

Screening for success

The importance
of background
screening for
businesses





Screening for success - the importance of background screening for businesses

In an increasingly complex business landscape, it's now more important than ever for businesses to bring in the best talent. With businesses wanting to make informed and responsible hiring decisions, background checks act as a crucial tool to assess the suitability of potential employees.

With that being said, to conduct an effective background check, businesses must have a comprehensive understanding of best practices surrounding background checks in order to minimise risk and ensure compliance.

So, we've put together this guide to help you and your business gain a better understanding of background screening so you can be confident in bringing in the best talent to your business.

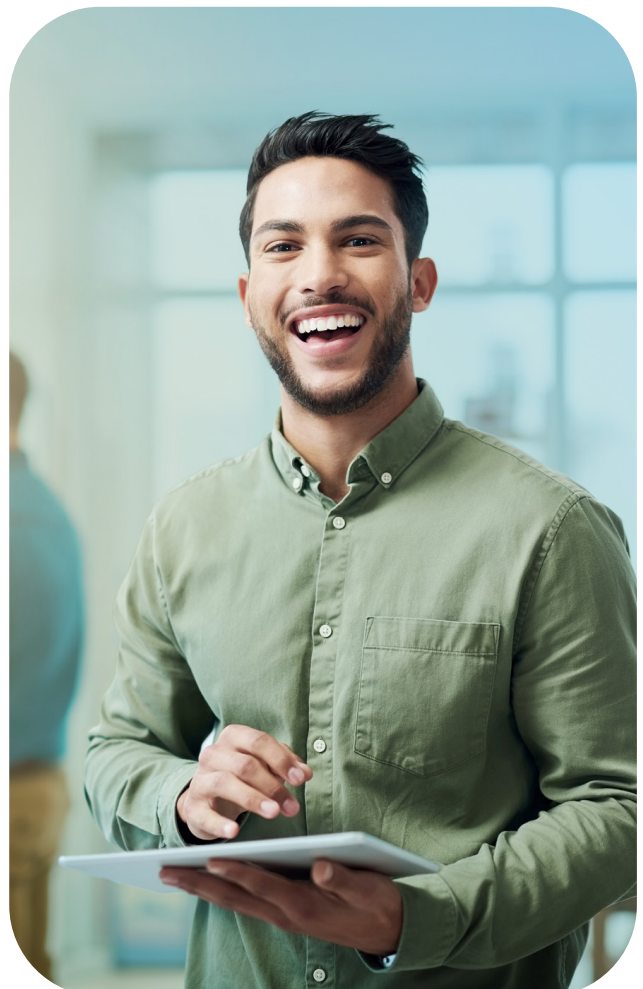
What is background screening and why is it important?

In a perfect world, every candidate would be truthful on a job application. That way, there would be little chance of businesses hiring the wrong person for the job. Unfortunately, that's not the case and it isn't uncommon for candidates to misrepresent themselves before, during, or after an interview.

To alleviate the risk of hiring the wrong person for the job, it's best practice for employers to conduct some sort of background screening. In fact, in some industries it's a legal requirement!

Background checks generally cover areas such as criminal records, medical history, employment history, and qualifications.

Out of all the background checking options available, many companies consider the DBS check (formerly known as a CRB check) to be the benchmark...





What are DBS Checks?

The Disclosure and Barring Service (DBS) provides DBS Checks to enable employers to check prospective employees' criminal history.

DBS Checks are designed to help employers make safe recruitment decisions and prevent people from doing work they're unsuitable for.

There are three levels of check: Basic, Standard and Enhanced. The three levels have different eligibility requirements and reveal different information about the applicant.

Basic:

A Basic DBS Check or Basic Disclosure will show any unspent convictions or conditional cautions the applicant has.

Standard:

This check will show any spent or unspent convictions, cautions, reprimands or warnings the applicant has.

Enhanced:

This check will show any spent or unspent convictions, cautions, reprimands or warnings the applicant has, as well as any other relevant information held by the applicant's police force.



What other checks are available to businesses?



Right to Work Checks

Right to Work Checks are an essential part of the recruitment process, enabling employers to verify that potential employees are eligible to work in the UK.

The employer must check the applicable documents – for example, a passport or visa – to establish whether a prospective employee has a time-limited or permanent right to work.

Employers are required to do this before employing any person to make sure they are legally allowed to do the work in question. Failing to do so puts the employer at risk of being fined by the Home Office.



Adverse Credit Checks

An Adverse Credit Check will reveal any serious adverse credit history the applicant has.

Adverse Credit Checks are a great way to ease any potential worries over staff fraud or dishonesty. For example, an employee who is shown to be economically vulnerable could be more open to accepting bribes, which could put your organisation at risk.



Identity Checks

Identity Checks are a type of electronic identification check designed to verify a prospective employee's identity. They do this by cross-referencing the applicant's personal information against data held on secure databases.

Identity checking is a crucial part of the recruitment process. An identity background check can help protect your organisation from fraud and give you an extra level of confidence in the people who have access to sensitive information.



You're better off with uCheck

We're uCheck. We make background checks simple for over 30,000 organisations just like yours.

From our range of DBS and Right to Work Checks to Adverse Credit and Identity Checks, we're here to help you confidently make good recruitment decisions.

Our easy-to-use digital platform, Atlas, can provide you with instant results for most checks. And for more detailed checks like DBS, results should be with you within just two days!

By making us your background screening wingman, you can benefit from:

- Extra time on the clock with the speediest pre-employment checks
- More bang for your buck by only paying for the checks you need
- A support team that's by your side and ready for anything

With 92% of our clients rating us as 'excellent' on Trustpilot, we're ready to get you set for anything.

Ready to get started? Reach out to us today on **0300 140 0022** or at info@ucheck.co.uk and we'll be happy to help. Alternatively, you can get started by filling out [this form](#) on our website.

We're ready when you are.