



Addressing the Challenges in the Education Industry with Background Screening



A-Check Global

Introduction:

The alleged sexual assault cases, in the last few years, by internal staff at high-profile schools around India has clarified the 'real' significance given to background screenings by the education industry. Do all educational establishments run background screening on their personnel? The definitive answer would be a "NO". People who work closely with kids, whether it is an instructor or a volunteer, a coach or a cafeteria worker, maintenance worker or janitor, need to be subjected to background screenings prior to any interaction with the students.

All resources working within the educational sector ought to be appropriately screened to ensure they don't pose an internal threat and they possess the specified skills to execute their responsibilities. Starting from teachers, the janitorial team of workers, coaching assistants, coaches, extra-curricular activity instructors and to even the drivers, cleaners and catering staff, all credentials must be validated with a purpose to ensure a secure and problem-free environment.

A school employee is one of the few people with maximum influence over the developmental stages of a child and hence it is absolutely necessary to run background checks on all employees within the education industry. The below-mentioned hazards can be averted if all educational institutions carry out background checks on their current employees & candidates prior to hiring:

- Kidnapping
- Sexual assault
- Harassment
- Influencing alcohol or drugs to minors.
- Conspiracy to cheat on standardized assessments
- Fraud
- Drug ownership/sales

The background screening packages for faculties from kindergarten & pre-primary to post-graduate are designed to mitigate the dangers associated with negligent hiring and students' safety. Week-after-week, testimonies are filling the headlines associated with background screening in colleges and specifically related to the absence of a comprehensive screening process.

Why should background screening be performed at educational institutions?

We can never be too casual in matters relating to children and the environment around them. Thankfully, in the present technology era, we can carry out background checks scrupulously and make well-informed hiring decisions within the education sector. Background screening must become a 'have to do' activity inside educational institutions. Academic establishments have to ensure that critical checks of criminal records, possible drug abuse, motor vehicle records, past employment, education and address verification are performed on all their employees.

An educational institution that cares about the wellbeing of its students and their security would never ignore the necessity of performing comprehensive background checks. Background screening vendors can assist institutions in performing such checks in an efficient and cost-effective manner.

Background screenings carried out in schools these days require plenty of improvements. It isn't sufficient for only teachers and caretakers to be screened but rather all personnel who are part of the education premises including drivers and non-contact employees who work on a contract basis. All other industries may require background checks as part of their requirement to ensure financial stability and enterprise success, however, in academic institutions, it needs to be made obligatory by being thoughtful about the function it serves in developing the younger generation.

Benefits of implementing a background screening program:

1. Lowers negligent hiring dangers:

There is a significantly higher danger in performing a negligent/wrong hire including holding an employer liable for their employees' actions. Neglecting to check the background of a potential candidate, prior to hiring, can expose an organization to significant liability.

2. Improves quality of hire:

The most surprising shift an organization will notice once they start using background screening is the improvement in the quality of their hires. It also ensures a stress-free hiring process and results in a more efficient onboarding experience.

3. Safety and protection within the premises:

Background verifications help to substantially reduce the possibility of future workplace violence by filtering out applicants, who possess a higher risk of engaging in violent activities

within the work environment. The below can be potentially avoided via a background screening within an educational institution:

- Minor assaults
- Sexual harassment
- Stalking
- Physical and/or emotional abuse.
- Drug abuse.

4. Decrease in employee turnover:

The more details an organization collects upfront about a potential candidate results in a reduction in the possibility of making an incorrect/wrong hiring decision. Background checks are the best tools in reducing attrition since the unwanted turnovers are avoided.

5. Assists in revealing past histories:

Globalization has made it less complicated for individuals to remove / hide references from their former lives and identities. It is futile to rely on the information submitted by a candidate for an interview process. It is background checks that can act as a guarding mechanism and to help educational institution mitigate risky and/or potentially dangerous situations.

Vital background checks for the education industry:

Background checks are a required process in nearly all industries. However, as stated previously, it is especially critical to perform these checks when it comes to the education vertical. The practice of performing background checks in educational establishments needs to be made a standard procedure for all employees who interact with or assist kids. Background screening not only lessens an organization's legal responsibility but also helps to protect kids. Noted below are the recommended checks to be performed on a candidate within an educational facility prior to hiring:

- Reference checks
- Criminal record check
- Employment / professional license verification
- Education verification
- Motor vehicle check
- Drug screening

In an effort to maintain the significant level of trust that every parent accords to academic establishments, the background checks conducted on every potential candidate inside an

educational institution is to be done with the utmost caution for the safety and security of our future generation.

A-Check Global background verification services for the Education Industry:

A-Check Global is a worldwide leader in providing background screening services which is why esteemed organizations, across various verticals, around the world trust A-Check Global with their background screening requirements. We offer customized packages according to the necessity of our Clients. The services cited below is part of the solution suite recommended for the education industry.

1. Education verification
2. Employment verification
3. Reference verification
4. Address check
5. Criminal record check
6. Vehicle license verification
7. Drug Screening

At A-Check Global, we believe our responsibilities extend beyond business. We firmly believe that our success is dependent on the success of our Clients' hiring capabilities and that is why we strive to provide our Clients with the highest quality of services all the time.