



Reference and Checks Policy for Safehands Recruitment

Before hiring at Safehands Recruitment, we will carry out an enhanced criminal record check.

We will thoroughly check the applicant's references for their last five years of employment and/ or study. (paid or voluntary)

In the event that References cannot be obtained, for reasons such as Maternity Leave, Unemployment or Study this will need to be reviewed and assessed by the Compliance Officer and Managing Director.

This will also include anyone wanting to re-join Safehands Recruitment, they must submit references for the jobs they've had since leaving.

Any issues arising from a reference or the DBS check will be followed up by the Recruitment Consultant and the Compliance Officer.