



Pathfinders Camp

DBS Checking

Charity: 1171466

Summary

Pathfinders Camp assiduously checks volunteer helpers by use of the government's Disclosure and Barring Service (DBS).

Purpose

The 'duty of care' is a common law duty to take reasonable care to avoid causing harm to others. All organisations thus have a duty of care towards their volunteers. This duty is backed up by Section 3 of the Health and Safety at Work Act 1974, which places a legislative duty on employers to protect employees, including volunteers, from harm.

More specifically, Pathfinders Camp wants to provide the best possible experience for everyone attending camp and this means that checking all volunteer helpers with the DBS is essential.

Checking Details

Domain

Pathfinders Camp is required by law to have all crew members and volunteer helpers DBS checked. There can be no exceptions.

DBS Checks

All crew members and volunteer helpers may be called upon to provide personal care to the campers attending Pathfinders Camp. Most volunteer helpers will be 18 years or older, however, younger helpers may be recruited at the camp leader's discretion. This makes it necessary to ensure that none of the volunteer helpers or crew members appear on the barring list for working with children.

All crew members and volunteer helpers are therefore required to hold an enhanced disclosure certificate that includes the barring list check for work with vulnerable adults and with children. Pathfinders Camp is able to accept an existing DBS certificate, issued within the last 12 months, so long as it is an enhanced disclosure and includes the checks of the barring lists for work with vulnerable adults and children.



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Costs

Whilst there is no cost for a volunteer's DBS check, there is a cost for both the umbrella company we use to carry out the checks and the Post Office who verifies identities. Pathfinders Camp pays the umbrella company directly for the checks undertaken and is able to reimburse crew members and volunteer helpers for the Post Office ID checking charge.

We encourage all volunteers make use of the DBS update service to ensure that their DBS status remains current and to reduce the costs incurred by Pathfinders Camp if they volunteer again in subsequent years.

Reviewer: Dave Grosvenor

Reviewer: Jane Pyzniuk

Role: Trustee

Role: Chair of Trustees

Date: 6th January 2023

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