

Disclosure Handling and Retention Policy

- **General Principles**

As an organisation using the Criminal Records Bureau Disclosure service to help assess the suitability of applicants for positions of trust, we comply fully with the CRB Code of Practice regarding correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. We also comply fully with our obligations under the Data Protection Act 1998 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of Disclosure information.

- **Storage and Access**

Disclosure information should be kept securely, in lockable, non-portable storage containers with access strictly controlled and limited to those who are entitled to see it as part of their duties.

- **Handling**

In accordance with Section 124 of the Police Act 1997, Disclosure information is only passed to those who are authorised to receive it in the course of their duties. We maintain a record of all those to whom Disclosures or Disclosure information has been revealed. It is a criminal offence to pass this information on to anyone who is not entitled to receive it.

- **Usage**

Disclosure information is only used for the purpose for which it was requested and for which the applicant's full consent has been given.

- **Retention**

Once a recruitment (or other relevant) decision has been made, we do not keep the Disclosure information for any longer than is necessary. This is generally for a period of up to six months, to allow for the resolution of disputes or complaints. If, in exceptional circumstances, it is necessary to keep Disclosure information for longer, we will consult the CRB and will give full consideration to the data protection and human rights of the individual before doing so. Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

- **Disposal**

Once the retention period has elapsed, we will ensure that any Disclosure information is immediately destroyed securely i.e. by shredding, pulping or burning. While awaiting destruction, Disclosure information will not be kept in any insecure container (e.g. waste bin or confidential waste sack). We will not keep any photocopy or other image of the Disclosure or any copy or representation of the contents of the Disclosure, the name of a subject, the type of Disclosure requested, the position for which the Disclosure was requested, the unique reference number of the Disclosure and the details of the recruitment decision taken.

Adopted 11th June 2008

N.H. Heald Company Secretary

