



# 2025

Menu of Services

# Build a safer, more reliable workforce for your business with our background screening solutions.

We help businesses make informed hiring decisions by providing comprehensive background screening solutions enabling you to hire with confidence.

Our advanced technology and highly skilled team ensure your screening process is seamless and efficient, giving you confidence that your workforce is built on trust and integrity. Everything that you expect from a quality screening provider but with a personable approach.

As the industry leader in compliance and data security, we operate with the highest standards, including ISO27001 and ISO27018 certifications, safeguarding your sensitive information at every step of the screening process.

## You and your candidates are important to us, with our service you will be guaranteed...



A responsive service, your calls are always answered promptly.



A UK based team who are committed to supporting you every step of the way.



Support for your candidates throughout ensuring a smooth and positive experience.



Seamless support provided by our experienced team and system.



Personalised assistance and tailored solutions that align perfectly with your needs.



A dedication to continuously improving our service, through client and candidate feedback.



## 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.



## BACKGROUND CHECKS

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 and identify conflict of interest to your organisation.
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/Open Source Intelligence (OSINT)	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.
Enhanced Social Media Check	Social media check is a fully automated solution, checking both public and private posts across major social media platforms against a number of risk categories in under 60 minutes.





**Hire with confidence, contact our  
sales team today, we're here to help  
you every step of the way.**

