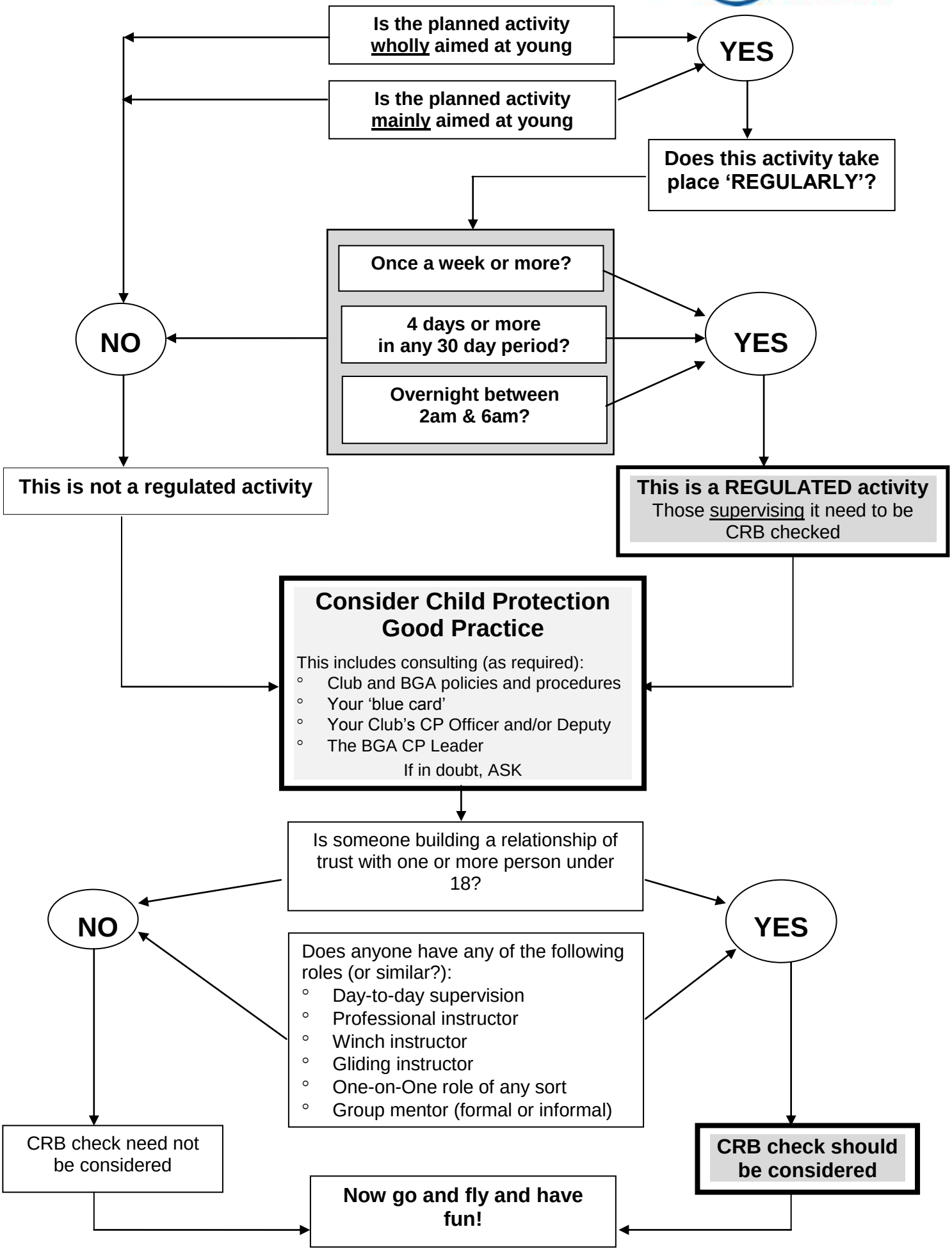Who needs a CRB check?