



msletb

Bord Oideachais agus Oiliúna
Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

Mayo, Sligo and Leitrim Education and Training Board

GARDA VETTING POLICY & PROCEDURES FOR MSLETB

EMPLOYEES, STUDENTS, STUDENT PLACEMENTS WITH MSLETB, AND VOLUNTEERS.

MSLETB,
Human Resources
Quay Street,
Sligo.
F91 XH96.

MAYO, SLIGO AND LEITRIM ETB POLICY NAME:

Garda Vetting Policy & Procedures for MSLETB - Employees, Students, Student Placements with MSLETB, and Volunteers.

POLICY CONTROL SHEET

Document reference number:	GVPPE – V.006 06/2026.	Document initiated by:	National Vetting Bureau – NVB.
Revision number:	006	Document drafted by:	Human Resources MSLETB.
Document Revised by:	NOR	Revision Date	29/06/2026
Document reviewed by:	MT	EMT Approval Date: Noted by Board:	30/06/2026. 30/06/2026.
Next Revision Date:	Annual Basis OR as required by legislative changes.		

Responsibility for implementation:

- Human Resources MSLETB.
- Principals.
- Centre Managers.
- Course Co-Ordinator's.
- Other Designated Personnel.

VERSION HISTORY

Version	Date	Description	Author
Not disclosed	12/09/2016	• Mayo, Sligo & Leitrim Vetting Policy 2016.	Unknown
GVPPE – V.003 07/2020	06/08/2020	• This policy has been placed on the new template consistent with MSLETB policy templates. • Changes applied. • New points added.	NOR
GVPPE – V.004 03/2021	12/03/2021	• Removed ref to: Valid Irish Public Services Card Ref: Email from NVB to NOR 26/02/2021. This is no longer allowed as proof of ID. • Re-Vetting – Text amended 5. Paragraph 3.	NOR
GVPPE – V.005 05/2024	02/05/2024	• Point 5 - First paragraph 'All staff' replaced with 'Where relevant staff'. • Point 6 - Amended to include re-vetting change re new role/promotion. • Point 6 - First paragraph, 'will require' replaced with 'may require'. • Point 5 & 6 - Re-vetting period changed to 3 years as per email from MT to NOR (cc – KG) dated 22/04/2024.	NOR

GVPPE – V.006 06/2026.	29/06/2026	Policy Changes - Refer to document - Validation of Identity & Consent in accordance with National Vetting Bureau (Children & Vulnerable Persons) Acts 2012 to 2016 (V2 2025) issued to MSLETB LO's at NVB & MSLETB Liaison Person Briefing in June 2025. ● Point 5, Student/Learner/Trainees - Inserted - <i>where the relevant work or activity is undertaken in a setting which consists of the person having access to, or contact with, children or vulnerable persons detailed under the National Vetting Bureau (Children and Vulnerable Persons), 2012 Act,</i> ● Insert text regarding appendix 2 risk assessment. ● Point 6 - <i>where the relevant work or activity is undertaken in a setting which consists of the person having access to, or contact with, children or vulnerable persons detailed under the National Vetting Bureau (Children and Vulnerable Persons), 2012 Act.</i> ● Point 7 - Amended as per above mentioned document – Point 7. <i>Identity Document Schedule.</i> ● Point 7 & 8 – Amended to reference the accepted documentation table in the identity document schedule. ● Point 8 – Amended where applicable to reference the Identity Document Validation Form. ● Point 10 – Text amended re disclosure being made available by request. ● Point 12 – Points put in order, old point 3 text revised. ● Point 15 – Inserted - 26 other EU states and the UK. Removed - the Republic of Ireland and Northern Ireland. Word <i>Appendix 1</i> removed and replaced - MSLETB Document <i>Overseas Clearance in respect of Vetting Procedures.</i> ● Policy Document - Reference to 100-point checklist removed. ● Revised Appendix 2 Risk Assessment inserted.	NOR
--	-------------------	---	------------

Contents

1. PURPOSE	5
2. SCOPE	5
3. POLICY STATEMENT	5
4. LEGAL & REGULATORY FRAMEWORK.....	5
5. VETTING PROCEDURES	6
6. RE-VETTING	7
7. IDENTITY VALIDATION REQUIREMENTS.....	7
8. THE VETTING PROCESS	8
9. VETTING FOR TRANSGENDER PERSONS	9
10. VETTING DISCLOSURES.....	9
11. ASSESSMENT OF VETTING DISCLOSURES	10
12. PROCESSING THE VETTING RESULT - CRIMINAL RECORD DISCLOSED	11
13. DISPUTING VETTING DISCLOSURE	11
14. APPEALS	11
15. OVERSEAS CLEARANCE.....	11
16. CONFIDENTIALITY.....	12
17. BREACHES OF THIS POLICY.....	12
18. DATA PROTECTION	12
19. REVIEW	12
20. POLICY DOCUMENT APPROVAL	12
APPENDIX 1	13
APPENDIX 2 - MSLETB RISK ASSESSMENT	14

1. Purpose

Mayo, Sligo and Leitrim Education and Training Board (MSLETB) is committed to practices which safeguard the welfare of students, young people and vulnerable persons. This policy is intended to ensure that comprehensive measures are in place within the organisation to uphold that commitment.

2. Scope

This policy applies to all:

- Employees,
- Students on work experience,
- Student Placements with MSLETB, and,
- Volunteers

in respect of all services and activities provided by Mayo, Sligo and Leitrim ETB which involves access to and/or interaction with children or vulnerable persons.

3. Policy Statement

Mayo, Sligo and Leitrim ETB is a relevant organisation under the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 (hereinafter referred to as the “Act”). Mayo, Sligo and Leitrim ETB also provides vetting services for affiliate organisations.

Any work or activity which is carried out by a person, a necessary and regular part of which consists of the person having access to, or contact with, children or vulnerable persons (see appendix 1 for definitions), will require the person to be vetted in accordance with the above “Act”, Mayo, Sligo and Leitrim ETB and National Vetting Bureau procedures.

4. Legal & Regulatory Framework

Vetting applications will be processed in accordance with, inter alia:

- Child Protection procedures
- National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016
- Criminal Justice (Spent Convictions and Certain Disclosures) Act 2016
- Children First Act 2015
- Teaching Council (Amendment) Act 2015
- Data Protection Act 1988 and 2003
- Department of Education and Skills Circular Letter 0031/2016 and subsequent circular letters
- National Vetting Bureau procedures
- Mayo, Sligo and Leitrim ETB procedures

Mayo, Sligo and Leitrim ETB is registered with the National Vetting Bureau. Mayo, Sligo and Leitrim ETB reserves the right to initiate a vetting in respect of each of the following:

- Employees,
- Students on work experience,
- Student Placements with MSLETB, and,
- Volunteers.

5. Vetting Procedures

Staff, Volunteers and Student Placements with MSLETB

Where relevant staff will be subject to vetting. This includes existing staff as the “Act” provides for retrospective vetting.

New, existing staff, and staff on placement with MSLETB will be required to submit vetting in accordance with MSLETB vetting policy.

Staff, who have undergone the vetting process as part of the recruitment process, or as part of the retrospective vetting will be re-vetted in full (3 years or earlier if necessary/desirable).

Staff employed, where registration with the Teaching Council of Ireland is required as part of their employment, will be vetted in accordance with Teaching Council standards. In such circumstances staff will be required to submit up to date disclosure documents as and when required by MSLETB.

Teaching staff returning from career break of two years are subject to Garda vetting in accordance with the relevant circular letters issued by the Department of Education & Skills. The same vetting process applies to both new entrants and existing staff.

Mayo, Sligo and Leitrim ETB will not allow any Staff, volunteers and/or Student Placements with MSLETB to undertake relevant work or activities on behalf of the organisation unless the role for which they are being engaged has been risk assessed by the Relevant Manager.

A risk assessment form is available in appendix 2 and a copy is to be retained in each school/centre.

Where the risk is identified, the person will be required to complete the vetting process prior to any engagement. Where vetting is required the individual shall complete the full vetting process prior to taking up duty or delivering services.

Students/Learners/Trainees

Mayo, Sligo and Leitrim ETB provides courses that require students/learners/trainees to obtain work experience/placement which may involve access to, or contact with, children or vulnerable persons.

The role for which they are being engaged has been risk assessed by the Relevant Manager.

A risk assessment form is available in appendix 2 and a copy is to be retained in each school/centre.

Where a risk is identified, it will be a requirement of the course for students to undergo vetting, where the relevant work or activity is undertaken in a setting which consists of the person having access to, or contact with, children or vulnerable persons detailed under the National Vetting Bureau (Children and Vulnerable Persons), 2012 Act, and to meet satisfactory vetting in order for them to obtain relevant work experience/placements with MSLETB to complete the course.

A student/learner/trainee must present evidence of their Garda Vetting to the employer before commencing work experience. It is a matter for the work experience/placement employer to decide on whether Mayo, Sligo and Leitrim ETB vetting is satisfactory or whether the student is required to undergo their own vetting process. It is a criminal offence for a student/learner to proceed on work experience without Garda Vetting.

Students/learners/trainees who are under 16 years of age cannot be Garda Vetted, therefore, in the case of under 16s who wish to go out on work experience/placement in a setting which consists of the person having access to, or contact with, children or vulnerable persons, the organisation providing

work experience/placement will be issued with a letter from the Principal/Director/Co-ordinator stating that the student/learner/trainee has not been vetted. The organisation will be asked to sign and return a document accepting this and confirming that the student/learner/trainee will be supervised at all times while on work experience/placement with them.

Vetting is valid for 2 years or for the duration of the course, whichever is the sooner, providing the student/learner/trainee is continuously enrolled on a Mayo, Sligo and Leitrim ETB course.

Notwithstanding the above, best practice indicates that the student/learner/trainee should be supervised during their placement and should not be permitted to have unsupervised access to the children or vulnerable adults.

6. Re-vetting

All staff, volunteers and student placements with MSLETB who are vetted must maintain satisfactory vetting throughout their employment/engagement with Mayo, Sligo and Leitrim ETB. Failure to do so may result in termination of employment/engagement. Mayo, Sligo and Leitrim ETB reserves the right to re-vet all staff/volunteers/student placements with MSLETB at any time during their employment, due to requirements under legislation and to ensure best practice (3 years or earlier if necessary/desirable). Any change in contract or additional assignments may require the person in question to be re-vetted in full, subject to Section 20 on the National Vetting Bureau (Children and Vulnerable Persons), 2012 Act.

Re-vetting may not be required on the basis that an individual's responsibilities do not change in relation to the relevant work or activities detailed under the Act and where the relevant work or activity is undertaken in a setting which consists of the person having access to, or contact with, children or vulnerable persons detailed under the Act. In this instance the Principal/Relevant Manager would determine if re-vetting applies which may include a risk assessment (appendix 2) of the individual's change of role/promotion.

7. Identity Validation Requirements

All applicants are required, under the Act, to provide documents as per the accepted documentation table in the identity document schedule to validate their identity and current address. Documents required are **one from each of the two categories listed below:**

Applicants Over 18

Category 1: Photo Identification

- Passport from country of citizenship.
- Irish/EU/UK Driving Licence or Learner Permit
- Irish Certificate of Naturalisation.
- National Identity Card (EU/EEA/Swiss Citizens).

Category 2: Proof of Address

• Credit Institutions:

- Bank Statement from a recognized bank (not private money lenders or Revolut).
- Building Society Statement.
- Credit Union Statement.
- Credit Union Passbook.

• Utility Providers:

- Utility Bill (i.e. gas, electricity, television, broadband, waste & TV Licence – issued within the last 6 months). Printed online bills are acceptable. Mobile Phone bills are not acceptable.

- **Government Bodies:**
 - Correspondence from government departments.
- **Local Authorities:**
 - Letter from Local Council confirming residency.

Applicants Under 18

In circumstances where an applicant under the age of 18 that does not have documentation outlined in the accepted documentation table the following will be accepted, **Two documents must be submitted, one to support identification and one to support proof of address.**

Identification:

- Birth Certificate.
- Passport from a country of citizenship.
- Written statement by a school principal confirming attendance and address (on school letterhead).

Strict adherence: Only the documents listed are acceptable.

Mayo, Sligo and Leitrim ETB utilises the accepted documentation table in the identity document schedule to meet Identity Validation Requirements.

8. The Vetting Process

Mayo, Sligo and Leitrim ETB is included on the National Vetting Bureau's e-Vetting system. The process commences with the completion of the manual **Vetting Invitation (NVB1)**

1. The Vetting Invitation comprises of two pages; the invitation and the guidelines for completion of same – both pages must be given to the vetting applicant.
2. The vetting applicant returns the completed Vetting Invitation (NVB1) to the school/centre/programme along with the required items for proof of identity and proof of current address to satisfy the requirements detailed in the accepted documentation table in the identity document schedule.
3. The designated identity verifier at each school/centre/programme must be satisfied with the proof of identity and current address provided by the applicant as per the accepted documentation table in the identity document schedule.
4. When satisfied, the identity verifier validates each applicant's identity and current address, completes and signs the identity document validation form.
5. The designated person at each school/centre/programme completes an e-Vetting Batch Form in respect of each class or group.
6. The e-Vetting Batch Form along with the Vetting Invitation (NVB1) form and identity document validation form must be submitted to the designated Vetting Clerk at the ETB Administration Offices, marking the envelope ***"Private and Confidential"***.

7. **Note:** If the student/learner/trainee is over 16 and under 18 years of age, their parent/guardian must complete the Parent/Guardian Consent Form NVB3 (included in the Vetting Invitation form). In the case of students/learners/trainees over 16 and under 18, the email address and contact number to be supplied on Form **NVB1 – Under 18 Years (Vetting Invitation)** must be that of the Parent/Guardian. Mayo, Sligo and Leitrim ETB will not communicate directly with students/learners/trainees under 18 by email or text.
8. When the Vetting Invitation is received at Mayo, Sligo and Leitrim ETB, the e-Vetting procedure commences.
9. Applicants will receive a link via the email address supplied to complete the vetting process online.
10. This must be completed as soon as possible as the invitation is time sensitive and has an expiry date.

9. Vetting for Transgender Persons

The law requires that you disclose all of your previous names and addresses to the National Vetting Bureau (NVB) so that your application can be correctly processed. The NVB does however have a process whereby you can disclose your previous gender/name to the NVB only and not reveal this data on the vetting application form.

This is known as the 'Sensitive Applications Process'. This process ensures that your information is handled sensitively and securely by the NVB and not revealed to the registered organisation seeking vetting in respect of you.

In order to utilise this process you must contact the NVB's Sensitive Applications Team. This will ensure that your previous gender/name is not released while permitting you to comply with the law. A member of the team will be able to answer all of your questions about completing the application form and will record your details so that we can track your application when it arrives. Once it arrives at the NVB we will monitor your application and check the content of your NVB disclosure before it is issued. Contact 0504-27300 and look for the Sensitive Applications Team.

10. Vetting Disclosures

The vetting disclosure is received from the National Vetting Bureau. The vetting disclosure may include:

- A. Particulars of the criminal record (if any) relating to the person, and a statement of the specified information (if any) relating to the person which the Chief Bureau Officer has determined in accordance with Section 15 of the "Act" should be disclosed,

Or

- B. State that there is no criminal record or specified information in relation to the person.

Staff: Where a vetting disclosure states that there is no criminal record or specified information in relation to the person, the Liaison Person will make available a copy of the vetting disclosure to the person concerned as soon as practicable by request.

Students: All student/learner/trainees' will be issued with the vetting disclosure.

A copy of the vetting disclosure is retained on file in accordance with the relevant Data Retention Schedule.

11. Assessment of Vetting Disclosures

Mayo, Sligo and Leitrim ETB will take into consideration all the information disclosed to it by the Bureau when assessing the suitability of the person who is the subject of the disclosure to do relevant work or activities.

Satisfactory vetting will be determined by Mayo, Sligo and Leitrim ETB and decisions are final.

In assessing the contents of a disclosure document in respect of Criminal Records and/or Specified Information the following will be considered by Mayo, Sligo and Leitrim ETB in accordance with legislation;

A. Criminal Record

A criminal record in relation to a person, means –

- a) A record of the person's convictions, whether within or outside the State, for any criminal offences, together with any ancillary or consequential orders made pursuant to the convictions concerned, and/or,
- b) A record of any prosecutions pending against the person, whether within or outside the State, for any criminal offence.

B. Specified Information

Specified information in relation to a person who is the subject of an application for vetting disclosure means information concerning a finding or allegation of harm to another person that is received by the Bureau from-

- An Garda Síochána pursuant to an investigation of an offence or pursuant to any other function conferred on An Garda Síochána by or under any enactment or the common law,

Or

- A scheduled organisation pursuant to Section 19 of the Act.
In respect of the person and which is of such a nature as to reasonably give rise to a bona fide concern that the person may –
 - i. harm any child or vulnerable person,
 - ii. cause any child or vulnerable person to be harmed,
 - iii. put any child or vulnerable person at risk of harm,
 - iv. attempt to harm any child or vulnerable person, or
 - v. Incite another person to harm any child or vulnerable person.

Subsequent to the person obtaining satisfactory vetting, if a Criminal Record is identified thereafter, as a MSLETB **mandatory requirement**, the person should contact the Liaison Person in writing within 14 days outlining:

- a) Particulars of the criminal activity (if any) relating to the person, and
- b) a statement of the specified information (if any) relating to the person which MSLETB has determined should be disclosed in accordance with the "Act". Having assessed this correspondence the Liaison Person will decide, where appropriate, the course of action outlined in point 12 hereafter.

12. Processing the Vetting result – Criminal Record Disclosed

Having assessed the disclosure the Liaison Person will decide, where appropriate, the following course of action:

- Where a vetting disclosure contains criminal records information or specified information in respect of a person, the Liaison Person as soon as practicable, will make available a copy of the vetting disclosure to the person concerned.
- The vetting applicant will be given the opportunity to dispute/deny the details of the disclosure.
- The vetting applicant will be requested to meet the Liaison Person and the Chief Executive (CE)/ Principal/ Director/Co-ordinator in private to discuss the disclosure.
- In some circumstances, the prospective employee may not be allowed to take up employment.
- In the case of students/learners/trainees, before proceeding on work placement, they must present the documents (Garda Vetting Disclosure) to the work-placement supervisor for their consideration/decision. It is a matter for the work-placement supervisor to decide whether to accept the student/learner/trainee on work-placement and their decision is final.
- In some circumstances, the student/learner/trainee may not be facilitated with work placement or, in extreme cases, the student/learner/trainee may be asked to leave the course.
- If the vetting applicant does not agree with this decision, they should follow the steps outlined in point 13 hereafter.

13. Disputing Vetting Disclosure

- If the vetting applicant disputes the disclosure, they must outline the exact basis of their dispute and submit it in writing to the Liaison Person who will in turn bring the dispute to the attention of the National Vetting Bureau for further checks.
- The prospective employee may not take up duty until the dispute relating to the disclosure has been resolved to the satisfaction of the Liaison Person. The decision of the head of Human Resources will be final in this regard.
- The student/learner/trainee may not proceed on work-placement until the dispute relating to the disclosure has been resolved to the satisfaction of the Liaison Person. The decision of the Director of Further Education and Training FET will be final in this regard.

14. Appeals

Where staff, volunteers or student placements with MSLETB wish to appeal the decision of the Head of HR/ Director of Organisational Support and Development (OSD) in relation to the disclosure, he or she may, not later than 14 days after the date the notification of the determination is sent to the vetting subject, appeal to the Director of OSD, CE or Nominee of the CE against that determination.

The appeal should be made in writing and include a statement of grounds for appeal by the vetting subject.

The decision of the Director of OSD, CE or Nominee of the CE will be final in this regard.

15. Overseas Clearance

Vetting by the National Vetting Bureau currently covers the addresses in the Republic of Ireland, Northern Ireland, the other 26 EU states and the UK. If the applicant for employment/volunteering/contract has resided in countries outside of the Republic of Ireland and Northern Ireland for a period of six (6) months or more, Mayo, Sligo and Leitrim ETB will request that applicants obtain a Police Clearance Certificate from those countries. A separate Police Clearance Certificate for each country resided in will need to be supplied.

Please refer to MSLETB Document *Overseas Clearance in respect of Vetting Procedures* for further information.

16. Confidentiality

The management of vetting disclosures shall be treated in the strictest confidence to the greatest extent consistent with the protection of fair procedures and the legitimate interests of MSLETB and its employees. Any breach of confidentiality by any party may of itself result in disciplinary action.

17. Breaches of this Policy

Under the “Act” it is a criminal offence punishable by a fine of up to €10,000 or a prison term of up to 5 years or both for Mayo, Sligo and Leitrim ETB, to commence the employment or engagement a person to undertake relevant work or activities before MSLETB receives a vetting disclosure from the Bureau in respect of that person. It is not only a criminal offence for MSLETB but also is a criminal offence for the person who allows or requests a person to commence employment and/or deliver services without the vetting process having concluded. In such circumstances the person who allowed or requested the person to commence employment and/or deliver services without vetting will also be subject to Mayo, Sligo and Leitrim ETB disciplinary procedures on the basis of gross misconduct.

18. Data Protection

All information received by MSLETB in respect of vetting shall not be used by, or disclosed for any other purpose than assessment of suitability for appointment and / or services by direct employees, volunteers and/ or student placements with MSLETB.

All records will be kept in accordance with MSLETB Data Protection Policy and Records Retention Schedules. Records of the outcome will be kept until such time as the employee has been re-vetted and an updated disclosure received. At such time out of date documents will be securely destroyed. Reference number and date of disclosure will be placed on personnel record.

19. Review

This policy will be reviewed in accordance to changes in legislation, direction as issued by Department of Education and Skills and/or as directed by the National Vetting Bureau.

20. Policy Document approval

Policy Document approved by:

Signed: _____

Tom Grady
MSLETB CE

Date: _____

Appendix 1

Glossary of Terms

The “Act” – National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.

Definition of a child – The definition of a child is a person under the age 18 years.

Definition of a Criminal offence - includes an offence under the law of a state other than the State that corresponds to an offence under the law of the State, where the act or omission constituting the offence under the law of the other state would, if committed in the State, constitute an offence under the law of the State

Definition of a Criminal record - in relation to a person means: (a) a record of the person’s convictions, whether within or outside the State, for any criminal offences, together with any ancillary or consequential orders made pursuant to the convictions concerned, or (b) a record of any prosecutions pending against the person, whether within or outside the State, for any criminal offence, or both

Definition of a vulnerable person – A vulnerable person means a person, other than a child, who is suffering from a disorder of the mind, whether as a result of mental illness or dementia, has an intellectual disability, is suffering from a physical impairment, whether as a result of injury, illness or age, or has a physical disability, which is of such a nature or degree as to restrict the capacity of the person to guard himself or herself against harm by another person, or that results in the person requiring assistance with the activities of daily living including dressing, eating, walking, washing or bathing.

Vetting Disclosure – A disclosure is the document received from the National Vetting Bureau in respect of each application which will indicate whether or not there is a criminal record and /or specified information held in respect of the applicant.

Liaison Person – This is the person who is responsible for the vetting process in Mayo, Sligo and Leitrim ETB. Their role is to act as the point of contact between the National Vetting Bureau and Mayo Sligo and Leitrim ETB as well as ensuring all vetting applications are completed and disclosures, where necessary, are assessed and communicated to the individual in a timely manner.

Vetting Clerk – The role of the Vetting Clerk is to act as administrator of the vetting process to support the Liaison Person, act as point of contact and to validate identity of applicants for employment/engagement. The Vetting Clerk will also forward completed disclosures to students/learners/trainees once received from the Liaison Person.

Identity Verifier – The role of the Identity Verifier at each school/centre/programme is to assist in the validation of identity process and to ensure appropriate records as necessary are kept on file in the school/centre on behalf of the organisation.

Vetting Co-ordinator – The role of the Vetting Co-ordinator at each school/centre/programme is to complete the eVetting Batch Form and send it to the Vetting Clerk and to liaise with the Liaison Person and the Vetting Clerk as necessary.

References to this document are made from:

[*National Vetting Bureau \(Children and Vulnerable Persons\) Act 2012*](#)

[*National Vetting Bureau An Garda Síochána*](#)

Appendix 2 – MSLETB Risk Assessment

Garda Vetting Risk Assessment Requirements for Staff, Volunteers, Contractors and Students on Work Experience on behalf of MSLETB.

Name of Vetting Applicant: _____

Work Role / Activity to be assessed: _____

Location of Work Role / Activity: _____

The Principal/Relevant Manager/recruitment officer should carry out a risk assessment before relevant work or activities are undertaken by persons who are considered for employment, volunteers, contractors, students on work experience, re-vetting and/or delivery of services on behalf of MSLETB to identify if the individual/s will have regular access to, or contact with, children or vulnerable adults.

Any work or activity which is carried out by a person, a **necessary** and **regular** part of which **consists mainly of** the person having access to, or contact with, children or vulnerable adults will require the person to be vetted in accordance with Mayo, Sligo and Leitrim ETB vetting policy and procedures and the National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016.

Where it is deemed possible **(3 rating) or upwards, vetting will be required** prior to the person commencing relevant work or activities.

Work or activity, a necessary and regular part of which consists mainly of having access to, or contact with, children or vulnerable adults?	Rating (insert number)	Vetting Required Y/N	Forms given to persons/ contractor Y/N
Almost Certain (5)			
Likely (4)			
Possible (3)			
Not likely (2)			
Rare or Remote (1)			

(A) I the Principal/Relevant Manager/Recruitment officer confirm (i) the above named has been informed that National Vetting is required and that appropriate forms have been distributed, (ii) the individual will not commence relevant work or activities until such time as the vetting is complete and (iii) this form is securely retained in the school/centre.

Name (PRINT NAME): _____ Signature: _____

Role: _____ Date: _____

OR (B) I the Principal/Relevant Manager/Recruitment Officer confirm a **Rating has not been applied** for the following reason (please tick):

- ☐ Work area cordoned / closed off.
- ☐ Work / activities carried out after normal hours.
- ☐ Work / activities have a rating of 2 or less (above).

Name (PRINT NAME): _____ Signature: _____

Role: _____ Date: _____

***** In the case of staff / employees as vetting is only part of the recruitment process as per our policy, HR will confirm when this appointment can commence.**