

Criminal Activities and Enhanced DBS Check Policy

Date: Wednesday, 01 January 2026

Review Date: Thursday, 01 January 2027

Britannica Safety Ltd is dedicated to maintaining high standards of safety, trust, and integrity. Due to the sensitive nature of our work in care homes, nursing homes, schools, and similar environments, we uphold stringent policies regarding criminal activities and DBS checks.

Our Commitments:

1. Zero Tolerance to Criminal Activities

- Britannica Safety Ltd strictly prohibits involvement in any criminal activities by employees or representatives.
- Any suspicion or confirmation of criminal activity will result in immediate disciplinary action, up to and including dismissal, and may also involve reporting to relevant authorities.

2. Enhanced DBS Checks

- All employees, contractors, and representatives conducting assessments or training in sensitive environments, such as care homes, nursing homes, and schools, are required to undertake Enhanced Disclosure and Barring Service (DBS) checks. Britannica Safety Ltd may also perform periodic DBS checks throughout employment, including checks via the DBS Update Service, to ensure ongoing compliance and safety.
- Enhanced DBS checks must be completed and deemed satisfactory before commencement of employment or engagement in regulated activities.

3. Exemption and Compliance

- Britannica Safety Ltd is exempt from standard DBS restrictions due to the nature of our assessments and training in regulated environments.
- Compliance with Enhanced DBS requirements is compulsory for all roles involving direct or indirect contact with vulnerable groups.

4. Reporting Obligations

- Employees must immediately disclose to management any criminal convictions, cautions, or pending investigations.
- Failure to promptly disclose relevant information will result in disciplinary action.

5. Data Protection

- DBS check information will be handled confidentially, securely stored, and only accessed by authorised personnel, in line with our Data Protection Policy.

6. Training and Awareness

- Regular training will be provided to staff on recognising, reporting, and responding appropriately to any concerns or suspicions relating to criminal activities.

7. Continuous Review and Improvement

- This policy will be regularly reviewed to ensure continued compliance with all relevant legal standards and regulations.

Britannica Safety Ltd remains committed to maintaining high ethical standards, safeguarding vulnerable individuals, and ensuring public trust.

Signed:

Christopher Driver

Director