



Pre-Employment Screening  
International Screening  
Internet Mining (OSINT)  
Background Checks  
Criminal Record Checks  
Cyber and Security Training  
Security Audits and Consultancy

Menu of Screening Services

# 2024

## The UK's longest established independent **background screener**.

Protecting your interests since 1996, we provide you with staffing and screening solutions.

We work alongside you, helping your business to thrive by adding unrivalled expertise to the recruitment processes. We are friendly, obliging and responsive. By outsourcing background checks to us, you'll soon reap the benefits due to the sense of responsibility we have towards our work and our clients.

Our global reach and industry leading turnaround times, along with our commitment to being valued business partners, has led to us becoming one of the most trusted pre-employment screening companies in the UK.

### **Screening:** as simple as...

# 1

#### **EASE OF USE & TIME SAVING**

- Easy to use systems
- One page e-ordering
- Industry leading turn-around times
- Time saving and efficient
- Quick e-consent form
- We chase so you don't have to
- Real time updates and results
- No minimum commitment

# 2

#### **SECURE PROCESSES & ASSISTANCE**

- Personal and friendly support
- Built-in help functions
- Audit trailed and quality controlled systems
- use encrypted SSL
- Secure servers and processes
- Secured-by-design offices
- Fully screened staff
- On-site destruction of materials

# 3

#### **COMPLIANCE & TRACKING**

- Data Protection Act compliant
- GDPR Practitioner and Certified Information Security Manager
- Cyber Essentials
- Investors-in-People staff development
- Real time, 24/7 tracking
- Screening report for files

## BACKGROUND CHECKS

Identity Confirmation	An essential element, includes positive identification with verification and validation of identity documents.
Address Confirmation	Verification of address, including Electoral Roll.
Employment/Activity Confirmation (Current, 3, 5 years)	Confirmation of employment/activity history including attendance confirmation at an educational establishment (but not confirmation of qualifications). This excludes verification of gaps.
Bespoke Data Collection	Additional questions can be added to the screening process or questions can be created for candidates or third parties to complete.
CV/Activity Gap Analysis	Investigation of information on CV and verifying gaps where possible.
Right to Work Check	Verification of the right to work in the UK and any limitations.
Qualification*	Confirmation from the awarding body to validate authenticity. Global reach.
Financial Check	Confirmation of credit history and outstanding judgements. Overseas prices available on request.
Professional & Character Reference Checks	Each referee is checked to ensure that they are genuine prior to taking a reference.
FCA Regulatory Reference	Overseeing the completion of the reference/questionnaire form.
Directorship Checks	Confirmation of current directorships.
UK Drivers Licence Check	Official confirmation of validity of documentation and endorsements.
Professional Membership Check	Confirmation from the organisation to validate authenticity.
SRA Verification	Check under FCA 2000 and Money Laundering Regs 2007, Solicitors Regulation Authority and others as required.
OIG/GSA Debarment Check	A check of those debarred from receiving Federal finances and contracts due to fraud, system and patient abuse.
FDA Debarment Check	A list of individuals (and firms) who have been debarred from providing services to the drugs industry in the USA, by the Food & Drug Administration.
Red Flag Analysis	Detailed examination of information, documentation and conflicting information, highlighting of gaps, anomalies and other identifiable red flags.
Organisational Due Diligence	Details of company associations of the candidate.
Company Due Diligence	Company financial standing and director information.
Civil Litigation Checks	Detailed search of UK court cases.
Candidate Telephone Interview	Experienced interviewers conduct a comprehensive screening interview.

## CRIMINAL RECORD CHECKS

DBS Basic Disclosure	Basic Criminal Record checks can be requested for any role. Standard and Enhanced checks are legally required for certain positions such as those working with vulnerable adults or children. If you are unsure, please ask (overseas criminal checks priced on request).
Overseas Police Check	Most countries are able to provide some form of criminal history information.

## SOCIAL MEDIA AND AFFILIATIONS CHECKS

Internet Mining/Digital Footprint Check	Open Source Intelligence (OSINT) to check online reputation/digital footprint and social media for the last...
Sanctions, OFAC and Politically Exposed Persons (PEP) Checks	Individuals identified as fraudsters, extremists, terrorists, or presenting significant risk to organisations, as listed on sanctions and watch lists.
Animal Rights Connections Check (ARC)	Search of our unique database of around a million individuals with associations and/or sympathies for animal rights causes.

\*service provider may charge a fee