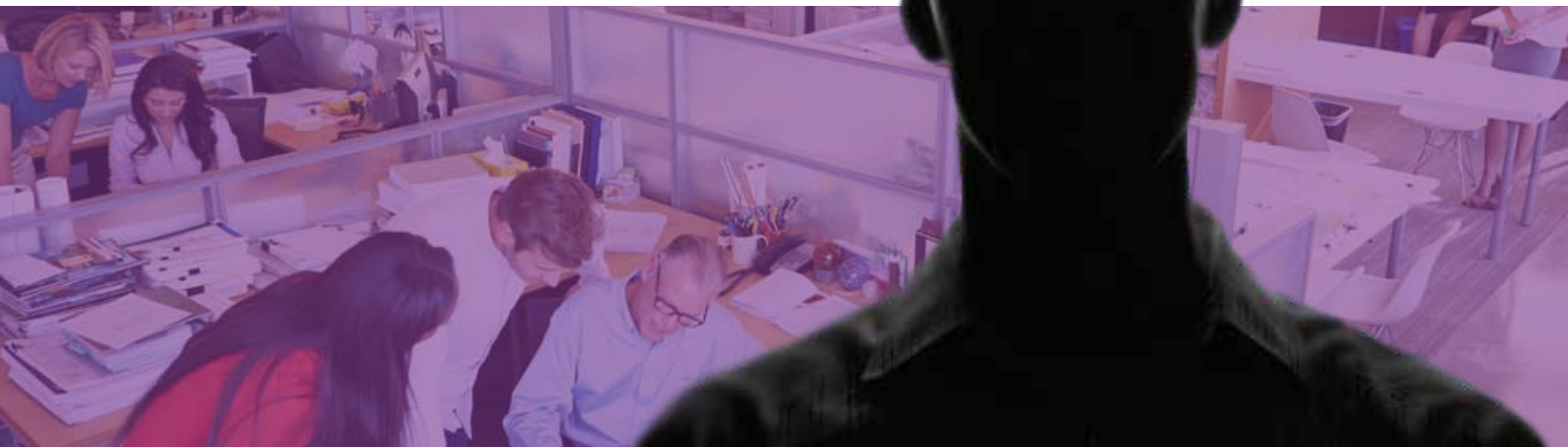


Leading provider of
pre-employment
screening and
background
checks



Speed



Cost Effective



Accurate



Reliable

Vetting Solutions

Fast, accurate
and affordable
pre-employment
screening and after
care services.

Through our innovative and interactive web based processes, we are able to offer a managed integrated solution proven to minimise the burden on your resources, improve the turnaround of applications and reduce costs. We have the knowledge and operational experience required to deliver a proportionate and compliant response for your future vetting, due diligence and background checks.

We have simplified the pre-employment screening process, making it ideal for organisations of all sizes within the both the public and private sectors. If you are a business that is new to background screening, have a specific requirement, are looking to review or change an established outsourced service or simply seek to improve your current in-house screening, we are here to help and want to work with you. We offer a fully managed service or if preferred, can integrate with your existing human resource processes.

33%

It is reported
when questioned,
33% of people
admit to lies and
exaggerations on
their CV.

Our Solutions

Pre-employment background checks

Ongoing screening of existing employees

Background research on candidates for academic institutions

Background screening for executive hires

Background checks on the personnel of vendors working on your premises

Identity, employment and education verification

Financial checks

Criminal record checks

Sector Approach

Healthcare and education

Financial and professional services

Manufacturing and hospitality

Armed forces and public sector



Tailored solutions for your business needs



Background screening is fast becoming standard practice in many workplaces. Businesses are continually looking for new ways to mitigate their risk, and conducting background checks is an effective and easy way to do so. Vetting Solutions can assist you in:

- Safeguarding your organisations assets (both physical and intellectual)

- Promoting safety in the workplace

- Hiring the best candidate for the role

- Maintaining your brand and reputation

- Protecting your organisation from costly litigation

Our experts understand the unique challenges each sector faces when developing an effective screening program. The guidelines that regulate the hiring process within an industry can be difficult to navigate. Vetting Solutions work with organisations to implement employee screening programs tailored to the positions they hire for based on our knowledge of industry trends and best practices within the screening industry.

Our Services

We know that hiring the best people is critical to the success of your organisation – our broad range of services can help you reduce the risks associated with your workforce.

Public Sector

The provision of; services, supply chains and support functions within the public sector carry great responsibility. Ensuring that the right people are engaged to deliver these crucial services is more important than ever. In some case this involves vital protection of the Critical National Infrastructure (CNI). The proper screening of individuals helps to protect the reputation of our authorities and confidence in our public services.

Private Sector

Background screening is an important aspect of due diligence and business assurance. As such it should form part of the risk management process. Businesses are increasingly aware of the risks surrounding the exploitation of internal vulnerabilities. However, understanding how to mitigate those risks is less understood. If not addressed correctly this can result in significant financial loss and/or significant reputational damage. Common to all sectors the threat is both physical and logical.

The global deployment of resources, increased use of counterfeit identity documents and unchecked discrepancies within CV's, means that any organisation not equipped with an effective background checking process will be susceptible to becoming a victim of economic crime.

Criminal Record Disclosures

As part of any recruitment process you may be required to obtain Criminal Record Disclosures. In the United Kingdom these are obtained through the Disclosure and Barring Service (DBS) which replaced the Criminal Records Bureau in December 2012.

Under the Rehabilitation of Offenders Act 1974, a person with a criminal record is not required to disclose any spent convictions unless the position they are applying for, or are currently undertaking, is listed as an exception under the Act.

10
days

Our unique approach can deliver the results you need within 10 working days.

International Background Checks

Vetting Solutions specialise in providing multi-national background checks for organisations that operate globally.

Conducting international background checks needn't be as time consuming or as costly as you think. We use a network of reliable open source contacts within the International Community to advise and assist us to put in place checks and controls to mitigate our client's employment risk.

NHS Employment Checks

NHS Employers are required to complete background screening to a set standard. This requirement forms part of the compliance standards set out within the Health and Social Care Act 2008 (Regulated Activities) Regulations 2010 and the Care Quality Commission (Registration) Regulations 2009.

BS7858

BS7858 2012 Security Screening of Individuals Employed In a Security Environment is a published Code of Practice that provides best practice and when applied to the private security industry act 2001 sets the standard and requirements for the screening of SIA licence holders.

FCA Screening

Employment screening has been included within the Financial Conduct Authority due diligence guidance for regulated roles.

Although guidance has been given, there remains a requirement to implement pre-employment and ensure aftercare checks are routinely completed according to policy. Vetting Solutions have experience in working with financial intuitions to you ensure a whole life business approach to screening is achieved. Companies will still need to deter those with a wilful intent to commit financial crime and the need for a resilient approach that can be delivered with time and cost efficiencies without compromising on security are an important feature in mitigating future risks.



Bespoke Background Checks

At Vetting Solutions, we recognise that background checks are just as important to small business as they are to a large global organisations. So whatever the size of your staff turnover, we can build the correct solution for you.

Vetting Solutions

Our Ethical Policy

Vetting Solutions is committed to maintaining the highest possible standards and levels of service at all times. As part of this undertaking, every member of the organisation is made aware of the importance of sound ethical practice and is required to read and sign a corporate commitment to this effect.

This includes meticulous confidentiality and non-disclosure agreements:

comply with all applicable laws, both domestic and international;

wholly respect any request for confidentiality, in so much this does not conflict with the above statement;

avoid any conflict of interest in connection with our duties;

provide accurate, realistic, honest recommendations and advice in connection with our duties;

constantly strive to adhere to "Current Best Practice" in the light of any applicable new legislation or guidelines; and

always strive to provide the best possible service to our clients and abide by the policies, objectives and guidelines of the Vetting Solutions organisation.

Contact

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