



OPRA

GROWING TALENT TOGETHER



EMPLOYEE SCREENING

Your trusted partner in employee verification,
enabling you to build a safer, stronger, compliant
workforce with greater confidence.



Right People, Right Values, Right Results

In today's competitive business environment, attracting and retaining the right people is critical not only to operational success but to safeguard your company's reputation, data security and compliance obligations.

Your business needs to be confident that your employees are trustworthy, qualified and the right cultural fit for your organisation.

Having the right people sets the benchmark for your organisation's values. By prioritising transparent and ethical practices, you promote a workplace culture where trust, accountability and integrity thrive.



What Is Pre-Employment Screening?

Pre-employment screening is a vital process that helps employers assess the suitability and reliability of potential hires before making a formal job offer. It typically involves a series of checks such as verifying a candidate's identity, employment history, educational qualifications, and criminal record.

These screening checks ensure that the individual is legally eligible to work, possesses the required skills and experience, and aligns with the company's standards for trustworthiness and integrity.

By conducting thorough pre-employment checks, organisations can reduce the risk of hiring mistakes, safeguard their workplace, and maintain compliance with industry regulations.



What Is Re-Vetting?

Re-vetting is a proactive process of periodically re-screening existing employees to confirm they continue to meet the standards required for their roles. This practice plays a critical role in helping organisations mitigate risk, uphold regulatory compliance, and maintain trust across their workforce.

It is vital in sectors such as finance, healthcare, education, and national security, where organisations are legally bound to comply with re-vetting checks to ensure that employees remain suitable and qualified over time.

The Financial Conduct Authority mandates that employees in certified roles be re-vetted annually to ensure individuals in influential roles continue to uphold the standards expected to protect the integrity of the financial system. To maintain safeguarding, the Care Quality Commission recommends ongoing monitoring and vetting of employees, especially in roles involving children and vulnerable individuals.





Did You Know?

1 in 5

Candidates lie on
their CV

23%

failed background
checks in Financial
Services alone

18%

of candidates
falsify their
qualifications

Companies can be
fined up to

£60,000

and are named and
shamed for employing
illegal workers

Failure to conduct
DBS checks can put the
safety of children and
vulnerable adults at risk. For
employers this can lead to

**SEVERE
PENALTIES,
legal action and
CRIMINAL
CONVICTIONS.**



Screening Benefits



| Verify |

Validate the qualifications, employment history, and professional references of potential employees. This helps to avoid costly hiring mistakes and protects your organisation from potential fraud or misrepresentation.

| Comply |

Whether you operate in finance, healthcare, education, or any other regulated industry, maintaining compliance is a must. By safeguarding others you protect your business from legal penalties and operational disruption.

| Minimise Risk |

Poor hiring decisions can expose your company to financial loss, operational risk, and reputational damage. Following a thorough screening process helps identify red flags before employment begins, giving you peace of mind and protecting your organisation's brand.

| Trust |

Background checks aren't just about due diligence, they're about creating a workplace where people feel confident, respected and inspired to do great things together, laying the foundation for a trustworthy and collaborative culture.



Why Choose Screening with The OPRA Group?

Our screening services help mitigate your company's exposure to risk and ensure you are making the right decisions.

By aligning with UK laws and sector-specific guidelines, we prevent fines, failed inspections, and costly hiring delays, enabling organisations to remain fully compliant and operational.

With procedures designed to meet the rigorous requirements of both the Baseline Personnel Security Standard (BPSS) and BS7858 we ensure that individuals entrusted with sensitive roles are thoroughly assessed for integrity, reliability, and compliance.

In adhering to these standards, we help safeguard our clients' operations, protect confidential data, and maintain trust across regulated sectors.

Our commitment to best practices reflects our dedication to risk management, regulatory compliance, and the highest levels of professional integrity.

With **The OPRA Group**, you gain more than a screening provider; you get a trusted partner, enabling you to build a safer, stronger, and more trustworthy workforce with greater confidence.





Our Pre-Employment and Re-Vetting Services

We offer a full suite of background checking services tailored to your business needs. With sector-specific expertise, we place emphasis on understanding your organisation's risk profile and cultural context.

While not all checks are legally required, it's essential to consider every potential risk scenario. That's why we focus on helping your business achieve and maintain legal and regulatory compliance through a robust and consistent approach to screening.





Our Compliance Checks

CV COMPARISON: Ensures candidates have represented themselves honestly during the recruitment process.

EMPLOYMENT REFERENCING: Confirms employment history, job titles and dates of employment.

GAP ANALYSIS: Evidence sought to clarify gaps in work history.

EDUCATION/QUALIFICATIONS: Verification of relevant qualifications, professional certifications and memberships.

DIGITAL RIGHT TO WORK: Use of Home Office-approved identity documentation verification technology.

CRIMINAL RECORDS: Checks whether a candidate has a criminal record (*UK or International*).

CREDIT HISTORY: Financial background check, highlighting any CCJs, bankruptcy, IVAs and notices of correction.

GLOBAL SANCTIONS: Check against high-level criminal activity which has resulted in international sanctions.

ANTI-MONEY LAUNDERING: Identifies links to money laundering, fraud, terrorism financing and other illicit activities.

DIRECTORSHIP: Checks if a candidate holds or has held directorships in registered companies.

MEDIA: Searches social and public media for any negative activity, illegal associations, posts, blogs and comments.

DVLA: Checks a driving licence against DVLA records, identifying any points, endorsements or changes.

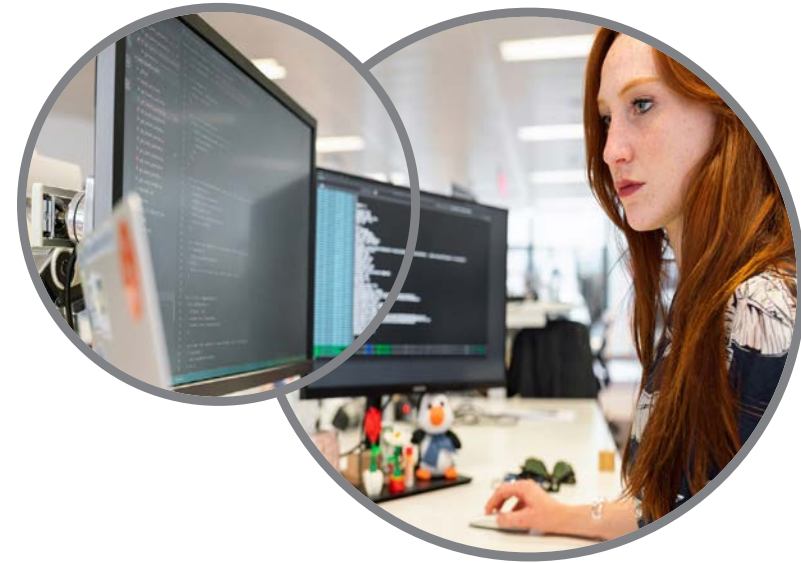


Our Pricing

**No two organisations are the same, and neither are their screening needs.
Our approach is designed to give you complete control, choice and confidence**

Whether you're a global organisation or a SME, your screening needs won't necessarily be consistent; therefore, we don't tie clients into a contract, you will only pay for the services you need, when you need them.

We have Signature, Premium and Re-vetting packages, however we also offer a bespoke modular service rather than employing a 'one size fits all' approach. You will have the flexibility to adapt the model at any time, adding or removing products to suit organisational demand.





Screening Packages

You will only pay for the services you need,
when you need them

| Re-Vetting |

- ✓ Credit Check
- ✓ DBS Check (*basic*)
- ✓ Global Sanctions Check

| Signature |

- ✓ Credit Check
- ✓ DBS Check (*basic*)
- ✓ Global Sanctions Check
- ✓ 3, 5, 7 Year Referencing
- ✓ Right To Work Check

| Premium |

- ✓ Credit Check
- ✓ DBS Check (*basic*)
- ✓ Global Sanctions Check
- ✓ 3, 5, 7 Year Referencing
- ✓ Digital Right To Work Check
- ✓ Directorship Check
- ✓ Anti-Money Laundering Check



Our Core Values

At the heart of our success are the values that shape how we support our clients, our candidates, and each other.

INTEGRITY



| OUR RELATIONSHIPS
ARE BUILT ON
TRUST, HONESTY
AND RESPECT |

CUSTOMER FOCUSED



| WE LISTEN TO OUR CUSTOMERS,
UNDERSTAND THEIR NEEDS AND
ARE COMMITTED TO PROVIDING
A HIGH QUALITY OF SERVICE,
ALWAYS STRIVING TO GO
THE EXTRA MILE |

INNOVATION



| WE ENDEAVOUR TO
DEVELOP CREATIVE AND
INNOVATIVE SOLUTIONS
TO OVERCOME
CHALLENGES |

INCLUSION



| WE VALUE DIVERSITY, ARE
COMMITTED TO EQUALITY
AND TREAT EVERYBODY
WITH DIGNITY
AND RESPECT |

COLLABORATION



| WE WORK COLLABORATIVELY
WITH EMPLOYERS,
CANDIDATES, EMPLOYEES
AND SUPPLIERS TO
ACHIEVE GOALS |



Our Accreditations

The OPRA Group are an ethical business.



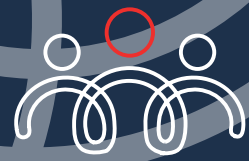


Contact Us

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| We feel that The OPRA Group's
Pre-Employment Screening Services has
meant less time wasted on hiring the wrong
staff and has ensured that the calibre of our
candidates are what we expected, which
has given us peace of mind |

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