

A Guide to the Benefits of Employment Screening for Hiring Managers.

Vero/Resources.

The Vero logo is a white circle containing the word "vero." in a lowercase, sans-serif font. The background of the entire page is a dark, semi-transparent image of two business professionals, a man and a woman, in an office setting. The man is on the left, wearing a light blue shirt and glasses, and the woman is on the right, wearing a white shirt. They appear to be in a meeting or discussion.

vero.

Introduction.

As an HR or Recruitment Manager responsible for sourcing and selecting the best workforce for your business, a comprehensive screening process may be a key aspect you rely on to do your job properly.

A reliable background screening partner can help you by employing sound processes to deliver accurate, comprehensive reports, helping you mitigate risk and hire the right people.

In our experience, enterprise organisations need their employee screening company to understand their business inside and out. Only then can they propose a bespoke solution that balances compliance and business needs with budget, risk tolerance and recruitment requirements. They need international support and expertise, guidance through the processes and complete transparency on screening progress and service deliverables.



Why is Screening Important for Hiring Managers?

During the recruitment process, your business needs to be confident in the candidates you hire. With our pre-employment screening process and background checks, you reduce your company's exposure to risk. Vero's full employment screening helps employers make the right hiring decision, the first time.

Candidate background screening services can give your company the tools you need to:



Vouch for the honesty and experience of your potential employee and candidates.



Protect the security and integrity of your data, and systems.



Comply with professional standards and statutory requirements in your industry.



Minimise risk and prevent damage to your company's reputation.



Promote a culture of honesty and integrity, between yourself as an employer and your staff.



Core Screening Categories and their Benefits.

Pre-Employment Screening.

How can it benefit Hiring Managers?

Screening potential staff members can help your HR team to be confident in your new hires. Professionally run employment screening checks and reference checks can be completed quickly, run smoothly and meet the necessary professional and regulatory standards/compliance.

Hiring throughout the pandemic has often meant making hiring decisions without physically meeting candidates. With more remote working than ever, many businesses need to do their due diligence to ensure that new hires are the right cultural and professional fit and that they are hiring the best employees for their company.

A bad mid-management hire can end up costing your company over £130,000.



Employee Re-Screening.

How can it benefit Hiring Managers?

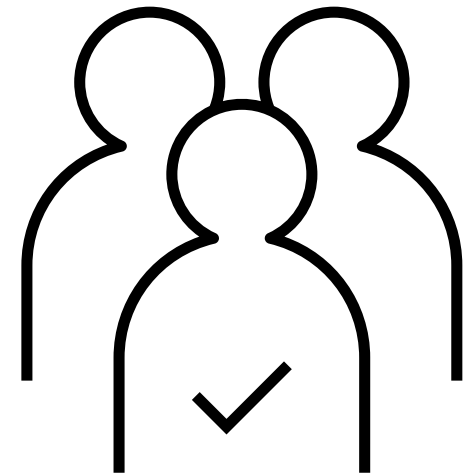
Trust is now, more than ever, a vital part of the hiring process, with remote workers having access to technology and data, which would usually stay in-house.

A recent KPMG Forensic Survey has revealed that despite moving away from totally remote working, the risk of fraud may still be on the rise.

With this in mind, it's necessary to consider ways in which you can mitigate risk of fraud, such as bringing in new workplace policies, or refreshing old ones, with measures such as employee screening. Your business needs to be confident in the staff you currently have, as well as those you're onboarding.

As staff members develop professionally and climb the ladder within your business, they also develop within their personal lives, and the risks they pose may change. This can apply in both regulated and non-regulated sectors.

Acting as a best practice approach, employee rescreening can put your business one step ahead, potentially protecting your company from what's around the corner.



Pay-As-You-Go Screening.

How can it benefit Hiring Managers?

If you're a small business owner, you still need to know that potential hires are who they say they are. It's best for SME owners to let job applicants and potential employees know that a background check will be part of the hiring process.

Circumstances can vary dramatically, but if your company employs individuals who care for vulnerable people or those who handle sensitive information, or work remotely, background checks can safeguard your business practices in several ways.

As well as needing to trust employees and safeguard customers and staff, screening employees can save your company the cost of a bad hire.

By performing background checks on staff, you'll have peace of mind whilst being able to focus on what matters.



Global Screening.

How can it benefit Hiring Managers?

With international hiring now an everyday reality for many businesses, global screening has never been so important.

As a result of the 'new normal', getting confirmed verification about who you are hiring is a non-negotiable for businesses wanting to avoid reputational, financial, and cultural risks to their workforce.

HR departments are now finding it necessary to screen in a multi-cultural context. Working with applicants from different backgrounds and in different countries requires that HR deals with prospective employees from a multitude of cultures and nationalities, each with their own expectations and regulations.

Local Regulations: Regulations vary from country to country, and from candidate to candidate. We can help you identify the legal, social and cultural screening requirements and prohibitions and considerations in each of the countries you intend to hire

Local Law vs Contractual Law: Did you know that what is permissible varies on a country-by-country basis?

Local knowledge is of the utmost importance to ensure compliance with local legislation and regulation. Aspects of international hiring such as this can dramatically alter what employers learn about prospective employees.

International Consistency: As your international workforce grows, consistency from the HR function is key.

Consistency is crucial when conducting any type of background check. Inconsistencies can be shown as points of discrimination or poor hiring practice and can lead to problems.

When you create a global background screening policy, it's important to ensure the policy is consistent across all locations within the limits of local legislation.

A practiced and trusted international screening provider should act as an extension of your Human Resources team, ensuring a quality-driven process, time and time again.



Social Media Screening.

How can it benefit Hiring Managers?

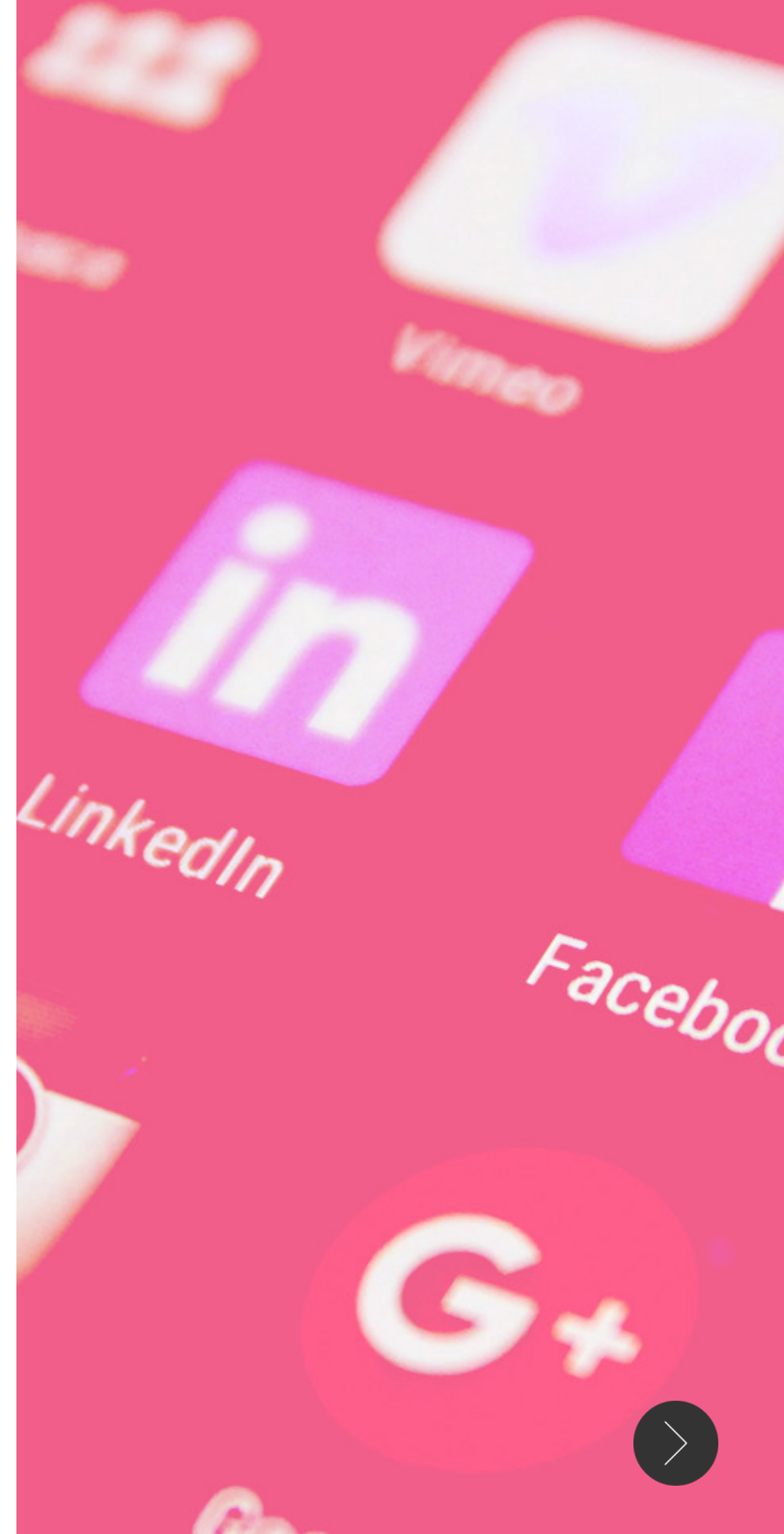
Some surveys show around 70% of employers glance at applicants' profiles before considering them for a role.

Using social media screening to reveal damaging behaviours in the pre-employment process can mitigate the risk of a negative cultural fit. Creating a mutually beneficial working relationship is key to the success of a candidate's career within your firm, and starting off with online transparency can support this.

Screening can also be beneficial to businesses with employees later on in their career journeys. Rescreening senior level staff to ensure they are still fit and proper within their roles is a pertinent reason for many HR teams to utilise a screening service.

For Hiring Managers hiring in Legal and Financial Services, social media screening needs to be water-tight. If a member of certification staff is considered to lack fitness and propriety, serious consequences can ensue. Regulators such as the Solicitors Regulation Authority, European Banking

In 2021 alone, our experts reviewed more than 3,000 social media profiles. 17% of which highlighted red flags to employers.



Criminal Record Checks.

How can it benefit Hiring Managers?

Criminal record checks are an important part of any background checking process, whether pre-employment or in-employment screening. In the UK, Disclosure and Barring Service (DBS) checks are used to confirm whether a candidate has any records of convictions, cautions, reprimands or final warnings.

What's included in a criminal record background check will depend on which of the three types of DBS check is run (basic, standard or enhanced).

The more comprehensive the check is, the tighter the restriction on when it can be run it. For many sectors it can be a legal or regulatory requirement to obtain a criminal record check before employing candidates for certain posts or jobs. In other instances, such checks are used to assess general suitability for the job.

To ensure a fair and consistent approach for clients wishing to screen candidates who have worked or lived overseas, Vero can replicate criminal record checks internationally (subject to public availability of information and local legislation).





SMCR Screening.

How can it benefit Hiring Managers?

The Senior Managers & Certification Regime (“SMCR”) has replaced the Approved Persons regime of the FCA and marks a paradigm shift in the UK financial services industry. The SMCR is a regulatory framework for the conduct and responsibility of key personnel.

Previously there was no mandatory requirement to carry out background checks to ensure individuals carrying out controlled functions were fit and proper. Now, under the new SMCR regime, the FCA has stated:

1. There is a mandatory requirement for Senior Managers to perform criminal background checks; and
2. Under the certification regime, there is a requirement to re-certify individuals at least once a year.

Hiring Managers can benefit from a package of SMCR Screening Services, helping your business and its employees to stay fit and proper.



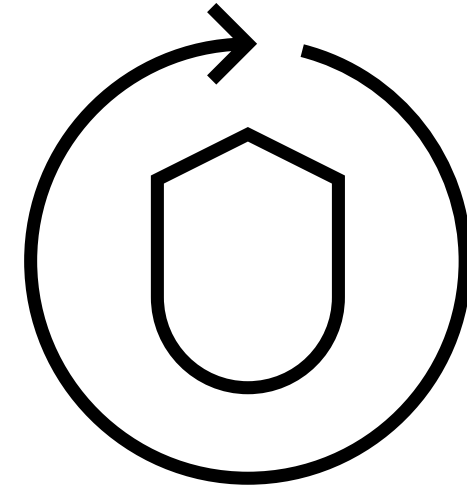
BS7858 Screening

How can it benefit Hiring Managers?

Published by the British Standards Institution, BS7858 is considered the best practice procedure for employees working in a secure environment.

Businesses and industries across the UK use BS7858 to enhance their security and recruitment processes. This type of screening isn't just used for individuals employed in security.

Vero can help Hiring Managers achieve compliance with the screening standards set out in BS7858 by conducting an assortment of required checks, acting as an accredited provider of screening.



In 2020 alone, we carried out more than 5,000 screenings in our clients' 1200+ international offices.



Get in touch.

Digesting types of screening and the relative regulatory requirements can be quite an exhaustive task. We're on hand to work with you every step of the way.

We're one of the UK's leading providers of international background screening with in-country knowledge and global screening services that are legally and culturally compliant.

We utilise our established network of trusted and fully audited suppliers, to deliver specialist country-specific and sector-specific expertise.

Meet our Consultants.

Wondering which background check services are right for your business?
Our Screening Consultants can run your screening wants and needs against the services available, showing you what's possible.



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