



Killermont Early Years Centre

Nursery PVG Policy for Staff, Volunteers and Parents/Carers



Rationale

This policy ensures that all individuals working or volunteering in our nursery, particularly in roles involving contact with children, are appropriately vetted through Disclosure Scotland's PVG (Protecting Vulnerable Groups) Scheme, in line with legal requirements. It applies to all staff, volunteers, and parents involved in activities where children under 18 are present.

Legal Framework

This policy follows the Disclosure (Scotland) Act 2020, which makes it a criminal offence, from 1 July 2025, to:

- Perform a regulated role with children without PVG scheme membership.
- Offer someone a regulated role if they are not a PVG scheme member.

All Early Years Staff (paid or unpaid)

- Must be PVG scheme members for working with children.
- Includes: Early years practitioners, support staff, supply staff, students on placement, and managers.

Parents or Volunteers Helping in a Regulated Role - PVG is required if a parent or adult volunteer:

- Supervises, cares for, teaches or has responsibility for children who are not their own, even once.
- Assists on walks, trips, or learning activities where they are responsible for children.
- Takes part in personal care, e.g., helping in toilets or changing.
- Regularly volunteers within the nursery environment (e.g., once a month or more).

When PVG Is *Not* Required

Parents do not need PVG membership if:

- They are attending the nursery with only their own child, e.g. stay-and-play sessions or open days.
- They attend events like family discos, workshops, or parties, where contact with other children is incidental and staff retain responsibility.
- They help with setting up events, serving refreshments, or admin tasks with no direct care or supervision of children.

Definitions Term

Meaning

Regulated Role

A role involving caring for, supervising, or being responsible for children.

Incidental Contact

Unplanned, occasional contact not part of the main purpose of the activity.

Family Relationship

Caring only for your own child—not regulated and PVG is not required.

Policy Updated	July 2026
Review Date	July 2027
Reviewed By:	Patricia Ross Depute Head of Centre
Document	Document Links
Quality Improvement Framework	Safe-Guarding and Child Protection
Health and Social Care Standards	3.9, 3.7, 4.6
UN Convention of the Rights of the Child	Article 19