

PHILOSOPHY EDUCATION

RECRUITMENT, SELECTION AND VETTING POLICY

1 Introduction

Philosophy Education is an employment business supplying temporary workers to work within the education sector. The candidates that we engage must pass thorough and robust vetting procedures before we can consider them for any placement or assignment with our clients and this policy sets out our commitment to comply with the highest standards at each stage of the recruitment process.

Our processes are compliant with relevant legislation including The Employment Agencies Act 1973 and its associated Conduct Regulations and the Department for Education's statutory guidance: **Keeping Children Safe in Education (KCSIE)**. We ensure our temporary workers remain compliant throughout their time with Philosophy Education by undertaking the checks set out in this policy.

We have processes in place whereby we obtain feedback from our clients once placements are made.

2 Recruitment and Selection

Philosophy Education appointments will be made on the basis of qualification, skills and experience. Discrimination in any form will not be accepted. Where necessary, assistance will be provided to those candidates who require it. Consultants/resourcers will review all considerations carefully to enable such appointments to be made wherever possible. Only if such considerations render it impossible or impractical will such an application be rejected.

It is the policy of Philosophy Education to select candidates for interview who meet the following criteria:

- Qualified Teacher Status (QTS) with a formal teaching qualification from a recognised training facility i.e. University, College, SCITT, School Direct, Teach First programmes via Department for Education etc.
- Overseas Trained Teacher (OTT) who fulfils NARIC criteria for equivalency of qualifications
- OTT from an EU member country or Australia, New Zealand, Canada, USA who qualifies for QTS under Department for Education regulations.
- OTT with QTS gained via the DfE Overseas Trained Teacher programme.
- Early Years Educator with relevant level 3 qualification
- Support staff with relevant qualifications or experience.

AND

- Recent experience in state, independent or special needs schools.
- 'Returners' without recent experience will be provided with training and support appropriate to their needs.

AND

- Permission to work in the UK.

AND

- Be able to provide professional references and all relevant documentation.

Treatment of initial applications and CVs sourced online

It is the policy of Philosophy Education to treat all applications equally so that candidates are selected for interview on the basis of skills, qualifications and experience.

- A full CV is required from all candidates.
- Candidates with suitable skills, qualifications and experience who have posted their CV online to be approached for work will be contacted prospectively via phone, email and SMS.
- After initial telephone screening, successful candidates will be invited for a registration interview with a Philosophy Education resourcer or consultant.
- All interviews are by appointment only. Philosophy Education does not allow unsolicited interviews with candidates who present themselves at our offices.
- Candidates who do not meet our selection criteria will not be formally notified according to our advertising policy.

Offer of Interview

It is the policy of Philosophy Education that all candidates must undergo a registration interview. Interviews will be conducted either in person at the Philosophy Education office or via phone/video.

If an initial phone or video interview is completed, candidates are required to present their original Enhanced DBS certificate to Philosophy Education in person or by post for verification.

Phone or video interviews may only be conducted when right to work documents can be verified digitally (see *Right to Work Checks, Section 2.2*).

Candidates will be sent an email confirmation with details of the registration interview appointment along with the requirements in respect of right to work documents, qualifications, references and DBS Enhanced Disclosures they will need to provide in order to complete the registration process. Candidates will be sent the applicable registration form via email through the ProNet/Access screening portal to complete prior to their registration interview.

Candidates are provided with a 'Key Information Document' (KID) prior to registration. Key information documents are intended to give agency workers a number of pay related facts. This is so they have clear information about their pay and deductions prior to registering.

Registration form and documents

Candidates will be required to complete the Philosophy Education online registration form prior to their phone/video or in-person interview. This form includes:

- Personal details
- Address History
- Reference details (Employment/academic/personal)
- Health Statement
- General Data Protection Regulation confirmation
- Rehabilitation of offender's statement
- Childcare Disqualification declaration
- Working time regulations statement
- Confirmation to access DBS update service information
- Confirmation to complete online background checks

Confirmation that the following documents have been read:

- Keeping Children Safe in Education
- Prevent Duty
- Philosophy Education Professional Guidelines

2.1 Face to face interviews

Before placing any candidates on assignments, Philosophy Education meets with them face to face either in person or via video.

During the interview, a suitably trained and competent consultant/resourcer will assess the candidate's suitability for the role by discussing their previous work history and qualifications. Philosophy Education uses a template of standard relevant questions to ensure equality of approach and seek to understand the candidate's knowledge and understanding of protocols and to assess how they would react to various scenarios.

Provided the outcome of the interview is satisfactory, Philosophy Education will then start the pre-employment checks.

2.2 Right to work checks

Philosophy Education conducts right to work checks on every candidate we intend to supply to our clients to comply with immigration requirements, recruitment industry legislation and to ensure that guard against the risk of supplying a person who is not permitted to work, to a client. All checks are carried out in line with best practice and equality law. We will conduct **a manual document check, a digital identity verification check through the Identity Service Provider (IDSP) YOTI or an online check using the Home Office Online or Employers checking service** to establish a candidate's right to work. Where a right to work check is conducted using the online service, the information is provided in real-time, directly from Home Office systems and so there will be no requirement to see the documents listed below.

2.2.1 Manual right to work checks

For physical document checks we follow the three-step process set out in the [Home Office Guidance: An employer's guide to right to work checks](#):

- Step one:

We obtain the candidates original documents. The candidate must provide us with either one document (or a combination of documents where applicable) from [LIST A](#) of the Home Office right to work checklist or any of the documents or combination of documents from [LIST B](#) of the checklist. We only accept original documents. Photocopies or electronic scans are not acceptable, and we must be in receipt of the physical documents.

- Step two:

We take reasonable steps to check that the document is genuine and that the candidate is the person named in the document.

For each document we complete the following checks:

- check any photographs are consistent with the appearance of the candidate;
- check any dates of birth listed are consistent across documents and that we are satisfied that these correspond with the appearance of the candidate;
- check that the expiry date for permission to be in the UK has not passed;
- check that the documents are valid and genuine, have not been tampered with and belong to the holder; and
- if given two documents which have different names, we ask for a further document to explain the reason for this. The further document could be a marriage certificate, a divorce decree absolute, a deed poll or a statutory declaration.
- check that in relation to restrictions on permission to work in the UK the candidate is allowed to do the type of work they have applied for. For students, we will obtain a copy of their academic term times from the relevant institution.

- Step three:

We make a copy of the relevant page/s of the document in a format which cannot be subsequently altered. This can include a photocopy or a scan in a non-rewritable format.

Where the candidate has provided us with a passport, we will photocopy or scan the following: any page with the document expiry date, the holder's nationality, date of birth, signature, leave expiry date, biometric details, photograph and any page containing information indicating that the holder has an entitlement to enter or remain in the UK and undertake the work in question.

For all other documents, we make a clear copy or scan of the document in full.

All copies of documents taken will be kept securely for the duration of the work-seeker's engagement with Philosophy Education and for two years afterwards. The copy will then be securely destroyed.

We will make a note of the date on which the check was conducted by either a declaration on the hardcopy or on a separate record.

2.2.2 Digital identity verification check

For digital document checks we follow the three-step process set out in the Home Office Guidance: An employer's guide to right to work checks:

- Step one:

We will use the services of the Identification Service Provider (IDSP) YOTI who can satisfy a minimum of a Medium Level of Confidence check.

- Step two:

Once we have received the output form from the IDSP confirming details of the check, we will satisfy ourselves that both the photograph and biographic details of the work-seeker such as their date of birth, are consistent with the person presenting themselves to us for work finding services. We may conduct this check via video call or in person.

- Step three:

All copies of the output forms will be kept securely for the duration of the work-seeker's engagement with Philosophy Education and for two years afterwards. The copy will then be securely destroyed.

2.2.3 Online right to work checks

For online right to work checks we will follow the three basic steps set out in the the Home Office Guidance: An employer's guide to right to work checks:

- Step one:

Where the work-seeker provides us with a valid share code we will use the Home Office online right to work checking service and will only supply the person if the online check confirms they are entitled to do the work in question;

- Step two:

We satisfy ourselves that any photograph on the online right to work check profile page is of the individual presenting themselves for work; and

- Step three:

We retain a clear copy of the profile page provided by the online right to work check (storing that response securely, electronically or in hardcopy) for the duration of the work-seekers engagement with Philosophy Education and for two years afterwards. The copy will then be securely destroyed.

2.2.4 Employers checking service checks

If we are unable to conduct an online check because:

- we have not been provided with any acceptable documents listed in List A or B of the guidance and we have been unable to obtain an online check via share code;
- we have been provided with a non-digital Certificate of Application (CoA), email or acknowledgement letter confirming an application for the EU Settlement Scheme (EUSS) was made on or before 30 June 2021;
- we have been provided with evidence that the worker is a long-term resident of the UK who arrived before 1988 but have not received documents in List A or B;
- we have been provided with a non-digital CoA confirming an application for the EUSS was made on or after 01 July 2021
- we have not been provided with any acceptable documents but have been given information that indicates an application for permission to stay was made to the Home Office prior to the expiry of the workers previous permission or there is an appeal or administrative review pending;
- we have been provided with a valid application registration card.

In these circumstances we will use the Home Office's employers checking service and await receipt of a positive verification notice before supplying the candidate to a client.

2.3 ID checks and proof of address

In addition to the above right to work documents, we also require candidates to provide us with two original¹ documents, one to confirm their identity and one to confirm their address. The type of documents that we accept are a valid driving licence, Passport, utility bill, bank statement, government document/letter which includes the candidate's national insurance number.

Copies of documents will be taken and noted with the date the documents were checked. Copies will be kept securely for the duration of the work-seeker's engagement with Philosophy Education and for at least 1 year after. The copy will then be securely destroyed.

2.4 References

In accordance with Regulation 22 of the Conduct of Employment Agencies and Employment Businesses Regulations 2003 (and the terms of the Crown Commercial Service (CCS) Supply Teacher Framework), we require (at least) two references that must cover the previous two years of employment for all candidates. One reference must be from the candidates' most recent employer. References must be from non-family members who give their consent for the reference to be forwarded to our clients.

¹ Please note that it is a requirement of the REC Audited Education Criteria to see original ID documentation.

We will verify all references by contacting the referees directly by email or where this is not possible by telephone.

Verbal references will be recorded, and a copy of the record will be sent to the referee via their school email address to obtain their written confirmation that the record is correct and their consent to forward it to a third party. If the referee does not provide their written confirmation that the record is correct and does not give their consent, the reference will not be accepted.

Open references may be accepted, provided that they include the following information and are verified by email:

- the dates during which the candidate worked for or with the referee;
- the role the candidate undertook;
- whether the candidate is deemed suitable to work with children;
- whether the referee would re-employ the candidate; and
- whether the candidate was subject to any disciplinary action and the circumstances, if any.

References from other employment businesses must, as a minimum, include dates of employment and details of any safeguarding issues if they are known.

3 Vetting

3.1 Rehabilitation of Offenders Act Declaration

During the registration process, all candidates are required to complete our Rehabilitation of Offenders Act Declaration and as required for regulated sectors, disclose all spent and unspent convictions, subject to the filtering rules.

If a work-seeker discloses any convictions or cautions, Philosophy Education will consult with the Teacher Regulation Agency, or for Wales, the Education Workforce Council, and the REC's legal helpline to obtain advice and guidance on whether the candidate can work in the education sector. We will also ensure that the school has a policy on the treatment of ex-offenders, is aware of the conviction/s to allow them to conduct their own risk assessment and determine their assessment of a candidate's suitability for the role in accordance with its policy on ex-offenders.

3.2 Rehabilitation of Offenders Policy

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order and using criminal record checks processed through the Disclosure and Barring Service (DBS), Philosophy Education complies fully with the DBS code of practice and undertakes to treat all applicants for positions fairly.

Philosophy Education undertakes not to unfairly discriminate against any subject of a criminal record check on the basis of a conviction or other information revealed.

Philosophy Education can only ask an individual to provide details of convictions and cautions that Philosophy Education are legally entitled to know about. Where a DBS certificate at either standard

or enhanced level can legally be requested (where the position is one that is included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended), and where appropriate (Police Act Regulations as amended),

Philosophy Education can only ask an individual about convictions and cautions that are not protected.

Philosophy Education is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependents, age, physical/mental disability or offending background.

Philosophy Education has a written policy on the recruitment of ex-offenders, which is made available to all DBS applicants at the start of the recruitment process.

Philosophy Education actively promotes equality of opportunity for all with the right mix of talent, skills, and potential and welcomes applications from a wide range of candidates, including those with criminal records.

Philosophy Education selects all candidates for interview based on their skills, qualifications and experience.

Philosophy Education ensures that all staff of Philosophy Education who are involved in the recruitment process have been suitably trained to identify and assess the relevance and circumstances of offences.

Philosophy Education also ensures that they have received appropriate guidance and training on the relevant legislation relating to the employment of ex-offenders, e.g. the Rehabilitation of Offenders Act 1974.

At interview, or in a separate discussion, Philosophy Education ensures that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment/assignment.

Philosophy Education makes every subject of a criminal record check submitted to DBS aware of the existence of the code of practice and makes a copy available on request.

Philosophy Education undertakes to discuss any matter revealed on a DBS certificate with the individual seeking the position before withdrawing a conditional offer of employment.

3.3 Disclosure and Barring Service and Update Service checks

Philosophy Education requires all our candidates to have an enhanced Disclosure and Barring Service (DBS) check which includes a check on the Children's Barred List, where appropriate/required.

We view and take a copy of the physical and original DBS certificate and, with consent from the candidate, carry out a status check on the DBS Update Service. We record details of the check and

the date the check is undertaken on the candidate's file. If the Update Service check states that there is new information, we will require the candidate to apply for a new DBS certificate before proceeding with their registration.

If a candidate wishes to register with Philosophy Education and they are not already on the Update Service, a new DBS check will be required, and we would encourage the candidate to subscribe to the Update Service. If they do not subscribe to the Update Service, we will require a new DBS check to be undertaken at least once a year. More frequent checks may be required in certain circumstances, such as if required by a school/client or if we receive information about a work-seeker/candidate that requires us to carry out additional checks.

Philosophy Education will undertake repeat status checks on the Update Service at least once a year, or more often if required by our clients, but no more than four times a year. We always obtain the candidate's consent to undertake a status check.

If the DBS check shows details of a conviction or caution, in line with The School Staffing (England) Regulations 2009², we must email a copy of the DBS to the school.

Following the decision of the Department for Education to remove access to the stand-alone Barred List checking system for employment businesses from 1 April 2021, we cannot conduct this standalone check and we will not place any candidates in a role without a full enhanced DBS check being completed. This check includes a Barred List check where required.

When reviewing a candidate's DBS certificate, Philosophy Education will check that the certificate is for the Child Workforce only and status checks on the Update Service will only be for the Child Workforce. Unless the role being applied for involves regulated activity with both children and adults in accordance with the definition of Regulated activity contained in the Safeguarding Vulnerable Groups Act 2006, we will not accept a previously issued DBS that covers both adult and child workforces.

The definition of 'work with adults', as set out in the Police Act 1997 (Criminal Records) Regulations is narrower than the definition of 'work with children' and refers to providing personal care to the adult. It is, therefore, not always the case that we will be entitled to view information relating to the adult barred lists. If there is any uncertainty as to whether a particular role is eligible for a criminal record check, we can use the [DBS eligibility tool](#) and, if necessary, obtain guidance from the DBS.

If a particular role is not eligible for an enhanced check against both the child and adult barred lists, we must not proceed with the check and if the candidate has an existing DBS certificate covering both the child and adult workforces, we will require them to undertake a new DBS for the child workforce only.

3.4 Overseas Police Checks

All candidates who have lived and worked in a single overseas country for six months or more in the last five years must provide an overseas police check. This will be done in accordance with the

² Regulation 18(1)b The School Staffing (England) Regulations 2009

Government Guidance particular to each country. Anything else a candidate provides will not be accepted.

If the candidate is unable to provide a police check from the relevant country (for example, if the relevant country does not provide police checks), Philosophy Education may accept a statement of good conduct from the candidate's previous employer within the relevant country. We would require the statement to include confirmation that, to the best of their knowledge, the candidate has no criminal convictions and that they know of no reason why the candidate should not work with children.

If we are unable to obtain a police check or a statement of good conduct, we will advise the school that we have been unable to obtain these and the reasons why in order for the school to advise us of any further checks they may require or carry out a risk assessment based on the information we have been able to obtain.

3.5 Letter of professional standing for candidates that have lived or worked overseas

For candidates seeking teaching roles, which have lived or worked overseas, Philosophy Education will request sight of a letter of professional standing issued by the professional regulatory authority in the country/countries where the individual worked. This check is completed to confirm the candidate's suitability for the role in line with Philosophy Education obligations under the Conduct Regulations. We will obtain details of the Regulated bodies in the EU/EEA and Switzerland via the Regulated Professions database. We will independently research and contact the Regulated bodies for any other part of the world.

Where the letter cannot be obtained and all reasonably practicable steps have been taken to obtain it, Philosophy Education will request that the candidate to provide an alternative document which confirms their suitability for the role. This may be a letter of good standing from the head teacher in the school that they worked in or additional professional references.

Philosophy Education will then inform the client of the steps taken to comply with the suitability requirements which are set out in Regulation 22 of the Conduct Regulations.

3.6 Online/social media checks

In accordance with the updated guidance in KCSIE 221, Philosophy Education will conduct an online search of a candidate who has completed their registration interview as part of our due diligence checks. We will take into account any specific checks that form part of the school's own online checks policy or procedure. We will inform all candidates that this will form part of the recruitment process prior to conducting a search and update our privacy policy and retentions policy accordingly.

3.7 Qualifications and early career teachers (ECTs)/newly qualified teachers (NQTs)

Where the client, legislation or any professional body requires the candidate to have a particular qualification or authorisation to work in the position offered by the client, we will obtain copies of original qualifications and authorisations, and these will be available to our clients upon request.

Under the Education (School Teacher's Qualifications) (England) Regulations 2003, candidates being supplied into a teaching position within a maintained school must hold qualified teacher status (QTS) and have successfully completed their induction. This is subject to certain exemptions listed in Annex A of [the Induction for Early Career Teachers \(England\) statutory guidance](#). In addition to checking the qualifications, we will also check the teacher's qualified teacher status via the Teacher Regulation Agency online portal. Please see further details below.

We will check overseas qualifications via [UK ENIC](#) the UK's National Information Centre.

A qualified teacher who has been awarded QTS but who has not yet completed an induction period can only undertake short term supply work of less than 1 term in a maintained school for a maximum period of 5 years from the award of the QTS. An induction programme must be put in place immediately if it becomes clear that the extended assignment will continue for at least a term. Philosophy Education will ensure that a teacher who has not satisfactorily completed an induction period is eligible to carry out short term supply work.

Wherever possible, we will work with schools and ECTs/NQTs to find suitable induction placements. In England, an ECT is required to complete 6 full school terms.

3.8 Check a Teacher Record/ Education Workforce Council (Wales)

Philosophy Education will undertake checks via the DFE check a teacher [online service](#) to check a teacher's UK qualified teacher status to ensure that qualification certificates are genuine and that there are no prohibitions or sanctions imposed against the candidate. We will retain a screen print on the teacher's file as a record of these checks.

3.9 Referrals (DBS)

Philosophy Education as an employment business is a 'personnel supplier' and has a legal requirement under the **Safeguarding Vulnerable Groups Act 2006** to refer information to the DBS about individuals who have either harmed, or placed at risk of harm, a child or vulnerable adult.

Where Philosophy Education supplies or introduces a candidate to a client, and the client subsequently removes the candidate from carrying out 'regulated activity' because the client believes that the person has engaged in '[relevant conduct](#)' or the '[harm test](#)' is satisfied, Philosophy Education must provide information to the DBS about this matter. Additionally, if Philosophy Education decides to withdraw our services from the candidate because we believe that the candidate engaged in 'relevant conduct' or that the 'harm test' is satisfied, we must provide information to the DBS about this.

'Relevant conduct' is defined as:

- Conduct which endangers a child or vulnerable adult or is likely to endanger a child or vulnerable adult,
- Conduct which, if repeated against a child or vulnerable adult would endanger or would be likely to endanger him,

- Conduct involving sexual material relating to children (including possession of such material),
- Conduct involving sexually explicit images depicting violence against human beings,
- Conduct of a sexual nature involving a child or vulnerable adult.

Philosophy Education has a duty to refer information to the DBS if the 'harm test' is satisfied, i.e. if Philosophy Education thinks that that the person may:

- Harm a child or vulnerable adult,
- Cause a child or vulnerable adult to be harmed,
- Put a child or vulnerable adult at risk of harm,
- Attempt to harm a child or vulnerable adult,
- Incite another to harm a child or vulnerable adult.

To ensure compliance with the DBS referral rules, we have processes in place to ensure that all staff are aware of the legal duty to make a DBS referral where necessary and know the process for doing so.

3.10 Fitness to teach.

To ensure compliance with the **Education (Health Standards) (England) Regulations 2002**, Philosophy Education will ask all candidates to advise us of any health or disability issues that they believe are relevant to the role and which make it difficult for them to carry out functions that are essential to the role.

If a declaration is made, with consent from the candidate, we will obtain confirmation from the candidate's doctor that the candidate is fit to teach. If we are unable to obtain this confirmation, we will not proceed with the registration.

If a teacher has been retired on medical grounds by the Department of Education after 1 April 1997, and is currently in receipt of ill health pension or total Incapacity benefit, the teacher will not be able to teach as they have been considered medically unfit. However, if the retirement was before 1 April 1997, the teacher may be able to work if they can evidence that they have the health and physical capacity to teach. This can be achieved by obtaining confirmation, in writing, from a GP. In these instances, they can only work a maximum of 2.5 days per week. This requirement only applies in England.

3.11 Disqualification

In order for Philosophy Education to comply with our obligations under the **Childcare Act 2006** and the **Childcare (Disqualification) and Childcare (Early Years Provision Free of Charge) Extended Entitlement (Amendment) Regulations 2018**, we must carry out appropriate checks to ensure that candidates are not disqualified from teaching. Under the rules, individuals can either be disqualified from carrying out work with children in their own right, or disqualified by association because they live with somebody, or have somebody working in their home, who is disqualified.

3.11.1 Disqualification by association checks

Changes to the disqualification rules were introduced in 2018 and since then, disqualification by association only applies to those who work in childcare in a domestic setting, such as in a childminder's home (previously it applied in schools and non-domestic settings such as nurseries).

For roles involving childcare, which is carried in a domestic setting only, we will require a disqualification by association declaration to be signed by candidates before we place them in any roles.

3.11.2 Disqualification checks

Disqualification checks are required for all candidates who are seeking work which involves 'relevant childcare roles', such as:

- provision of early years childcare
- later years childcare in nursery, primary or secondary school settings
- staff directly concerned with the management of the above.

For candidates who do not work in these 'relevant childcare roles', we will not conduct disqualification checks. For example, staff who do the following are not covered:

- only provide education, childcare or supervised activity during school hours to children above reception age; or
- only provide childcare or supervised activities out of school hours for children who are aged 8 or over; and
- are not involved in the management of relevant provision.

4 Safeguarding Training

All candidates are required to have completed an accredited Safeguarding Training course prior to placement with Philosophy Education. The training must have been completed within the past 12 months, and candidates are required to provide a valid certificate as evidence.

Candidates who do not hold a current safeguarding certificate will be required to complete the training provided by Philosophy Education, through our approved training provider SakuraCPD.

A copy of the valid safeguarding certificate will be retained on the candidate's file as part of their compliance record.

All candidates are required to renew their safeguarding training every 12 months to ensure ongoing compliance with safeguarding standards.

5 Other checks

5.1 Continued suitability

In order to ensure that all candidates registered with Philosophy Education meet the safeguarding and suitability requirements on an ongoing basis, at least once a year we will conduct status and Teacher Regulation Authority/Education Workforce Council checks (subject to any shorter period imposed by a client).

Where a candidate has not worked with us for a period of three months or more we will conduct status and Teacher Regulation Authority/Education Workforce Council checks and obtain an additional reference/s to cover the period in question.

Where a work-seeker has not worked with us for twelve months the registration process will be repeated in full.

6 Referral Guidelines

It is the policy of Philosophy Education to refer candidates to the following agencies as part of the recruitment process:

- Ucheck
- Yoti
- ENIC (Previously National Academic Recognition Information Centre, UK NARIC)
- Department for Education
- Teaching Regulation Agency
- Disclosure and Barring Service (DBS)
- DBS update service
- Gov.uk
- UKBA
- Relevant bodies who administer Police Checks overseas