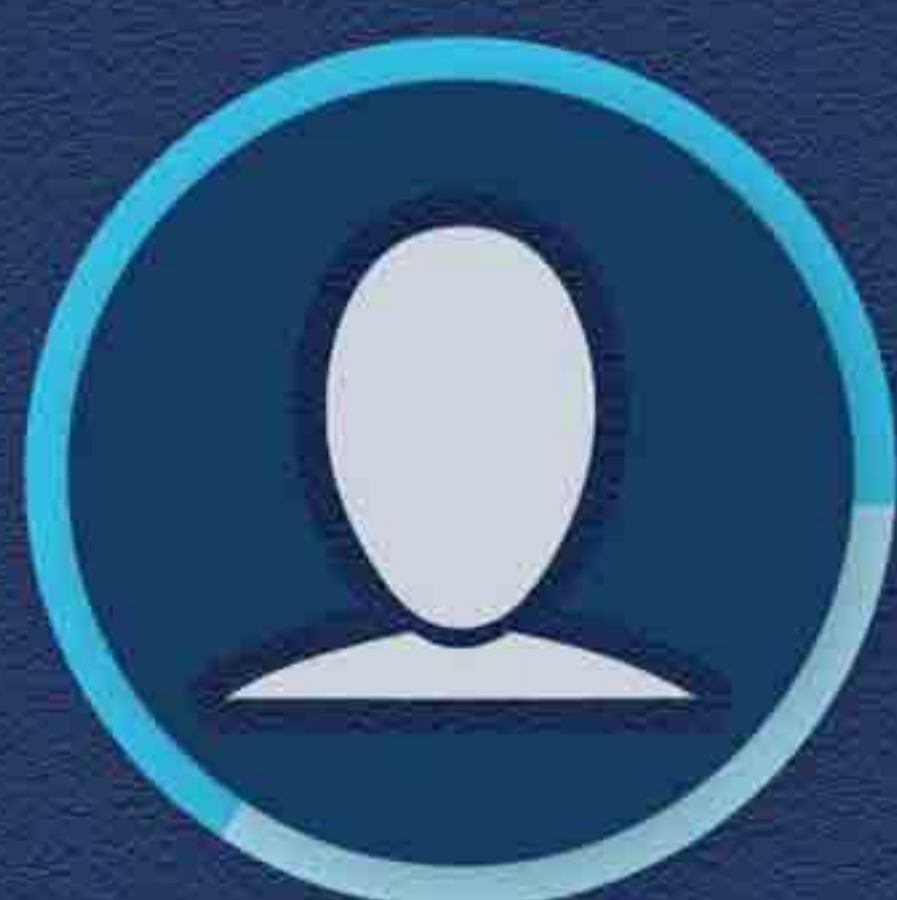


THE RISKS OF NOT CARRYING OUT BACKGROUND CHECKS

IDENTITY



COUNTERFEIT DOCUMENTS AND IMPERSONATION?

UNLESS YOU KNOW A PERSON IS WHO THEY SAY THEY ARE, ANY OTHER INFORMATION ABOUT THEM THAT YOU RECEIVE CANNOT BE TRUSTED

THERE ARE AN ESTIMATED **20 MILLION** COUNTERFEIT DOCUMENTS IN CIRCULATION IN THE UK



RIGHT TO WORK IN THE UK

IT IS A CRIMINAL OFFENCE TO EMPLOY A PERSON WHO DOES NOT HAVE THE RIGHT TO WORK IN THE UK

863,000

ESTIMATED NUMBER OF ILLEGAL IMMIGRANTS IN THE UK

£10,000

UK BORDER AGENCY FINE FOR HIRING AN ILLEGAL IMMIGRANT WORKER

£57.5 MILLION

TOTAL AMOUNT OF FINES HANDED OUT BY THE UK BORDER AGENCY 2008-2012

HISTORY



CRIMINAL RECORDS

DBS CHECKS ARE LEGALLY REQUIRED FOR CERTAIN POSITIONS (E.G. NURSES) - FAILURE TO COMPLY CAN INCUR HEFTY FINES. WE ALSO RECOMMEND DBS CHECKING TO REDUCE THE RISK OF EMPLOYEE FRAUD BY DETECTING, FOR EXAMPLE, WHETHER OR NOT A PROSPECTIVE EMPLOYEE HAD PRIOR CONVICTIONS FOR THEFT



ADVERSE FINANCIAL HISTORIES AND SANCTIONS

FOR ROLES INVOLVING A HIGH DEGREE OF TRUST, ADVERSE FINANCIAL HISTORIES CAN INDICATE THAT AN APPLICANT MAY BE LIKELY TO ABUSE THEIR POSITIONS FOR PERSONAL FINANCIAL GAIN. THIS INCLUDES LOW-SKILLED WORKERS WHO ENTER A CLIENT'S PREMISES

THERE IS A STRONG CORRELATION BETWEEN FINANCIAL PRESSURE AND EMPLOYEE THEFT, WHICH ACCOUNTED FOR 72% OF BUSINESS SHRINKAGE LAST YEAR

282 PEOPLE ARE DECLARED INSOLVENT OR BANKRUPT IN THE UK EVERY DAY

SUITABILITY

REFERENCES AND QUALIFICATIONS

IF AN APPLICANT'S REFERENCES AND QUALIFICATIONS ARE NOT VERIFIED, THEY MAY LACK THE NECESSARY SKILLS TO PERFORM THEIR DUTIES ADEQUATELY. THIS CAN CONTRAVENE LEGAL REQUIREMENTS (E.G. DOCTORS OR CRANE OPERATORS) AND RECRUITMENT AGENCIES THAT PLACE INCOMPETENT CANDIDATES IN WORK ARE LIKELY TO LOSE BUSINESS

31%

OF APPLICANTS HAVE PROVIDED FALSE INFORMATION ABOUT A DEGREE, PROVIDED FALSE EMPLOYERS OR FABRICATED NON-EXISTENT JOBS

76%

OF EMPLOYEES ADMITTED TO HAVING SAID SOMETHING UNTRUE IN THEIR APPLICATION FOR THEIR CURRENT JOB