

Disclosure (Scotland) Bill

Stakeholder Toolkit



Disclosure
SCOTLAND

Disclosure Scotland would like to thank everyone who contributed to the review of the disclosure system in Scotland.

The feedback received from the people using the system was invaluable and helped develop the proposals for formal consultation and finally the proposals within the Disclosure (Scotland) Bill. These proposals will, if passed by the Scottish Parliament, enable Disclosure Scotland to deliver an even more assured and customer-focused disclosure regime, including the PVG scheme, that better serves the needs of employers, volunteering organisations and individuals alike.

To get to where we are over 350 stakeholders responded to our formal consultation on the disclosure system. During early engagement Disclosure Scotland also received feedback from over 1,100 individuals through online surveys and face to face engagement to help inform policy development.

With your support and engagement as we go forward, we will develop a disclosure regime in Scotland that continues to have safeguarding as its foundation, while remaining responsive to your needs.

We have prepared this toolkit to assist you in continuing to support the Disclosure (Scotland) Bill.

This toolkit contains:

- ✓ key narrative
- ✓ key messages
- ✓ the benefits the Bill will bring to Scotland: safeguarding, simplify, privacy
- ✓ details of how you, our stakeholder, can get involved
- ✓ resources
- ✓ what's next
- ✓ contacts

Disclosure (Scotland) Bill

The Bill sets out proposals to modernise and improve the proportionality of the state disclosure system in Scotland.

This will simplify the system and strike the appropriate balance between strengthened safeguarding of the public and helping to reduce the stigma that people with convictions may face when trying to get back into work, training or education.

The Bill also allows scope for digital processes to improve safeguarding and accessing disclosure that is more responsive to Scotland's people.

Key messages

- Disclosure Scotland proposes to deliver a range of positive and proportionate reforms to the barring service in Scotland.
- The policy intent of the Bill is to strike the right balance between strengthened safeguarding and helping to reduce the stigma that people with convictions may face.
- The Bill's intention is to provide the levers to simplifying the disclosure system.
- Disclosure Scotland will work with stakeholders to deliver a disclosure regime that will be even more responsive to the needs of Scotland's people.
- Disclosure Scotland's proposals follow extensive consultation with stakeholders.

Safeguarding – strengthens protections

- The Bill will introduce mandatory membership of the PVG scheme for roles with vulnerable groups. Overseas work with vulnerable groups through Scottish organisations will also be brought into the mandatory Scheme.
- The Bill refocuses membership of the PVG scheme onto those who possess power over children and protected adults rather than using job titles to determine membership.
- The Bill will close existing potential safeguarding gaps by widening the powers available to Police Scotland and by strengthening referral powers of local authorities.

- It will provide new protections for personal employers, for example, those arranging self-directed support.
- It creates the ability for Disclosure Scotland to impose public protection conditions on individuals under consideration for listing to support employers to manage risk.

Simplify – improves understanding of disclosure

- The proposals will simplify disclosure legislation. All disclosures will be issued under one Act.
- The number of available disclosure products will decrease, reducing confusion.
- The implementation of digital services will modernise and radically simplify the disclosure system and speed up employment checks.
- Improved digital services and digital first system will reduce administrative burden on employers and applicants.
- The proposal to replace the concept of “regulated work” will provide clarity on who qualifies for the PVG scheme.

Privacy – makes disclosure more proportionate

- The Bill will enable individuals to have greater control over their disclosure data.
- A time-limited membership will ensure the scheme is proportionate and does not continue to monitor people who do not need to be in the PVG scheme.
- Changes to review processes for disclosure information will improve fairness and transparency for applicants, without eroding the vital safeguarding role of disclosure.
- Childhood convictions will no longer be automatically disclosed and will be eligible for independent review. This will significantly increase the right for people to move on from childhood behaviour without compromising public protection.

How you can get involved

For our messages to reach as many people as possible, Scotland-wide involvement from you, our stakeholders, is vital to spread the word. We want to understand how stakeholders are reacting to the proposals and to quickly correct any misunderstandings.

To support getting the message out we have created this toolkit for you to use to communicate with your key audience.

To reach your audience, we would be grateful if you would consider:

- ✓ spreading the key messages face to face, via your newsletters, e-bulletins and other communication channels available to you. We've included a sample press release in this toolkit to help you build your own PR; and
- ✓ supporting the campaign's social media activity by sharing Disclosure Scotland's key messages via your social media channels. We've included Disclosure Scotland's social media calendar and posts (Annex A) for you to adapt and use.

We hope that this briefing helps you to tailor your messaging for your own audiences and communication channels.

Thank you for your continued support.

Social media

We will post social media content about the Disclosure (Scotland) Bill. Please follow us on [LinkedIn](#) and [Twitter](#) (@DisclosureScot) for updates – the hashtag is #DisclosureBill

Website/newsletters/e-bulletin

If you distribute a newsletter, e-bulletin and/or online blog please can you include an article, using the key narrative and messages, about the Disclosure (Scotland) Bill.

I have attached a copy of Disclosure Scotland's e-bulletin as a separate item on the email, which includes relevant information, and a link to [Disclosure Scotland's website](#).

Press work and media releases

If you're planning to engage with media on the Disclosure (Scotland) Bill, you may find it helpful to see the attached press release (Annex B) which was issued from Disclosure Scotland on 13 June 2019.

For more information on the Disclosure (Scotland) Bill please visit the [Scottish Parliament website](#)

What's next

Our Customer Engagement team is keen to work with our stakeholders to inform and further engage with you on how best to deliver the Disclosure (Scotland) Bill. We are holding a series of events in July and August 2019. If you'd like to be involved in these events or would like to discuss the Disclosure (Scotland) Bill in more detail please contact our Customer Engagement team at dsworkshop@disclosurescotland.gov.scot.

Disclosure Scotland contacts

We hope you find this toolkit useful, if you have any questions or would like to get in touch to give feedback, please email us at [DSWebTeam](#).

Annex A

Disclosure Bill (#DisclosureBill) – social media plan

		Twitter	LinkedIn
June 13	Text	The Disclosure Bill has been introduced into the Scottish Parliament. The proposals will strengthen safeguarding and deliver a fairer disclosure system @scotgov @mareetoddmsp #DisclosureBill	The Disclosure Bill has been introduced into the Scottish Parliament. The proposals will strengthen safeguarding and deliver a fairer disclosure system
	Quote/Image/Video (attached to text)	Link to news release	Link to news release
June 13	Text	The Disclosure Bill will make important changes to the disclosure system. See our guide on the proposals #DisclosureBill	The Disclosure Bill will make important changes to the disclosure system in Scotland. See our guide on the proposals
	Quote/Image/Video	Video guide	Video guide
June 14	Text	Quote from blog + link to read more @mareetoddmsp #DisclosureBill	Quote from blog + link to read more

	Quote/Image/Video	Link to ministerial blog	Link to ministerial blog
June 17	Text	The #DisclosureBill will simplify the current system, striking the balance between strengthened safeguarding and helping people with convictions into work @releasescotland	
	Quote/Image/Video	Graphic + news release	
June 18	Text	The proposals in the Disclosure Bill, introduced into the Scottish Parliament last week, will help us continue to keep the most vulnerable in our society safe #DisclosureBill	The proposals in the Disclosure Bill, introduced into the Scottish Parliament last week, will help us continue to keep the most vulnerable in our society safe
	Quote/Image/Video	Graphic quote + link to ministerial blog	Graphic quote + link to ministerial blog
June 21	Text	The #DisclosureBill will strengthen safeguarding and deliver a fairer disclosure system. See our guide on the proposals	
	Quote/Image/Video	Video guide	

Annex B

Disclosure Scotland press release

Protecting Vulnerable Groups scheme to be mandatory.

Measures to strengthen the protection of children and vulnerable people, while simplifying the system of applying for criminal record checks, have been introduced to Parliament.

The Disclosure (Scotland) Bill will make the Protecting Vulnerable Groups (PVG) scheme mandatory for anyone working with children and vulnerable people, such as sports coaches.

It will end lifetime membership of the PVG scheme, replacing it with a renewable five-year membership. It will also end the automatic disclosures of minor criminal offences committed as a young person, with decisions to be taken on a case by case basis.

To simplify the disclosure system, the number of different checks available will be cut from ten to four.

Minister for Children and Young People Maree Todd said:

“This Bill will deliver a fairer disclosure regime that protects our most vulnerable, is simpler for employers and less invasive for the majority of users.

“Mandatory registration for people working with children and older people is essential, but we will also ensure that people with minor convictions – particularly crimes committed under the age of 18 – have a better chance to move on and make a contribution to society.

“It will also simplify and modernise our disclosure system with applications being made online. This will speed up employment checks and reduce the burden on employers and applicants, while ensuring vulnerable groups receive the best possible protection.”