**DBS Changes to rules for Identity checking - July 2021 update**

As the UK has now left the EU, there are changes to the rules for ID checking, effective from 1 July 2021. Follow the simple process guide below to determine which route you should follow:

Where is the applicant a national of?

Non - UK National – follow section B

UK National – follow section A

Is this a paid or volunteer role?

Follow Route 1 then R2 or 3 if no R1 documents

Applicant must provide 1 Primary document and 2 supporting

Volunteer follow A

Paid – follow B

The detailed documentation you need to ask the applicant to provide is outlined over the next few pages.

**Further information can be found at :** [ID checking guidelines for standard/enhanced DBS check applications - GOV.UK (www.gov.uk)](#Routeone)

**What detailed documentation should I request?**

**Option A- If the applicant is from the UK only**

The applicant must provide original documents (not copies) to prove their identity to you – you must see the person and the original documents together. Try to get the applicant to provide documents from Route 1 before Route 2 or Route 3. At least ***one*** of the documents must show their current address, whichever Route is used.

***\*\*\*If the applicant is not a national of the UK) they can only use Route 1 for voluntary work****.*

**Route 1 -** You must see:

* + one document from Group 1
  + 2 further documents from either Group 1, or Group 2a or 2b

**Route 2 –** Following this route, the applicant must be able to show:

* + one document from Group 2a
  + 2 further documents from either Group 2a or 2b

The Route 2 external validation check will then be undertaken.

**Route 3 -** can only be used if it’s been impossible to process the application through Routes 1 or 2. For Route 3, the applicant must be able to show:

* + a birth certificate issued after the time of birth (UK and Channel Islands)
  + one document from Group 2a
  + 3 further documents from Group 2a or 2b

**If they can’t provide these documents, they may need to be fingerprinted.**

**B - Applicants who aren’t a national of the UK**

An applicant who wants to do paid work and isn’t a national of the UK must be able to show:

• 1 primary document

• 2 supporting documents

**If an applicant is unable to provide this documentation, they can’t submit a DBS check.**

**Valid documents for Option A applicants**

**Group 1 Primary Identity Documents**

| **Document** | **Notes** |
| --- | --- |
| Passport | Any current and valid passport |
| Biometric residence permit | UK |
| Current driving licence photocard - (full or provisional) | UK, Isle of Man, and Channel Islands. From 8 June 2015, the paper counterpart to the photocard driving licence will not be valid and will no longer be issued by DVLA |
| Birth certificate - issued within 12 months of birth | UK, Isle of Man and Channel Islands - including those issued by UK authorities overseas, for example embassies, High Commissions and HM Forces |
| Adoption certificate | UK and Channel Islands |

**Group 2a: Trusted government documents**

| **Document** | **Notes** |
| --- | --- |
| Current driving licence photocard - (full or provisional) | All countries outside the UK (excluding Isle of Man and Channel Islands) |
| Current driving licence (full or provisional) - paper version (if issued before 1998) | UK, Isle of Man, and Channel Islands |
| Birth certificate - issued after time of birth | UK, Isle of Man and Channel Islands |
| Marriage/civil partnership certificate | UK and Channel Islands |
| Immigration document, visa or work permit | Issued by a country outside the UK. Valid only for roles whereby the applicant is living and working outside of the UK. Visa/permit must relate to the non-UK country in which the role is based |
| HM Forces ID card | UK |
| Firearms licence | UK, Channel Islands and Isle of Man |

All driving licenses must be valid i.e. in date and in the correct address.

**Group 2b: Financial and social history documents**

| **Document** | **Notes** | **Issue date and validity** |
| --- | --- | --- |
| Mortgage statement | UK | Issued in last 12 months |
| Bank or building society statement | UK and Channel Islands | Issued in last 3 months |
| Bank or building society statement | Countries outside the UK | Issued in last 3 months - branch must be in the country where the applicant lives and works |
| Bank or building society account opening confirmation letter | UK | Issued in last 3 months |
| Credit card statement | UK | Issued in last 3 months |
| Financial statement, for example pension or endowment | UK | Issued in last 12 months |
| P45 or P60 statement | UK and Channel Islands | Issued in last 12 months |
| Council Tax statement | UK and Channel Islands | Issued in last 12 months |
| Letter of sponsorship from future employment provider | Non-UK only - valid only for applicants residing outside of the UK at time of application | Must still be valid |
| Utility bill | UK - not mobile telephone bill | Issued in last 3 months |
| Benefit statement, for example Child Benefit, Pension | UK | Issued in last 3 months |
| Central or local government, government agency, or local council document giving entitlement, for example from the Department for Work and Pensions, the Employment Service, HMRC | UK and Channel Islands | Issued in last 3 months |
| EEA National ID card |  | Must still be valid |
| Irish Passport Card | Cannot be used with an Irish passport | Must still be valid |
| Cards carrying the PASS accreditation logo | UK, Isle of Man and Channel Islands | Must still be valid |
| Letter from head teacher or college principal | UK, for 16-to19-yr-olds in full time education, used by exception | Must still be valid |

1. **– if the applicant is from** outside **the UK**

An applicant who wants to do **paid** work and isn’t a UK national must be able to show:

* + one primary document, ***plus***
  + 2 supporting documents

The applicant must provide original documents (not copies) to prove their identity to you – you must see the person and the original documents together.

At least ***one*** of the documents must show the applicant’s current address.

**They can’t use any other route.**

\*\*\*Applicants for **voluntary** work who aren’t UK nationals must use Route 1 as detailed above in Option A.

**Valid documents for Option B non-UK nationals doing paid work:**

**Primary documents**

|  |
| --- |
| A **current** document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom indefinitely |
| A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder indicating that the person named is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK. |
| Online evidence of immigration status. Either via the View and Prove service or using the BRP or BRC online service. Issued by the Home Office to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question. Must be valid. Note: this includes the EUSS digital status confirmation |
| A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK. |
| A current Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, together with an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. |
| A current passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to do the type of work in question. |
| A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to do the work in question. |
| A **current** document issued by the Home Office to a family member of an EEA or Swiss citizen, and which indicates that the holder is permitted to stay in the United Kingdom for a time limited period and to do the type of work in question. |
| A frontier worker permit issued under regulation 8 of the Citizens' Rights (Frontier Workers) (EU Exit) Regulations 2020.A current Immigration Status Document containing a photograph issued by the Home Office to the holder with a valid endorsement indicating that the named person may stay in the UK, and is allowed to do the type of work in question, together with an official document giving the person’s permanent National Insurance number and their name issued by a Government agency or a previous employer. |
| A document issued by the Home Office showing that the holder has made an application for leave to enter or remain under Appendix EU to the immigration rules on or before 30 June 2021 **together with a Positive Verification Notice** from the Home Office Employer Checking Service. |
| An Application Registration Card issued by the Home Office stating that the holder is permitted to take the employment in question, together with a Positive Verification Notice from the Home Office Employer Checking Service. |
| A Positive Verification Notice issued by the Home Office Employer Checking Service to the employer or prospective employer, which indicates that the named person may stay in the UK and is permitted to do the work in question |

**Supporting documents**

The applicant must be able to show 2 documents from any of these groups. All driving licenses must be valid i.e. in date and in the correct address. A passport or biometric residence permit can only be used as a supporting document if it’s not already been used as a primary document.

G**roup 1**

| **Document** | **Notes** |
| --- | --- |
| Passport | Any current and valid passport |
| Biometric residence permit | UK |
| Current driving licence photocard - (full or provisional) | UK, Isle of Man, Channel Islands |
| Birth certificate - issued within 12 months of birth | UK, Isle of Man and Channel Islands - including those issued by UK authorities overseas, for example embassies, High Commissions and HM Forces |
| Adoption certificate | UK and Channel Islands |

**Group 2a**

| **Document** | **Notes** |
| --- | --- |
| Current driving licence photocard - (full or provisional) | All countries outside the UK (excluding Isle of Man and Channel Islands) |
| Current driving licence (full or provisional) - paper version (if issued before 1998) | UK, Isle of Man, Channel Islands |
| Birth certificate - issued after time of birth | UK, Isle of Man and Channel Islands |
| Marriage/civil partnership certificate | UK and Channel Islands |
| Immigration document, visa or work permit (for applicants living and working outside the UK) | Issued by the country where the role’s based |
| HM Forces ID card | UK |
| Firearms licence | UK, Channel Islands and Isle of Man |

**Group 2b**

| **Document** | **Notes** | **Issue date and validity** |
| --- | --- | --- |
| Mortgage statement | UK | Issued in last 12 months |
| Bank or building society statement | UK and Channel Islands | Issued in last 3 months |
| Bank or building society statement (for applicants living and working outside the UK) | Countries outside the UK | Issued in last 3 months - branch must be located in the country in which the applicant lives and works |
| Bank or building society account opening confirmation letter | UK | Issued in last 3 months |
| Credit card statement | UK | Issued in last 3 months |
| Financial statement, for example pension or endowment | UK | Issued in last 12 months |
| P45 or P60 statement | UK and Channel Islands | Issued in last 12 months |
| Council Tax statement | UK and Channel Islands | Issued in last 12 months |
| Letter of sponsorship from future employment provider | Non-UK only - valid only for applicants residing outside of the UK at time of application | Must still be valid |
| Utility bill | UK - not mobile telephone bill | Issued in last 3 months |
| Benefit statement, for example Child Benefit, Pension | UK | Issued in last 3 months |
| Central or local government, government agency, or local council document giving entitlement, for example from the Department for Work and Pensions, the Employment Service, HMRC | UK and Channel Islands | Issued in last 3 months |
| EEA National ID card |  | Must still be valid |
| Irish Passport Card | Cannot be used with an Irish passport | Must still be valid |
| Cards carrying the PASS accreditation logo | UK, Isle of Man and Channel Islands | Must still be valid |
| Letter from head teacher or college principal | UK, for 16-19-year-olds in full time education – used by exception | Must still be valid |