

Being Safe - references and police (CRB) checks

References

Once you have selected the candidate we highly recommend that you wait for references to arrive before the employment starts. At DASL we will contact references for you and pass them to you on arrival. Even if you really liked the candidate and want them to start right away, a reference can indicate if there were problems in past employment.

Police checks

These checks are to ensure if the person you wish to employ has a criminal record and are carried out by social services on your behalf. The prospective candidate will fill out the form and take this with proof of their identity to the social services department. This is an essential requirement if you are employing staff to look after a child. Lambeth will also carry out a check if requested if the personal assistant will be working with a vulnerable adult.

If, as an adult, you do not wish for a police check then this is your decision.

On the application form the applicant is asked about previous convictions, and is by law, required to answer this question. It will be your decision as to whether you employ any individual with a criminal record.