

DBS requirements for work experience (Criminal Barring & Disclosure Service Guidance)

Do students need DBS Checks for work experience placements?

Doing a work experience placement can be hugely beneficial. It can give students an insight into the world of work, equip them with new skills and knowledge and help them make informed career decisions. But do they need DBS Checks for work experience?

Firstly, this will depend on their age. Only students aged 16 or over can have a DBS Check. If they're 16 or over, then the usual eligibility criteria will apply.

If the student will be carrying out regulated activity with children and/or adults as part of their work experience role, they'll be eligible for an Enhanced DBS Check with a check of the relevant barred list.

For example, somebody doing a placement in a school as a teaching assistant would be eligible for an Enhanced Check with a children's barred list check – as long as they meet the frequency of at least once a week (or three or more times) in a 30-day period.

A student working in a hospital where they have access to patients but aren't providing any care or other regulated activity would be eligible for a Standard DBS Check.

Do students on work experience qualify for volunteer DBS Checks?

The DBS provides disclosures for volunteers free of charge. However, there is a specific set of requirements that volunteers must meet to be eligible for one of these checks.

Anyone who is carrying out a placement as part of their course is **not** classed as a volunteer, so **cannot** have a volunteer DBS Check – they need to have a paid for check.

Do work experience supervisors need DBS Checks?

Anyone who teaches, trains, instructs or provides guidance to children on a regular basis is carrying out regulated activity, and is eligible for an Enhanced DBS Check with a check of the children's barred list.

This will apply to anyone who supervises a child on work experience in the following scenarios:

- Someone supervising a child aged under 18 who is doing work experience that **is not part** of the child's usual employment (including voluntary work)
- Someone supervising a child aged under 16 who is doing work experience that **is part** of the child's usual employment (including voluntary work)
- Someone supervising a child aged 16 or 17 who is on a work experience placement arranged by their school or as part of the Duke of Edinburgh Award, if the supervisor has been employed specifically for the purpose of carrying out a regulated activity with the child

In all these scenarios, the supervisor must be carrying out the regulated activity at least once a week or three or more times in a 30-day period to be eligible for an Enhanced Check.