



Badminton England

Child Protection Records

Retention & Storage Policy

Document History and Change Control

Date policy change approved by the Board of Directors	Change occurrence	Date last reviewed	Date for next review	File stored
May 2021	Change of name from GB Group to First Advantage Increase from 6 to 10 years in terms of keeping records for child welfare concerns that are passed to the police	September 2018	May 2023	
September 2018	Change of Policy name and updated legal requirements	July 2017	September 2020	Click here
July 2017	New Policy	N/A	July 2018	Click here

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Reviewer: Ethics and Compliance Manager

Child Protection Records Retention & Storage Policy

1. General principles

- 1.1 As an organisation using the Disclosure and Barring Service (DBS) to help assess the suitability of applicants for positions of trust, Badminton England complies fully with the DBS Code of Practice regarding the correct handling, use, storage, retention and disposal of Disclosures and Disclosure information. Badminton England also complies with its obligations under the General Data Protection Regulation 2018 and other relevant legislation pertaining to the safe handling, use, storage, retention and disposal of disclosure information and other sensitive safeguarding information. We have a written Data Protection policy, which is available on request to those who wish to see it.
- 1.2 This Policy is written with reference to the Child Protection in Sport Unit guidance document 'Child Protection Records, Retention & Storage Guidelines, July 2020.' Disclosures and Disclosure Information

2. Disclosures and disclosure information

2.1 Storage and access

- 2.1.1 All files will be held electronically in a password protected file with access strictly controlled and limited to those who are entitled to see it as part of their duties. The Safeguarding Lead (Ethics & Compliance Manager) and Safeguarding Coordinator have access to this data. Where it is necessary to hold information in paper form, it will be kept securely, in a lockable, non-portable, storage container.

2.2 Handling

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

2.3 Usage

- 2.3.1 Disclosure information is only used for the specific purpose for which it was requested and for which the applicant's full consent has been given. For clarity, this is usually only for recruitment purposes.

2.4 Retention

- 2.4.1 Once a recruitment (or other relevant) decision has been made, we do not keep Disclosure information for any longer than is necessary. This is generally for a period of up to six months, to allow for the consideration and resolution of any disputes or complaints. If, in very exceptional circumstances, it is considered necessary to keep

Disclosure information for longer than six months, we will consult the DBS about this and will consider 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.

- 2.4.2 A risk assessment on every positive disclosure will be completed and a record held. This will include the following detail:
 - 2.4.2.1 the Disclosure issue date
 - 2.4.2.2 the unique reference number of the Disclosure
 - 2.4.2.3 the name of the subject
 - 2.4.2.4 the type of Disclosure requested
 - 2.4.2.5 the position for which the Disclosure was requested
 - 2.4.2.6 summary detail of the conviction/s and
 - 2.4.2.7 the recruitment decision taken.
- 2.4.3 This information will be kept for a maximum of four years from the date of the DBS check.

2.5 Umbrella Organisation

- 2.5.1 Badminton England conducts DBS checks on behalf of its affiliated clubs, county badminton associations and members and uses First Advantage (formerly GB Group) as its umbrella organisation to manage the online process for DBS disclosures. From time to time it may be necessary for Badminton England to share Disclosure information with individual organisations.

3. Child Protection/Case Management Files

3.1 Storage and access

- 3.1.1 All files will be held electronically in a password protected file with access strictly controlled and limited to those who are entitled to see it as part of their duties. The Safeguarding Lead (Ethics and Compliance Manger) and Safeguarding Coordinator have access to this data. Where it is necessary to hold Case Management information in paper form, it will be kept securely, in a lockable, non-portable, storage container.

3.2 Handling and Information Sharing

- 3.2.1 Child Protection information is only passed to those who are authorised to receive it during their duties. This will usually be Case Management Group members, disciplinary panel members and statutory authorities. In deciding whether to share information Badminton England follows the government guidance 'Information Sharing for safeguarding practitioners'¹ with particular reference to the '7 Golden Rules' of information sharing.

3.3 Retention

- 3.3.1 In safeguarding cases which have reached the threshold of decision making at the Case Management Group level, closed case information will usually be kept for no longer than ten years. In some cases, records can be kept for longer periods of time, for example where they:
 - 3.3.1.1. Need to be retained because the information in them is relevant to legal action that has started, this may be the case where a Court Order is in place for a person which is longer than the stated ten years

¹ Available from: www.gov.uk (July 2018)

3.3.1.2 Are required to be kept longer by law or a pending or current government enquiry, for example a specific request may be made to Badminton England by the IICSA².

3.3.1.3 Are archived for historical purposes (e.g. where the organisation was party to legal proceedings or involved in proceedings brought by a local authority) we may seek additional advice should this occur

3.3.1.4 Consist of a sample of records maintained for the purposes of research

3.3.1.5 Relate to individuals and providers of services who have, or whose staff have been judged unsatisfactory

3.3.2 When records are being kept for a time longer than ten years, the files will be clearly marked and the reason for the extension period clearly identified.

3.3.3 The following table illustrates Badminton England retention periods for Disclosure and Child Protection files:

Type of Record	Retention
DBS information, scanned copy of certificate	No longer than six months
Decision made on DBS result, date and reference number of Disclosure, summary of risk assessment and decision-making process.	Four years from date of DBS disclosure.
Child welfare concerns that we refer on to children’s social care or the police.	Records should be kept for ten years after the last contact with the service user unless any of the exemptions apply (listed above) or if we are required to comply with any other statutory requirements.
Child welfare concerns that we decide at a Case Management level, do not necessitate a referral to children’s social care or the police.	We will destroy the record one year after the child/adult concerned ceases to be involved within the badminton network.
Concerns about people (paid and unpaid) who work with children and young people, for example, allegations, convictions, disciplinary action, inappropriate behaviour towards children and young people.	<p>Personnel files and training records (including disciplinary records and working time records) will be retained for ten years. However, the records should be retained for a longer period if any of the following apply:</p> <ul style="list-style-type: none"> • There were concerns about the behaviour of an adult who was working with children where s/he behaved in a way that has harmed, or may have harmed, a child; or • The adult possibly committed a criminal offence against, or related to, a child; or • The adult behaved towards a child in a way that indicates s/he is unsuitable to work with children. In such circumstances records should be retained at least until the adult reaches normal retirement age, or for 10 years if that is longer. A considered and objective assessment will be made by the Case Management Group before any such records are destroyed after the stated 10-year period.

² Independent inquiry into Child Sexual Abuse: www.iicsa.org.uk

3.3.4 Throughout this time, the usual conditions regarding the safe storage and strictly controlled access will prevail.

3.4 Disposal

3.4.1 Once the retention period has elapsed, we will ensure that any Disclosure or Case Management information is immediately destroyed by secure means, i.e. by shredding or deleting the files. Whilst awaiting destruction, Disclosure and Case Management information will not be kept in any insecure receptacle (e.g. waste bin or confidential waste sack).

3.5 Review Period

3.5.1 This policy will be reviewed at least every 2 years to make sure it is effective and continues to comply with current legislation and guidance.