

# Vetting checks for volunteers 2025 - 2026

**Approved by:** Pip Burley **Date:** 20/02/2026

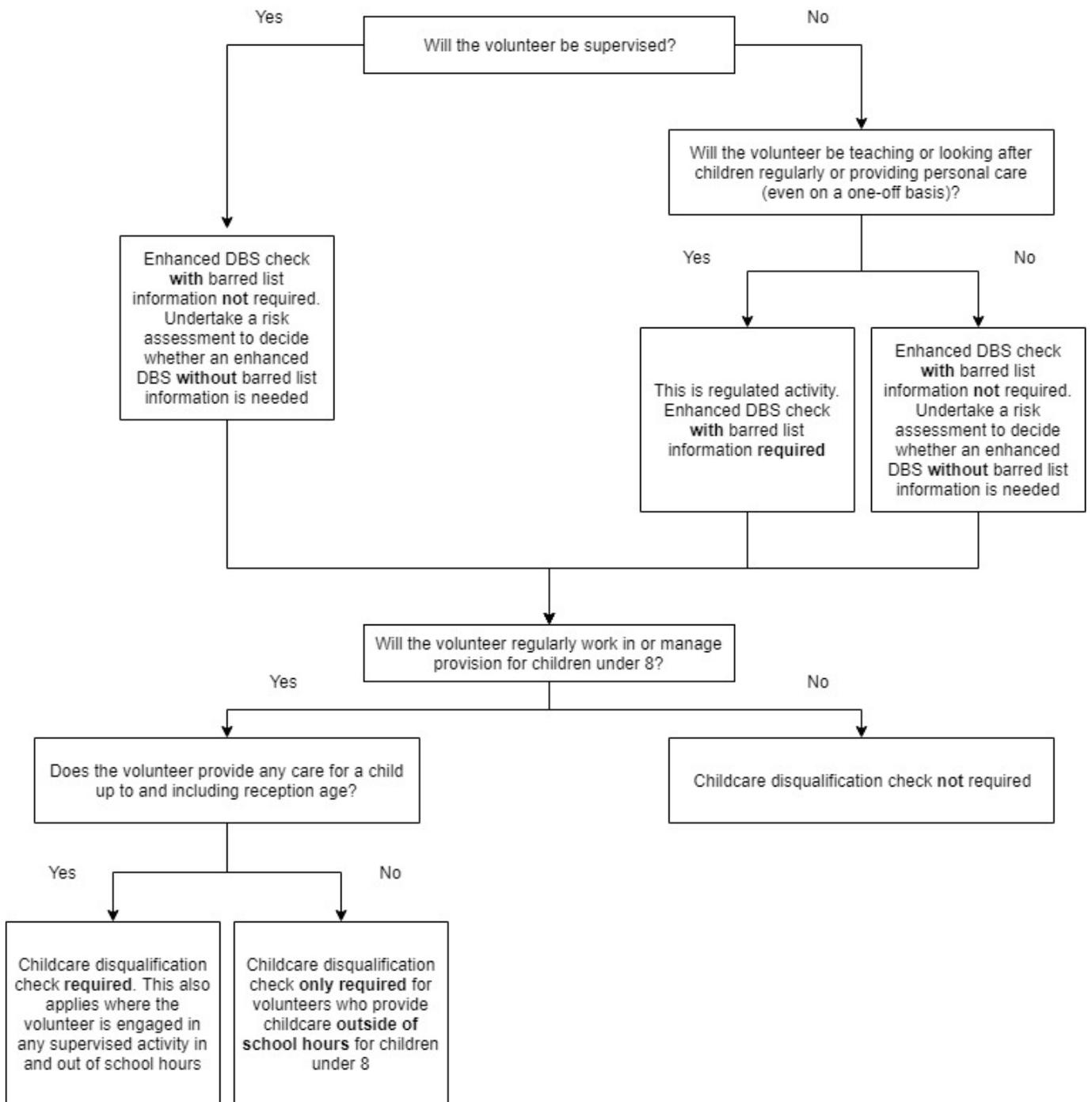
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# 1.Vetting Checks for volunteers checklist



## 2. Volunteer DBS check Risk Assessment Template

Name of volunteer: \_\_\_\_\_

Is the volunteer in 'regulated activity'? \_\_\_\_\_

If yes, an enhanced DBS **with** barred list check is required.

If no, an enhanced DBS **with** barred list check is not required, however you may obtain an enhanced DBS **without** barred list.

AREA TO CONSIDER	NOTES	LEVEL OF RISK
How will the volunteer be working with children or adults?	<p>Consider:</p> <ul style="list-style-type: none"> <li>• The ages of the children</li> <li>• The number of children that the individual is working with</li> <li>• How vulnerable the children are</li> <li>• The nature of the work</li> <li>• How they will be supervised?</li> <li>• Vulnerability the adults are</li> </ul>	High level of risk may occur if little is known about the volunteer, no references can be provided, and the individual will be working with vulnerable children and/or vulnerable adults
What is known about the volunteer?	What formal or informal information do you have about the volunteer? E.g. information from staff, parents and other volunteers.	High level of risk if information cannot be gathered about the proposed volunteer. High level of risk if the proposed volunteer has moved frequently and gaps in employment history which cannot be accounted for
Are there any referees that can advise on suitability if the volunteer has other employment or voluntary work?	<p>It is good practice to seek references for volunteers.</p> <p>If the volunteer is unable to provide employer references, ask for a character reference from a person of standing in the community such as a doctor or priest.</p> <p>If a prospective volunteer is very reluctant to provide references, this may raise questions about their suitability.</p>	<p>High level of risk if feedback is negative or person deemed as inappropriate for setting</p> <p>High level of risk if references including character references cannot be obtained for perspective volunteer</p> <p>High level of risk if the perspective volunteer avoids /ignores DBS application process</p>
Is the role eligible for an enhanced DBS?	There are certain circumstances where you may need to obtain an enhanced DBS without barred list check for volunteers who are not in 'regulated activity'. This is set out in <a href="#">DBS workforce guidance</a> .	Leamington Lamp would ask all perspective volunteers to apply for an enhanced DBS if the volunteer is scheduled on Lamp premises whilst children and vulnerable adults could be in attendance and this includes additional after college activities

OUTCOME

AREA TO CONSIDER	NOTES	LEVEL OF RISK
	<p>LAMP would require an enhanced DBS check for all prospective volunteers either engaged in regulated activity, or likely to be, on LAMP premises whilst children and vulnerable adults are on site.</p>	

### 3. Refusals to undergo a DBS check

- LAMP would refuse any volunteer who would refuse to undergo a DBS check