

## **DBS - Privacy for Transgender Applicants**

The Disclosure and Barring Service (DBS) offers a confidential checking process to protect the privacy of applicants who have undergone gender reassignment. This process provides applicants with the opportunity not to reveal their previous name(s) and / or gender to their employer, or other organisation, when applying for a DBS check.

The DBS are fully committed to promoting equality and eliminating discrimination on grounds of gender identity and this process ensures that a transgender person's application is dealt with sensitively and without the need to disclose previous names to the employer, whilst maintaining the integrity of their service.

The DBS provide a designated point of contact for transgender applicants, dedicating a small resource to deal with any queries that are raised, and provide help and support throughout the process. They are also solely responsible for contacting the applicant if further information is required.

If an applicant has a conviction under their previous details, it will show on a completed check. If a Certificate is going to show any personal details that the applicant may not wish to disclose, the applicant will be informed of this and they will have the opportunity to withdraw the application.

For further information, please visit the applicant section of the DBS website [www.homeoffice.gov.uk/dbs](http://www.homeoffice.gov.uk/dbs). Anyone wishing to use the process may contact the DBS Sensitive Applications Team directly on 0151 676 1452.

Alternatively, the DBS have a dedicated email address for enquiries regarding transgender applications: [sensitive@dbs.gsi.gov.uk](mailto:sensitive@dbs.gsi.gov.uk)