

DBS/CRB Checks

Some jobs you apply for may require you to undertake a DBS/CRB check, find below the basics of what you need to know about these checks.

Why do employers do background checks?

Employers these days want to make sure that:

- You are who you say you are
- You are the type of person who will fit into their organisation
- You are safe to work with vulnerable people

That's why they do background and DBS/CRB checks.

What is a background check?

It can include checking any of the following:

- Age, aliases, date of birth, relatives
- Crimes committed, arrests
- Marriage and divorce records
- Bankruptcies
- Civil records and judgements
- Social media information and online presence

What is a DBS/CRB check?

There is no difference between DBS and CRB.

DBS stands for Disclosure and Barring Service

CRB stands for Criminal Records Bureau

What are the types of disclosure?

Basic: Requested by an employer as part of a judge of character

Standard: Most common in security, financial and legal industries

Enhanced: Required in many education & healthcare where there are children / vulnerable adults.

Enhanced Barred List: The same as the enhanced check but also includes whether the applicant is on the list of people barred from working the role.

How long does the application process take?

Basic checks can take up to 2 weeks, whereas standard and enhanced checks can take around up to 8 weeks or in some cases sometimes longer. Usually it all takes 2 weeks unless there is a backlog of applications. However, enhanced checks do normally take longer than basic and standard checks.

How long does it last?

Although there is no official expiry date, most employers recheck these every 3 years.

Do I have to pay for it?

There is no law that states that employers should pay, so some will expect their new employees to shoulder the cost. Prices include:

- **Basic:** £23
- **Standard:** £23
- **Enhanced:** £40 (with and without barred list check)

Some organisations may charge you an administration fee that is separate to the DBS fee.

Where do I find out more?

Check out www.gov.uk and search for DBS

