

Background Checks 2018: UK Trends & Best Practices Report



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Letter From Our CMO

From Brexit to preparing for the GDPR, the UK currently faces significant change. The need for employers to hire with confidence is becoming ever more crucial, which is why background screening plays an increasingly vital role in successful recruitment programmes.

I'm delighted to share with you the results of our second benchmarking study examining the background screening landscape in the UK. With no other comparable UK-specific research on this topic, we are proud to provide unique insight into pre-employment screening trends and best practices. Where applicable, we have also made comparisons to the data from our last report in 2016.

More than 300 UK employers were surveyed from nearly 30 industry sectors and the results were certainly revealing.

For instance, more than half of businesses expect staff levels to rise over the next year, with 72% of employers that conduct background checks reporting that they screen all new hires. Encouragingly, eight out of 10 organisations are currently carrying out checks, up from six out of 10 in 2016, illustrating the growing recognition of the importance of pre-employment screening.

As we found last year, compliance remains the top reason why employers conduct checks. However, as global hiring becomes more widespread, our survey uncovered a worrying gap between the number of organisations that employ foreign-born workers and those that conduct global checks.

Social media screening was a new addition to this report. While 60% of businesses claim not to perform social media checks, 8% expect to add this as part of a structured screening programme next year and one third will outsource checks to mitigate compliance risks around discrimination.

I hope you find this report informative and can use it to help with your recruiting and background screening initiatives. Please don't hesitate to get in touch if you would like to discuss ways we can assist you in these areas.

With very best wishes,



David Feder,
CMO, Sterling Talent Solutions

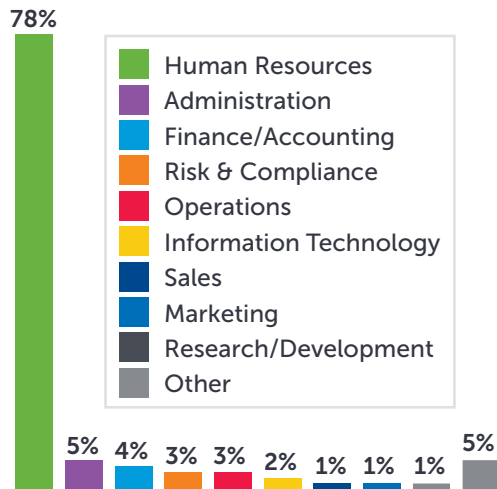
Survey Demographics

339
Number of respondents

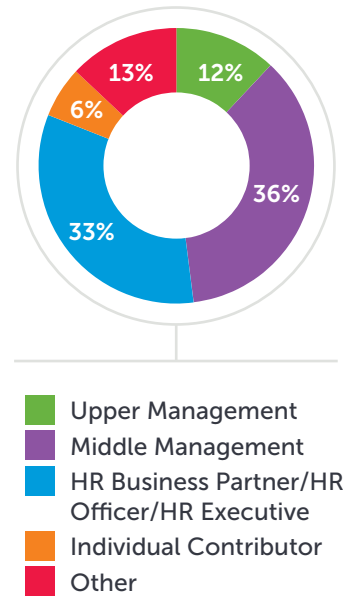
28th Sept.–13th Oct., 2017
Survey dates

33 Industries. The greatest number of responses came from the following industries: Consulting/Professional Services, Education, Healthcare, Financial Services/Securities, Technology, Non-Profit/Charity, Information/Data Services, Government and Manufacturing.

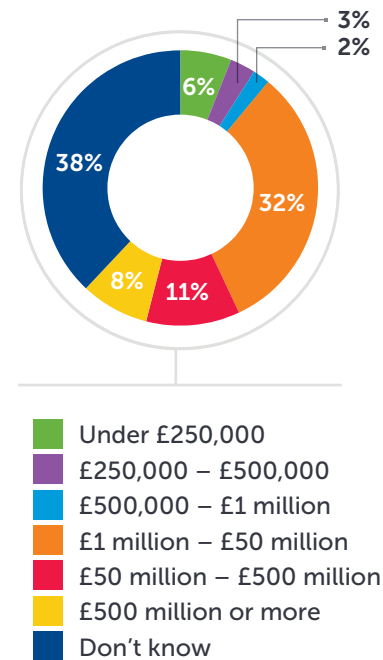
Current Job Function



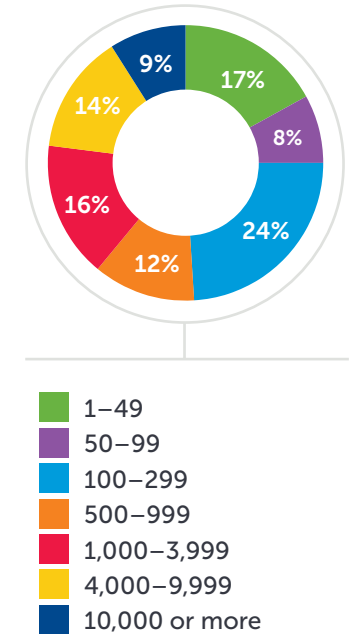
Current Job Title/Position



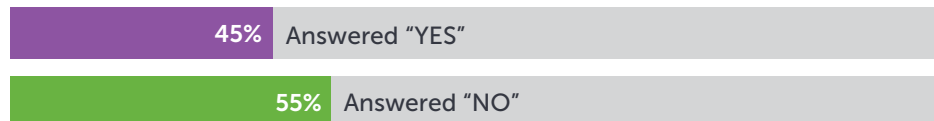
Annual Revenue



Organisation Size



Are you a Sterling Talent Solutions client?

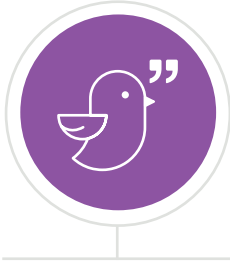


Methodology

To reach a representative sample of the UK HR audience, respondents were invited to participate through:



Email



Social media



Advertising



UK HR
publications

Our First Question: Does your company conduct background checks before hiring new employees?

This determined whether the respondents either continued with the survey or answered a second path of questions. Of the 339 total respondents, 265 answered 'yes' and continued with the first path of survey questions, while 74 answered 'no' and continued with the second path of questions.

Survey Results

339

Respondents

265

Claim to conduct
background checks

74

Claim not to carry
out background checks

Executive Summary

Most employers report growth in their workforces in the past year and anticipate increases in 2018



Fifty-seven percent of businesses reported an increase in staff levels in the last year, while 56% expect the size of their workforces to grow over the next 12 months. These figures present a somewhat more positive outlook compared to 2016, when 54% of employers reported their workforces had increased in the past year and will likely continue to rise next year. Meanwhile, 37% of organisations said their workforces had stayed the same over the past year, and 33% expect them to stay level over the next year (compared to 35% in 2016).

Number of employers that conduct background screening has risen



Almost eight out of 10 businesses currently carry out background checks before hiring new employees. This is an increase from our 2016 data, which found that six out of 10 organisations conduct checks, implying there is a growing awareness of the value that pre-employment screening presents.

Top reason why organisations conduct background checks: Compliance



Improving or meeting regulatory compliance remains the number-one reason why companies perform pre-employment background screening (31%). This is followed by enhancing safety and security in the workplace (21%), and preventing fraud or other criminal activity (11%). Whilst compliance also came in at the top last year, safety and security was number four on the list, indicating it is an area of increasing importance amongst employers.

Most organisations employ foreign-born workers, but 40% don't conduct global screening



This gap is concerning as laws and regulations vary widely between countries, so employers that hire globally would be advised to implement a robust global screening policy to help mitigate risk. The results also revealed that EU nationals form up to a quarter of the workforce in almost half of the businesses surveyed.

More companies are screening their contingent workforces, but a significant gap remains



Sixty percent of organisations screen contractors and contingent or temporary workers, compared to 53% in 2016. Whilst this increase is encouraging, these results suggest that 40% don't screen their contingent workforce at all. It is equally as important to screen contractors or volunteers as it is for permanent staff.

Majority of companies don't yet perform social media checks as a part of the pre-employment screening programme



Sixty percent of businesses claim not to perform any social media screening. Of the companies that do check social media, two thirds do so in-house and one third outsource to a third party. In addition, 31% felt social media screening wasn't important to them. However, with increasingly more employers reporting they use social media sites to research candidates, organisations would be advised to consider developing a clear, documented policy.

One in five employers don't have an official background screening policy



One in five businesses that conduct screening have no documented background screening policy in place, consistent with the findings of our previous report. This is a concern, as a written policy can help businesses remain transparent and compliant throughout the screening process.

Key Findings

8/10

Businesses currently conduct background screening

56%

Of companies expect the size of their workforces to grow over the next year

1/5

Employers do not have a background screening policy in place

60%

Of businesses don't yet perform social media screening as a part of their background screening programmes

78% of companies conduct pre-employment background checks

Our survey results indicate that background screening is becoming increasingly important among UK businesses, with eight out of 10 companies reporting they currently perform pre-employment background checks.

Compared to our 2016 data, which found that six out of 10 organisations conducted checks, this is a welcome increase and indicates that more employers understand the importance of a robust background screening programme. At a time when we are seeing increased globalisation, uncertainty over Brexit and a more complex legal landscape, this is not surprising.

Encouragingly, 78% of respondents indicated they would definitely perform background screening in the next year, while 80% said they plan to carry out checks in the next two to three years.



Our survey revealed that 22% of organisations do not currently perform any pre-employment background checks. Businesses should take time to identify the value gained from having such programmes in place. From hiring the best candidates to meeting regulatory compliance, it's important to understand how screening would be beneficial to your organisation.

Key Findings

78%

Of employers conduct background checks

22%

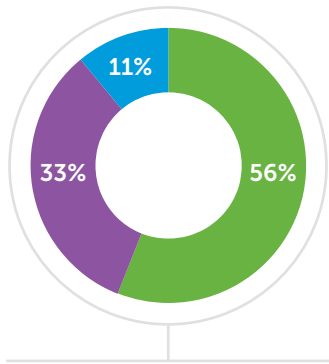
Don't currently perform any background checks

80%

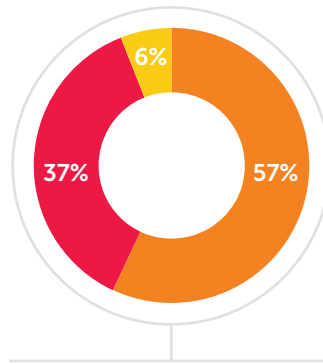
Plan to carry out background checks in next two to three years

56% of businesses expect their workforces to increase in 2018

Over the next year



In the past year



- Anticipate workforce to grow
- Anticipate workforce to stay the same
- Are unsure what their forecast looks like

- Report workforce has grown
- Report workforce has stayed the same
- Were unsure about workforce changes

Fifty-seven percent of businesses say staff levels have increased in the last year, while 56% expect the size of their workforces to rise over the next 12 months. These figures are slightly higher compared to our 2016 data, which found that 54% of employers said their workforces had grown in the past year and anticipate continued growth the following year. It is reassuring that employers plan to take on more workers, despite ongoing Brexit negotiations and weak economic growth, although of course there will be contrasts between industries. For example, exporting businesses within the manufacturing sector may benefit from a weaker pound, whereas some areas of the public sector may experience a squeeze in staffing levels in the face of economic austerity.

Meanwhile, 37% of organisations report their workforces had stayed the same over the past year, and 33% expect it to stay level over the next year (compared to 35% in 2016).

Key Findings

56%

Anticipate workforce to grow over next year

33%

Anticipate workforce to stay the same over next year

57%

Workforce has grown in the past year

37%

Workforce has stayed the same in past year

Compliance is the top reason organisations conduct pre-employment background checks

The number-one reason respondents gave for screening candidates was improving or meeting regulatory compliance, which is consistent with our previous report. This is to be expected as highly regulated sectors, such as financial services, legal services and security, have specific screening requirements, while there are other hiring processes, such as Right to Work checks, which are obligatory for all employers.

Interestingly, safety and security in the workplace has climbed two places since our last report, suggesting that employers are recognising their duty to ensure employees feel safe at work, amid rising concerns over security and workplace violence.

Top five reasons for conducting pre-employment checks



Ensuring your organisation remains compliant throughout the screening process is crucial. Keep a record of every part of the recruitment process, in accordance with data protection regulations, and make sure screening remains transparent and fair throughout so as to minimise any legal risks.



88% of businesses regard Right to Work screening as extremely important

When asked how important each check is to the business, 88% of respondents stated that Right to Work was extremely important, followed by criminal record checks (59%) and employment verification (43%). However, 12% of businesses don't find Right to Work screening important, which is concerning because it is a legal obligation for all employers. Companies could face fines of up to £20,000 per employee if it is found that they haven't carried out the proper checks.

Encouragingly, 17% of companies do plan to conduct more Right to Work checks over the next 12 months, with a similar figure for criminal record checks. In addition, 16% intend to expand the employment verifications portion of their screening programmes. It is also positive that, of those employers that conduct background checks, 72% screen all new hires, up from 64% in 2016, while 10% screen between 75% and 99% of new hires and 6% screen between half and three quarters of new hires.



Like to know more? Read this blog on Right to Work obligations



The survey found that one in five organisations that perform background screening have no documented screening policy in place. Employers should consider implementing a formal, written policy to maintain consistency, transparency and fairness for all. A policy is a crucial part of the screening process; however, it is especially important now with the introduction of the General Data Protection Regulation (GDPR), which impacts the way personal data can be accessed and managed but also places obligations on organisations to ensure the reliability of employees handling personal data.

Key Findings

88%

Believe Right to Work checks are extremely important

17%

Plan to conduct more Right to Work checks over next year

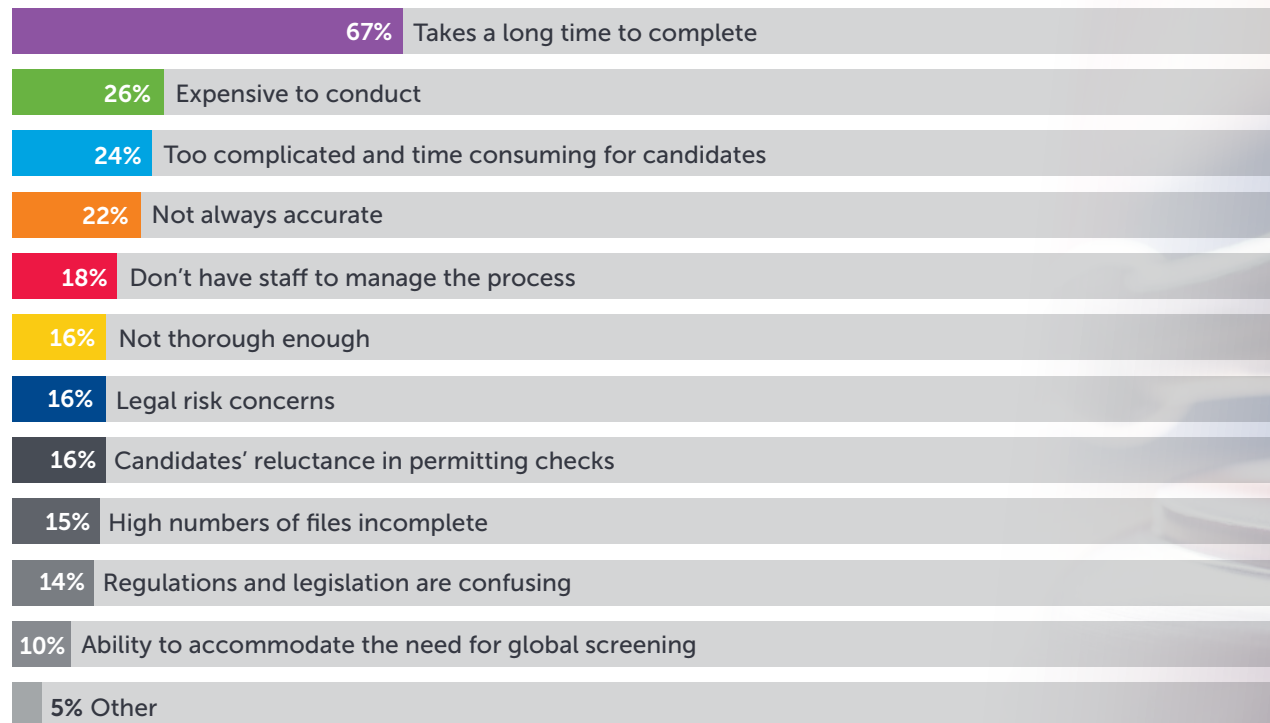
72%

Screen all new hires

Top background screening challenges

The biggest challenge facing companies this year is the time it takes to complete the background screening process, with 67% reporting it is too lengthy. Respondents also cited time as the biggest challenge in our previous study, yet the figure has risen considerably from just 33% in 2016. This may be due to increasing pressure to improve time-to-hire rates or the fact that some employers are expanding their screening programmes.

The second biggest challenge was cost at 26%, which also came second in 2016, when 16% felt screening was too expensive. This 10% increase may suggest that businesses are facing even more costs pressures than last year.



Top background screening challenges

While a robust screening process can take time, outsourcing part or all of it could speed up time-to-hire, enabling the HR department to focus on the core functions of the department and reduce the burden on resources.

Cost will no doubt be a factor regardless of whether screening is done in-house, via a third party or a combination of the two. However, a clear return on investment is likely on any robust screening programme. A recent report estimated that a bad hire at the mid-manager level, with a salary of £42,000, could cost a business more than £132,000¹. Consider also how much more it would cost if someone was recruited who subsequently committed fraud in the business and had concealed a criminal conviction? Fraud can impact the bottom line in a number of ways, such as damage to reputation and brand, litigation costs and staff replacement costs.



Like to know more? Read this white paper on How To Avoid a Bad Hire

Top 3 screening challenges

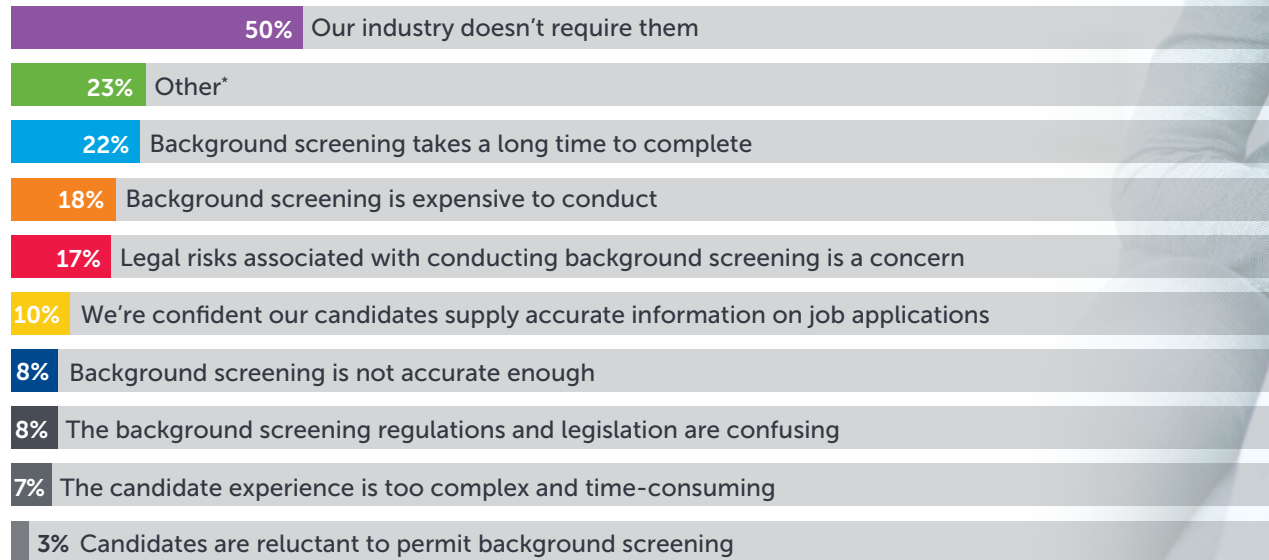
- #1 Takes a long time to complete
- #2 Too expensive to conduct
- #3 Too complicated and time consuming for candidates

Barriers for employers not currently conducting background checks

Twenty-two percent of respondents reported they don't currently carry out background screening in their organisations. When asked to explain, half said that it wasn't required in their industries, while 22% said it was because screening takes too long to complete and 18% claimed it was too expensive to conduct.

Time and cost considerations align closely with the top background screening challenges, indicating these are perceived as common obstacles, whether companies are carrying out background checks or not. Those concerned with the amount of time or money needed to perform checks may wish to discuss with a reputable screening provider how they could save time and money as well as mitigate the risk of a bad hire.

Why don't you currently conduct background checks?



*Other reasons included:

"As a company, no background checks are made. The recruiting manager may unofficially make searches on social media."

"We do background checks on staff that require security clearance."

"We check their eligibility to work in the UK with current passport and ask the question about unspent convictions in the application form."

"We use recruitment agencies and then conduct our background checks in their first week at work."

Top priorities for improving background screening programmes

Meeting regulatory compliance and enhanced safety and security were found to be the top two priorities for businesses looking to improve their screening programmes.

What are your top priorities for improving your pre-employment background screening programme?



Top 3 priorities for background screening

44%

Meet/improve regulatory compliance

29%

Enhance safety and security in the workplace

28%

Know who we're hiring

Top priorities for improving background screening programmes

As found in our 2016 report, meeting or improving regulatory compliance again came in as the top priority; however, the percentage has jumped from 18% in 2016 to 44% this year. This implies that, as the compliance landscape continues to evolve, factors such as Brexit and the GDPR are putting these obligations firmly in the spotlight. One big difference, compared to the 2016 data, is enhancing safety and security in the workplace. In 2016, it came fourth on the list, with 11% regarding it as a priority. This year, it is the second biggest priority for employers, with 29% citing it as their main concern. With discrimination and cybersecurity risks appearing in headlines all too frequently, it is encouraging that more organisations are recognising the need to provide a safe and secure workplace for their employees.

We also asked respondents to list any changes they anticipate making to their background screening programmes next year. While 73% seemed comfortable with their current programmes, 8% plan to add social media screening, a further 8% anticipate adding new searches and 6% expect to implement post-hire monitoring.

When asked to elaborate on what new searches they plan to add in 2018, respondents mentioned global screenings, criminal records, education and credentials, directorship searches and reference interviews.



52% anticipate outsourcing to a third party in the next year

Over half of respondents plan to use an external third-party provider to perform checks in the next year.

When asked what would prevent them from using the services of a third party, 68% said cost, while 19% believed the process was too lengthy.

Businesses are more likely to use in-house resources to screen for Right to Work, reference interviews and education credentials, while they are inclined to use a paid third party for criminal records, credit/financial history and public safety verification, which is consistent with our 2016 data.

Notably, 57% of companies screened in-house for employment verification, compared to 72% in 2016. This would suggest that more businesses are outsourcing employment verifications because it can be less time consuming and deliver more consistent results (see chart on page 18).













Like to know more? Read this Background Screening Policy checklist



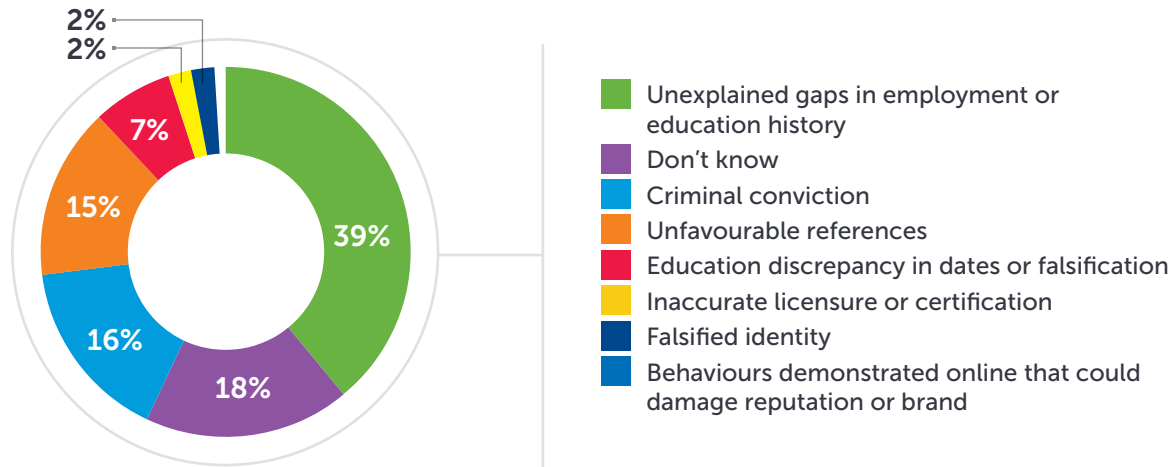
It's important to identify which checks are relevant to your organisation and if you would be better off outsourcing to a third party. Outsourcing can save valuable time and money, enhance efficiency and help to ensure you stay compliant across a global workforce. Yet, whether you choose to screen in-house or use a third party, a documented screening policy is recommended.

Which checks do employers anticipate outsourcing?

	In House	Third Party
 Criminal Record	21%	63%
 Credit/Financial	7%	36%
 Public Safety Verification	14%	32%
 DVLA Report	30%	15%
 Right to Work	82%	16%
 Employment Verification	57%	35%
 Education/Credential	47%	30%
 Directorship Search	16%	21%
 Reference Interviews	54%	17%
 Social Media Screening	20%	10%

Common discrepancies found during pre-hire screenings

According to our survey, approximately four out of 10 respondents cite unexplained gaps in employment or education history as the most common discrepancy or concern, which is frequently one of the top areas uncovered during a background check.



 **Like to know more? Read this report on Background Screening in the UK**



Uncovering discrepancies during the hiring process can cause concern for employers, but it does highlight the importance of screening to ensure the person you hire for the job has the right experience and qualifications and provides you with accurate candidate information. If you do find a discrepancy, always give the candidate the opportunity to explain, as they may have made a genuine mistake, then review the situation again before making a final decision.



How do companies stay current with the changing compliance landscape?



According to our survey, the vast majority of respondents (60%) rely on their legal counsel to stay informed about any changes to hiring and staffing compliance, while 35% use their background screening provider and 23% rely on trade associations.

Interestingly, there has been a 12% rise in the number of businesses using their screening providers to keep on top of compliance this year, compared to 2016. It is encouraging that employers have increasing confidence in their providers to deliver trusted compliance considerations. There are fewer respondents this year (7%) that don't follow what is happening with compliance issues, compared to last year (15%). While the decrease is good news, these businesses still place themselves at risk by not keeping up to speed on compliance and legislation.

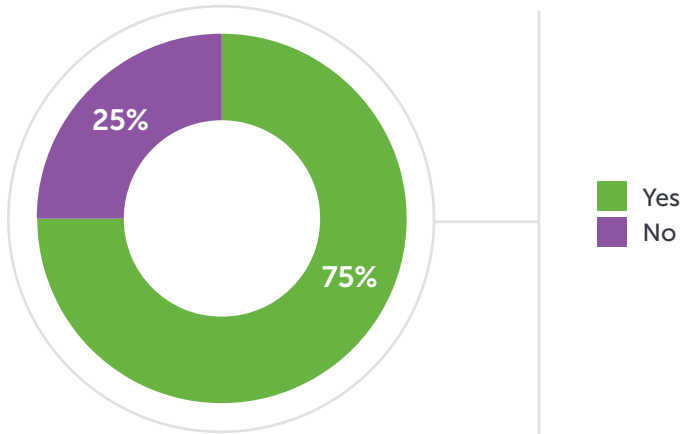


Like to know more? Visit the Resources page on Sterling's website for a range of webinars, expert articles and white papers to help you stay informed.



If you currently screen in-house, the onus is on you to ensure you and your staff are properly trained in this area and stay up to date with any changes to employment law. Whilst an external screening provider shouldn't replace a legal advisor, a trusted provider such as Sterling Talent Solutions will offer ongoing education and training on changing regulations.

75% of organisations are aware of UK legislation that requires companies to perform background checks



It is encouraging that three quarters of employers are aware of the legal obligations when vetting candidates in their specific sector. Our survey also found that 85% have heard of the FCA (Financial Conduct Authority), 48% are aware of the NHS-CQC (National Health Service and Care Quality Commission) and 28% knew about the SRA (Solicitors Regulation Authority). Each brings a set of screening standards to its respective industry.

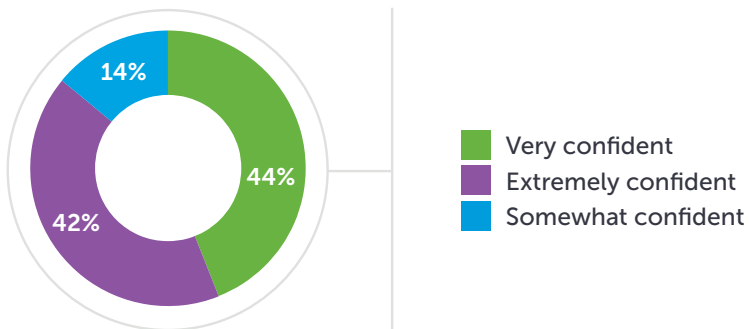


No matter your industry sector or whether you screen in house or via a third party, you need to be aware of certain procedures that must be followed, to ensure you comply with data protection rules. These include Right to Work in the UK, where employers have a legal duty to avoid employing illegal workers in the UK and prevent unlawful discrimination while doing so, and criminal record checks, for those working with, for example, children or vulnerable adults.

Employer confidence: How safe is a candidate's information during screening?

According to our survey, 44% of respondents are very confident and 42% are extremely confident that their candidates' personal data is safe during the background screening process—whether that is in house or with a third party.

How confident are you that your candidates' personal information is safe during the course of your background screening process?



This is good news, especially in light of the GDPR, which will apply from 25 May 2018 and will change the way personal information is protected in the European Union.

 **Like to know more? Watch this 10-part on-demand webinar series on the GDPR**

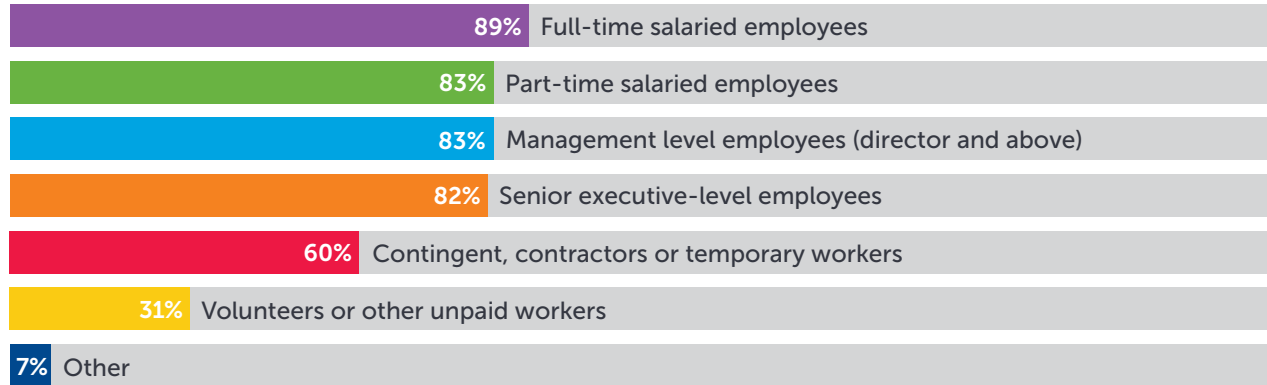


Background screening involves a substantial amount of personal data processing, so it is crucial that businesses start preparing their background screening programmes, reviewing their policies and raising awareness of the changes in relation to the GDPR. Some of the ways the GDPR impacts background screening programmes include consent, transparency with data processing activities, enhanced candidate rights and sensitive personal data and criminal record information.



Contingent Workforce

Who do you screen for pre-employment?



It is encouraging that 60% of organisations screen contingent workers, compared to 53% in 2016. However, there are still 40% that don't currently screen this section of their workforces, revealing there is a gap between the number of businesses that hire contingent workers and the number that screen them. Similarly, the survey results revealed that almost 70% of respondents don't currently screen volunteers or unpaid workers, even though they may be just as much a part of the workforce and potentially just as much of a threat.

Eighty-nine percent of organisations screen their full-time employees, while 83% screen their part-time staff, which is considerably higher than the numbers that screen contingent, temporary, volunteer or unpaid workers. However, the contingent workforce is growing all the time—between June and August 2017, the number of self-employed in the UK increased by 70,000 to 4.86 million compared to a year earlier². As more contingent workers enter the labour market, it's advisable for employers to have documented policies in place to screen them, too. Choosing to not screen contractors, temporary staff or volunteers can pose significant risk for employers, such as employee fraud and theft or hiring migrant workers who have no legal right to work in the UK. Hiring organisations should remember that non-full-time workers such as contractors and volunteers often have the same access to company systems, staff and sensitive information as full-time employees.

Key Findings

89%
screen full-time salaried employees

60%
screen contingent workers

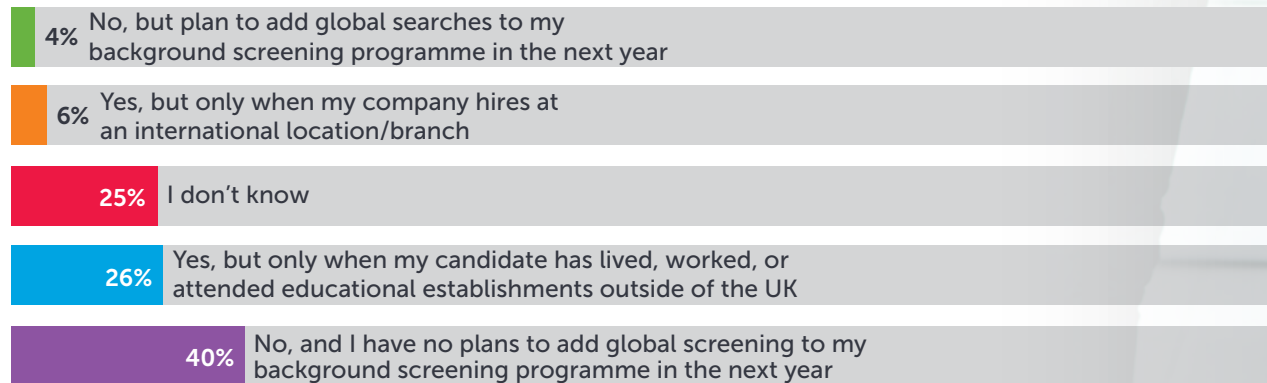
31%
screen volunteers or other unpaid workers

Global Screening

Hiring foreign-born or international workers can be a great benefit to employers looking to diversify their workforces or fill any skills gaps, yet it can present significant screening challenges. Data protection and privacy laws vary between countries, making global screening an important, yet complex process for many organisations. Issues such as compliance with foreign data protection laws, the type of information that needs to be searched, and how to interpret the results are key considerations for employers.

According to our survey, 79% of businesses employ foreign-born workers (compared to 88% in 2016), yet 40% don't currently conduct or plan to conduct any global screening in the next year. This may be due to the complexities associated with screening globally. In this instance, businesses could benefit from using a third-party provider to conduct any global pre-hire screening to help mitigate risk. In addition, 4% of employers reported that, although they don't currently conduct global screening, they plan to add global searches to their screening programme in the next year.

Do you currently conduct or plan to conduct global pre-hire background screening?



Global Screening

When asked what type of global screening they currently conduct, 39% of respondents said they screen for criminal records, 39% screen for Right to Work, 38% screen for employment verification and 29% screen for identity verification.

We also asked what percentage of the workforce includes EU nationals, and found that for almost half of employers, EU nationals form up to a quarter of their workforce. Meanwhile, 13% of employers said their workforces include between 25% and 49% EU nationals and 8% reported that EU nationals make up between 75% and 99% of the workforce.

According to a recent study, the number of EU citizens working in the UK is at a record high³, despite the impact of Brexit. However, with Brexit negotiations continuing, organisations will want to follow developments closely and ensure they avoid any legal or reputational risks.

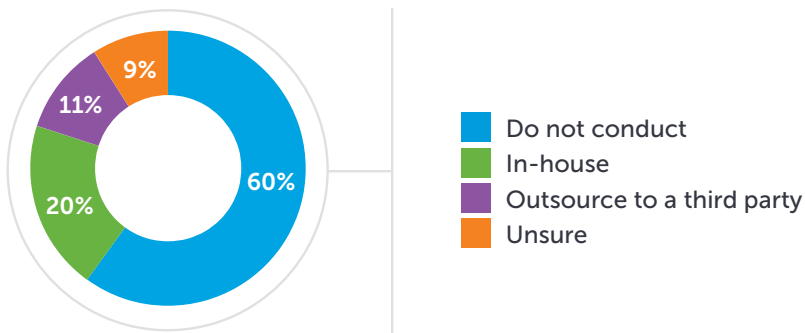


Like to know more? Read this blog on [Global Background Screening](#)

Social Media Screenings

Sixty percent of businesses claim not to conduct any social media screenings, yet more than half of UK HR professionals admit that candidates' online reputations can influence hiring decisions⁴, which suggests that some employers may carry out 'off the record' social media checks. Of the companies that do carry out social media screenings, two-thirds conduct them in house and one third outsources to a third party.

How do employers perform social media searches?



Some employers may not perform social media checks because they feel it is not a structured part of their screening programme. However, social media searches must be compliant with discrimination and data protection laws, so employers should develop a clear policy for using social media during the recruitment process.

Research has shown that a third of UK employers have rejected a candidate based on their Facebook, Instagram, Twitter or LinkedIn profiles⁵. Yet there are significant risks associated with this, which could increase a company's liability. For instance, certain information that candidates post online—known as 'protected characteristics'—such as age, gender or religion, cannot be used to make a hiring decision. Employers would be advised to seek legal advice and ensure they incorporate compliant social media screening into their background screening policy.



Like to know more? Read this blog on Social Media Screening in the UK

Key Findings

20%

Of social media searches are being conducted in-house

11%

Outsource to a third party

60%

Do not perform any social media searches

Trends in 2018 and Beyond

Here are our top industry trends and predictions for the year ahead

Global screening will evolve and grow



Although 40% of the organisations we surveyed do not currently have a global screening programme set up, technology makes it easier than ever for people to connect with each other and work from anywhere. As technology continues to evolve and organisations increasingly hire global talent, we expect the need for global screening programmes to continue to rise.

Contingent workforce will increase



With the number of self-employed workers in the UK growing, the contingent workforce will affect more employers. Organisations will continue to view these workers as part of their extended team.

Background screening will continue to rise



The number of employers conducting background checks has risen this year, indicating that more organisations recognise the importance of a robust screening programme. With increased globalisation and an ever more-complex legal landscape, it is anticipated that screening will continue to grow

Trends in 2018 and Beyond

Screening programmes will become more comprehensive



There will be a rising need to include additional searches to screening programmes, such as social media. Plus, with factors such as preparing for the GDPR and ongoing Brexit negotiations, employers will be looking to tailor checks to specific roles.

Compliance will continue to be the key driver



Increased regulations, such as the Senior Managers Regime in the financial industry or the Baseline Personnel Security Standard for those requiring access to government assets, have led to a rise in employers carrying out additional screenings to remain compliant. Yet, as we become more litigious, a growing number of companies will want to tick every box when it comes to hiring compliance.

The benefits of outsourcing will continue to overcome any reservations



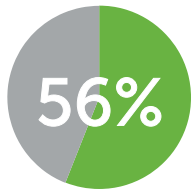
Just over half of businesses plan to outsource background screening to a third-party provider in the next year, indicating that the benefits of outsourcing are considered sufficient to outweigh any uncertainties. Outsourcing can be more cost efficient, save valuable time and provide greater accuracy and compliance



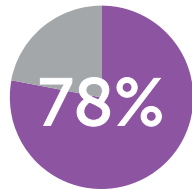
Share the Data



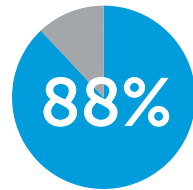
Did any of these results surprise you? Please feel free to share them with your professional or social networks to help spread the word.



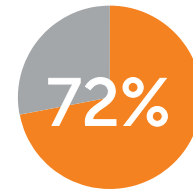
of businesses expect workforces to increase in 2018.



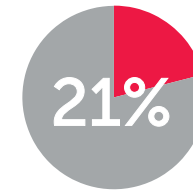
of organisations perform background checks.



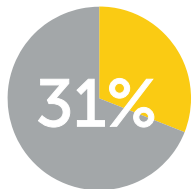
of companies consider Right to Work as extremely important.



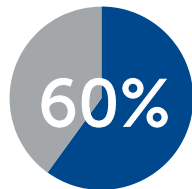
of businesses screen all new hires.



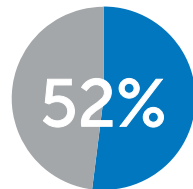
of employers do not have a written screening policy in place.



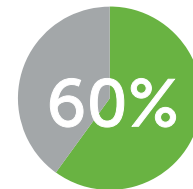
of organisations conduct background checks to improve or meet regulatory compliance.



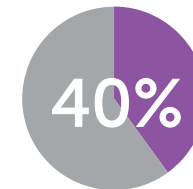
of businesses don't currently conduct social media searches.



of employers plan to outsource background screening to a third party in the next year.



of organisations screen their contingent workforce.



of employers don't currently conduct global screenings and have no plans to add in the next year.

Thank you for taking the time to read our Background Checks 2018: UK Trends & Best Practices Report

We hope you found this information to be insightful and valuable as you begin or refine your current background screening programme.

If you'd like more information, we encourage you to contact us [here](#) or give us a call at +44 (0) 1792 478838. We look forward to hearing from you.

Sincerely,

Your Friends at Sterling Talent Solutions

Sources

¹ Recruitment & Employment Confederation, Perfect match: Making the right hire and the cost of getting it wrong, June 2017

² Office for National Statistics, UK Labour Market, October 2017

³ Office for National Statistics, UK and Non-UK People In The Labour Market, November 2017

⁴ Monster.co.uk and YouGov research, August 2016

⁵ Monster.co.uk and YouGov research, August 2016

About Us

Sterling Talent Solutions, the world's largest background screening provider, provides hiring peace of mind by delivering a simpler, smarter background screening experience for organisations worldwide. Our comprehensive suite of background screening solutions deliver accurate, reliable results and tools to maintain compliance throughout the hiring cycle.

With 20 offices in nine countries and growing, our team of more than 4,000 employees proudly serves over 25,000 customers around the world, including 25% of the FTSE 100.

Visit us at www.sterlingtalentsolutions.co.uk

Want More?

In addition to this report, Sterling regularly publishes cutting-edge research and insight on the latest trends in human resources, talent management and hire processing.

For more information, contact us at:

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