



Referrals Policy (Disclosure Scotland)

Lead/Owner	CEO
Date of Approval	29/08/2024
Author/Reviewer	CEO
Next Review Date	29/08/2025
Related Policies	
Level of Approval	Board of Trustees

This policy is relevant to all those involved in making recruitment/disciplinary decisions within Compassionate Inverclyde.

When a volunteer or member of staff is permanently removed from a regulated work position, there are certain circumstances where Compassionate Inverclyde must notify the Protection Unit at Disclosure Scotland that this has happened. This is called “Making a Referral”. If Compassionate Inverclyde were to permanently remove the individual, the actions detailed in this policy will continue to apply (even if a member of staff or volunteer leaves their regulated work position prior to any action being taken, irrespective of the reason that they leave).

2 conditions must be met before we let Disclosure Scotland know that something has happened.

Condition 1 – A person has been permanently removed/removed themselves from regulated work.

Condition 2 – At least 1 of the following 5 grounds apply:

- Caused harm to a child or protected adult
- Placed someone at risk of harm
- Engaged in inappropriate conduct involving pornography
- Engaged in inappropriate sexual conduct
- Given inappropriate medical treatment

When both of these conditions have been met, it is a legal requirement that we must let Disclosure Scotland know by making a referral within 3 months of the permanent removal of the individual.

Where there is an historical allegation of harm or inappropriate behaviour about someone who is no longer in regulated work with us but which we believe would, in all probability, have led to the 2 conditions being met, we will consider whether we want to make a referral but the legal responsibility applies only after 28 February 2011 when PVG was first introduced.

Where it is necessary to make a referral, this process will be carried out by the CEO.

In their absence, the referral process will be carried out by the CI Chairperson.

Those who are in a position which may involve carrying out disciplinary action which may result in the removal from regulated work or dismissal of someone in regulated work, must ensure they notify the CI CEO or, in their absence, the CI Chairperson, of the legal requirement to make a referral where the conditions above have been met.

Failure to make a referral where required, may result in our organisation being prosecuted. It is therefore essential that those involved in carrying out disciplinary action notify the CEO or CI Chairperson when both conditions for making a referral have been met.

Document version control

Version number	Change or update	Author or owner	Date
1.0	First version	CEO	29/08/2024