

Safe Recruitment - Trusted Employer

HCL is committed to safe recruitment and carries out rigorous pre-employment, proof of right to work and criminal record checks, including overseas checks (where appropriate) when appointing new employees.

We review:

- References
- Employment history
- DBS check
- Face to face interviews

Our “Safe Recruitment - Trusted Employer” status is a set of safe practices to help HCL recruit staff who are suitable to work with children and young people. It includes compliance with laws, guidance, and best practice. The Safer Recruitment process is designed to protect children's welfare where they encounter professionals in a safeguarding role, such as the schools where HCL operate. The overall purpose of our Safer Recruitment process is to help identify and deter or reject individuals who are deemed to be at risk of abusing children.

Safer Recruitment pre-employment checks make sure that applicants' references have been cross checked and that they have proof of identity. It also ensures that criminal convictions have been declared and that candidates have an up-to-date DBS certificate that they can provide evidence of at the commencement of their employment with HCL.

Our Safer Recruitment stamp tells staff, job applicants, our clients, and the public that our organisation invests in the safety and protection of children.