or emotional, but can also be about a lack of love, care and attention. We know that neglect, whatever form it takes, can be as damaging to a child as physical abuse.

- 1.1 An abused child can experience more than one type of abuse, as well as other difficulties in their lives. It can often happen over a time period, rather than being a one-off event, and increasingly it can happen online.
- 1.2 We know that children are more vulnerable to abuse because they have a disability, or because they are experiencing parental and child mental health issues, bullying, parental or child substance misuse, such as drugs or alcohol, and behavioural issues including exclusion from education, social isolation etc.

2.0 Types of Child Abuse

- 2.1 **Physical abuse** happens when a child is deliberately hurt, causing injuries such as cuts, bruises, burns and broken bones. It can involve hitting, kicking, shaking, throwing, poisoning, burning or suffocating.

It's also physical abuse if a parent or carer makes up or causes the symptoms of illness in children. For example, they may give them medicine they don't need, making them unwell. This is known as fabricated or induced illness (FI).

- 2.2 **Emotional Abuse** is the emotional maltreatment or neglect of a child. It is sometimes called psychological abuse and can cause children serious harm. It may lead to a child thinking that they are worthless, unloved and inadequate. It may include expecting a child to be able to do more than their stage of development would allow, such as expecting a baby to feed themselves, be toilet trained or not to cry, as well as being over protective and stopping children from having opportunities to explore or participate in normal social interaction. It can also include seeing or hearing domestic abuse, being subject to or witnessing bullying (including cyber bullying) which can cause a child to frequently feel frightened or in danger. Emotional abuse is a factor in all forms of abuse although it may exist alone.
- 2.3 **Neglect** is the ongoing failure to meet a child's basic needs. It is dangerous and children can suffer serious and long-term harm. Neglect may occur during pregnancy because of maternal alcohol or drug misuse, but once a child is born, neglect may involve a parent or carer failing to provide adequate food, clothing and shelter, lack of supervision, access to medical care or keeping the child safe from danger. It may also include unresponsiveness to a child's basic emotional needs.
- 2.4 **Sexual Abuse** is when a child is forced or persuaded to take part in sexual activities. This does not have to be physical contact, but could involve children looking at, or being the subject of sexual images, encouraging children to behave in sexually inappropriate ways, or grooming a child in

preparation for abuse. It doesn't necessarily involve violence and the child may not be aware that what is happening is abuse.

Child sexual abuse can involve contact abuse and/or non-contact abuse. Contact abuse happens when the abuser makes physical contact with the child. Sexual abuse is not solely perpetrated by adult men; women can also commit acts of sexual abuse, as can other children.

2.5 **Online Abuse** is any type of abuse that happens on the web and includes sexual abuse including grooming and sexual exploitation and bullying.

When bullying (known as cyberbullying) happens online it can involve social networks, games and mobile devices and includes -

- sending threatening or abusive text messages
- creating and sharing embarrassing images or videos
- 'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games
- excluding children from online games, activities or friendship groups
- setting up hate sites or groups focusing on a specific child or young person
- encouraging young people to self-harm
- voting for or against a child or young person in an abusive poll
- creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.

2.6 **Child sexual exploitation (CSE)** is a type of sexual abuse. Young people in exploitative situations and relationships receive things such as gifts, money, drugs, alcohol, status or affection in exchange for taking part in sexual activities and may be tricked into believing they're in a loving, consensual relationship. They often trust their abuser and don't understand that they're being abused. They may depend on their abuser or be too scared to tell anyone what's happening. They might be invited to parties and given drugs and alcohol before being sexually exploited and subject to violent, humiliating and degrading sexual assaults which may involve multiple perpetrators.

Some children and young people are trafficked into or within the UK for the purpose of sexual exploitation. Sexual exploitation can also happen to young people in gangs.

2.7 **Harmful sexual behaviour** occurs when children and young people engage in sexual behaviour (HSB) which harms themselves and others.

It can include:

- using sexually explicit words and phrases
- inappropriate touching
- using sexual violence or threats
- full penetrative sex with other children or adults.

Sexual behaviour between children is considered harmful if one of the children is much older, particularly if there is more than 2 years' difference in age or if one of the children is pre-pubescent and the other isn't. However, a younger child can abuse an older child, particularly if they have power over them for example, if the older child is disabled.

2.8 **Domestic abuse** is any type of controlling, bullying, threatening or violent behaviour between people who are or were in an intimate relationship. There are many different types of abusive behaviours that can occur within intimate relationships, including emotional, sexual, financial,

psychological and physical abuse. Both males and females can be abused or be abusers and domestic abuse can happen in any relationship regardless of age (including relationships between young people aged 16 and 17), sexuality, gender identity, race or religious identity.

Exposing children to domestic abuse is also considered abusive. Children can be directly involved in incidents of domestic abuse or they may be harmed by seeing or hearing the abuse happening. Children in homes where there is domestic abuse are also at risk of other types of abuse or neglect.

2.9 **Bullying** is behaviour that hurts someone and can happen anywhere – at school, at home or online. It usually happens over a lengthy time period and can harm a child both physically and emotionally.

Bullying includes:

- verbal abuse, such as name calling
- non-verbal abuse, such as hand signs or glaring
- emotional abuse, such as threatening, intimidating or humiliating someone
- exclusion, such as ignoring or isolating someone
- undermining, by constant criticism or spreading rumours
- controlling or manipulating someone
- racial, sexual or homophobic bullying
- physical assaults, such as hitting and pushing
- making silent, hoax or abusive calls.

2.10 **Child trafficking** is a form of child abuse. Traffickers trick, force or persuade children to leave their homes. They use grooming techniques to gain the trust of a child, family or community. Children can be trafficked into the UK from overseas, but also be trafficked from one part of the UK to another.

Children are trafficked for:

- child sexual exploitation
- benefit fraud
- forced marriage
- domestic servitude such as cleaning, childcare, cooking
- forced labour in factories or agriculture
- criminal exploitation such as cannabis cultivation, pickpocketing, begging, transporting, drugs, selling pirated DVDs and bag theft.

When children are trafficked, they may experience other forms of abuse such as physical, sexual and emotional abuse in order to control them and they're also likely to suffer physical and emotional neglect.

Child trafficking may involve organised criminals who recruit, transport and exploit children and young people but can also be organised by individuals and the children's own families.

2.11 **Modern slavery** is another term which may be used in relation to child trafficking. Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking (HM Government, 2014). The Modern Slavery Act passed in 2015 in England and Wales categorises offences of slavery, servitude, forced or compulsory labour and human trafficking (NCA, 2017).

2.12 **Female genital mutilation** (FGM) is illegal in the UK and is a form of child abuse. It involves the partial or total removal of external female genitalia for non-medical reasons and is also known as female circumcision or cutting. Religious, social or cultural reasons are sometimes given for FGM but its effect can cause severe and long-lasting damage to physical and emotional health. The age at which FGM is carried out varies and it may be carried out when a girl is new-born, during childhood or adolescence, just before marriage or during pregnancy.

APPENDIX 2

1.0 What do I do if I have concerns about an adult's behaviour with children?

1.1 If you have concerns about the behaviour of an adult towards a child, be they a manager, colleague, friend, parent or chaperone etc., you must speak to the Director, Child and Contributor Welfare or Viacom International Security. You can be confident that you will not suffer any personal detriment by sharing your concerns.

1.2 You may be concerned that an adult:

- Is behaving, or has behaved, in such a way that a child has been harmed or may be harmed;
- Possibly may have committed a criminal offence against a child; or
- Has behaved towards a child or children in a way that indicates they may pose a risk of harm to children

AND/OR

The behaviour of the individual compromises the reputation and ability of the ViacomCBS to safeguard children and young people. Examples of such behaviour (not exhaustive) could be:

- Contravening or continuing to contravene any safe practice guidance for working with children given by the ViacomCBS;
- Exploiting or abusing a position of trust and/or power;
- Consistently demonstrating a failure to understand or appreciate how their own actions could adversely impact upon the safety and well-being of a child;
- Exhibiting an inability to make sound professional judgements which safeguard the welfare of children;
- Failing to adequately follow ViacomCBS policy or procedures relating to safeguarding and promoting the welfare of children;
- Failing to understand or recognise the need for clear personal and professional boundaries in their work; or
- Behaving in such a way that it seriously undermines the trust and confidence placed in them by the ViacomCBS.

2.0 Managing Allegations

2.1 There may be up to three strands in the consideration of an allegation:

- Consideration by an employer of disciplinary action in respect of the individual;
- A police investigation of a possible criminal offence; and
- Enquiries and assessment by Children's Services as to whether the child needs protection or in need of services

2.2 Although this policy states that concerns about the behaviour of an adult towards children should be referred to the Director, Child and Contributor Welfare Officer or Viacom International Security, there are other routes by which such concerns may be brought to the attention of

ViacomCBS such as the Whistleblowing policy, via HR, the police or members of the public. However, regardless of how the allegation has arisen the following process should be followed.

- 2.3 Any allegation or concern should be reported immediately to any of the following Senior Managers:
- Director, Child and Contributor Welfare
 - HR
 - Viacom International Security
 - Compliance
 - Business and Legal Affairs
- 2.4 On receipt of the allegation the Senior Manager will be responsible for consulting with:
- Director, Child and Contributor Welfare
 - HR
 - Viacom International Security
 - Brand Child Protection Lead
 - Compliance
 - Business and Legal Affairs
- 2.5 This discussion should take place within one working day of the allegation being made. The nature of the allegation will be discussed between the above parties and will consider:
- The seriousness of the allegation and the evidence provided to support the allegation at that point;
 - Whether a criminal offence may have been committed;
 - The potential risk to the child and whether a referral to the police, Children's Services or the Designated Officer (DO, England only) should be made;
 - The action, from an employment perspective, that should be taken to investigate the allegations and provide support to the employee and alleged perpetrator (if ViacomCBS employs them too);
 - What actions are to be taken if the individual is freelance or a contractor;
 - Whether the alleged perpetrator should continue in their role, be given alternative duties or be suspended;
 - Where an allegation relates to online sexual abuse a referral to the Child Exploitation Online Protection Centre (CEOP) will be necessary. They will also need to consider how the parents/carers of the child are to be informed and what support will be required for the child;
 - Any referral to the police, Children's Services or DO should be made within one working day of the allegation; and
 - A record will be kept of the allegations made, how the allegations are to be followed up, the agreed actions, timescales and who will take the lead in the process.
- 2.6 If the outcome of the above is that no referral to a statutory agency is required or that, following an initial investigation, the allegation/concern is considered low risk, the relevant internal policies should be followed. Confidentiality for the alleged perpetrator, alleged victim and any alleged witnesses must be maintained. If during the investigation further information comes to light that changes the perceived level of risk, this should be shared, and further actions agreed.

- 2.7 If the initial discussion concludes that the allegation/concern is high risk and requires a referral to a statutory agency, other relevant ViacomCBS departments may need to be brought in to agree what actions will be taken in line with the above process. Any referral to a statutory agency and/or DO must be completed within 24 hours of the concern being raised. Referral to the Police, Children's Services or DO does not preclude ViacomCBS from instigating its own disciplinary procedures, but it is advisable to obtain guidance from the statutory agency so that any criminal or safeguarding investigation is not compromised.
- 2.8 If, during the investigation or any subsequent disciplinary proceedings, the person under investigation decides to resign or cease to co-operate in the process, it is important that the process continues to its conclusion.
- 2.9 Once the process is concluded ViacomCBS will review the case in order to consider any emerging lessons and actions to be taken.
- 2.10 Any publicity about the related incident/concern should uphold confidentiality so it is important that the media response is planned carefully.

3.0 The Designated Officer (DO) Role

- 3.1 Each county, unitary, metropolitan and London local authority will have a Designated Officer (DO).

The DO is responsible for:

- Providing advice, information and guidance to employers and voluntary organisations around allegations and concerns regarding paid and unpaid worker;
- Managing and overseeing individual cases from all partner agencies;
- Ensuring the child's voice is heard and that they are safeguarded;
- Ensuring there is a consistent, fair and thorough process for all adults working with children and young people against whom an allegation is made;
- Monitoring the progress of cases to ensure they are dealt with as quickly as possible; and
- Recommending a referral and chairing the strategy meeting in cases where the allegation requires investigation by police and/or social care.

- 3.2 Once contacted by an employer a Designated Officer will want to:

- Obtain further details of the allegation and the circumstances in which it was made;
- Advise on what, if anything, may be shared with the person who is the subject of an allegation, particularly in situations that may lead to a criminal investigation; and
- Support a referral to the police or to Children's Services if this has not already happened.

4.0 Referral to the Disclosure & Barring Service (DBS) and Disclosure Scotland

- 4.1 If the ViacomCBS removes an employee from working with children (or would have, had the person not left first) because the person is believed to pose a risk of harm to children, the ViacomCBS must make a referral to the Disclosure and Barring Service/Disclosure Scotland:
- The relevant DBS Referral Form and guidance can be at <https://www.gov.uk/government/publications/dbs-referrals-form-and-guidance>
 - The relevant Disclosure Scotland Referral Form and guidance is at <http://www.disclosurescotland.co.uk/guidance/index.html>
- 4.2 Employers have a legal duty to refer someone to the DBS/Disclosure Scotland if they:
- Dismissed them because they harmed a child;
 - Dismissed them or removed them from working in a regulated activity or (regulated work in Scotland) because they might have harmed a child;
 - Had planned to dismiss them for either of these reasons, but the person resigned first; or
 - Information comes to light that, had it been known before, would have led to the person being removed from working in a regulated activity/work
- 4.3 The referral must take place within 3 months of the criteria being met and it is an offence not to do so.
- 4.4 A decision to refer will be taken by Legal in conjunction with the HR Director, Employment

APPENDIX 3

The Legal Context

1.0 Acts and Statutory Guidance across the UK

1.1 The UN Convention on the Rights of the Child (1989)

The UK government signed up to this legislation in 1990 and it was enacted in 1992. It requires each signatory state to recognise that every child has:

- The right to a childhood including protection from all forms of violence (Article 6, 19, 34, 36)
- The right to have their best interests at the heart of all we do (Article 3)
- The right to be educated (Article 28, 29, 32)
- The right to be healthy (Article 6, 31)
- The right to be treated fairly (Article 4)
- The right to privacy (Article 16)
- The right to be heard including considering children's views (Article 12, 13, 14, 15, 23)
- Access to information from the media in a form they can understand (Article 13, 17)

1.2 The Equality Act 2010

This Act places a responsibility on public authorities to have due regard to the need to eliminate discrimination and promote equality of opportunity. This applies to the process of identification of need and risk faced by an individual child and the process of assessment. No child or group of children must be treated any less favourably than others in being able to access effective services which meet their specific needs;

1.3 Key Safeguarding Children Legislation

England

- Children Act 1989
- Children Act 2004
- Children and Social Work Act 2017
- Safeguarding Vulnerable Groups 2006

Scotland

- Children (Scotland) Act 1995
- Safeguarding Vulnerable Groups (Scotland) 2007
- Children and Young People (Scotland) Act 2014
- Getting it right for every child 2018

Wales

- Children Act 1989
- Children Act 2004

- Wellbeing of Future Generations (Wales) Act 2015
- Rights of Children and Young Persons Measure (Wales)
- Safeguarding Vulnerable Groups 2006
- Social Services & Wellbeing Act (Wales) 2014

Northern Ireland

- The Children (Northern Ireland) Order 1995
- Children's Services Co-operation Act (2015)
- Safeguarding Board Act (Northern Ireland) 2011
- Safeguarding Vulnerable Groups (Northern Ireland) Order 2006
- Criminal Law Act (Northern Ireland) 1967

1.4 As well as legislation each nation has statutory guidance which directs how safeguarding and child protection services should be managed.

- England - Working Together to Safeguard Children' (Department for Education, 2018).
- Scotland - National Guidance for Child Protection (Scottish Government 2017)
- Wales - Working Together to Safeguard People 2017 (Welsh Assembly Government, 2007).
- Northern Ireland - Co-operating to safeguard children and young people in Northern Ireland (Department of Health 2017)

1.5 While guidance documents are aimed at statutory agencies, they emphasise three areas of importance when working with children:

- A child centred approach
- It's everyone's responsibility to keep children safe
- Everyone who encounters children has a role to play in identifying concerns, sharing information and taking prompt action

2.0 Criminal Records Checks

2.1 **Disclosure & Barring Service (DBS)** undertakes criminal record checks in England and Wales for specific positions, professions, employment, offices, works and licences included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 and those prescribed in the Police Act 1997 (Criminal Records) regulations. Its role is to support employers to make safer recruitment decisions. It also manages the DBS Update Service which is an online subscription service to which people who work with children can subscribe. This helps them keep their DBS certificate up to date and allow employers to check a certificate online.

2.2 **Disclosure Scotland** undertakes criminal background checks under the Protection of Vulnerable Groups (Scotland) Act 2007 Scheme and Part V of the Police Act 1997. They also manage the Protecting Vulnerable Groups Scheme (PVGS) which is a membership scheme for people who work with children or vulnerable adults. Their role is to help employers make safer decisions when they're recruiting people and to make sure unsuitable people don't work with vulnerable groups, including children. Employers can electronically check a member's record at any time to make sure they're still safe to work with these groups.

2.3 **Access NI** is the system in Northern Ireland for the disclosure of an individual's criminal history to help organisations make safer recruitment decisions. Its job is to supply certificates that show

whether people who want to work in certain types of jobs, for example with children and or vulnerable adults, have a criminal record or if other important information is known about them. It operates within Part V of the Police Act 1997.

3.0 Child Performance Licenses

3.1 As the legislation for engaging children in performances differ in each nation it is important when planning to work with a child to ensure that the relevant legislation is adhered to. Further information can be found by following the links below.

- England – Children (Performances and Activities) (England) Regulations 2014.
<https://www.gov.uk/government/publications/child-performance-and-activities-licensing-legislation>
- Scotland - Children (Performances and Activities) (Scotland) Regulations 2014
<https://www.gov.scot/publications/young-performers-guide-parents-guardians/>
- Wales - Children (Performances and Activities) (Wales) Regulations 2015.
<https://learning.gov.wales/resources/browse-all/keeping-young-performers-safe?!lang=en>
- Northern Ireland - Children (Public Performances) Regulations (Northern Ireland) 1996
<https://www.gov.uk/child-performance-licence-northern-ireland>

4 Data Protection Act 2018

<https://ico.org.uk/for-organisations/guide-to-data-protection/guide-to-the-general-data-protection-regulation-gdpr/>