



# Better Hiring Institute

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**Keith Rosser**

**Chair of The Better Hiring Institute & Director of Reed Screening**

# Making UK Hiring Faster, Fairer & Safer

An independent body set up between UK GOV and industry to advise on the **Future of Hiring**.

Our mission is to make hiring in the UK **Faster, Fairer and Safer**. We will make UK Hiring:

- The fastest globally
- The fairest in the world
- The safest it can be



Disclosure &  
Barring Service



Department for  
Science, Innovation,  
& Technology



Home Office



Department  
for Work &  
Pensions



# The UK's First National Hiring Framework...



# Our Story so far...

## Guidance Digital identity certification for right to work, right to rent and criminal record checks

Updated 9 November 2023

### Contents

1. Introduction
2. What this means for employers and landlords
3. What IDSPs become certified against
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### 1. Introduction

On 27 December 2021, the government announced its intention to enable employers and landlords to use certified digital identity service providers (IDSPs) to carry out identity checks on their behalf for many who are not in scope to use the Home Office online services, including British and Irish citizens. [Read more about the Department's Barring Service's \(DBS\) criminal record checks.](#)

This guidance sets out the requirements for the Right to Work, Department for Digital, Culture, Media and Sport (DCMS) and the Home Office's Attributed Trust Framework (ATF).

The trust framework is a trustworthy identity service.

## BHI 10-Point Action Plan for Fairer Hiring

The Better Hiring Institute's commitment to making hiring in the UK Fairer, Fairer, and Safer is central to the work that we do. To give the economy and increase efficiency, the UK labour market must address barriers to fairness to more widely engage groups that are traditionally marginalised in the hiring process.

Whilst not creating an exhaustive list, we have seen how barriers in UK hiring with our proposed solutions, leading experts and organisations across a variety of hiring Institute's members and associates. This is not a ranking, and the number does not denote.



## BHI 10 Point Action Plan for Faster Hiring

### The Better Hiring Institute 10 Point Plan

Getting people into jobs is crucial to growing the economy and helping us to fix industries such as adult social care and the health service. The UK's future of work needs a future of hiring. To drive economic growth, reduce workloads and waiting lists, hiring needs to be modernised and be liberated from antiquated red tape and bureaucracy to become fit for purpose for the digital age.

The 10-point plan will result in 200,000 more people into work and help at least 200,000 economically inactive citizens return to the labour market. It will make the UK from being one of the slowest hiring processes (averaging 27 days) to having the fastest hiring process out of developed nations, improving this by at least **ten-fold**. Combined, this will have a significant impact on improving waiting lists, buildings, and changing. The impact would begin to be seen within 3 months, with the full benefits realised within 12.

The 10-point plan is aimed at maximising available UK talent. The Better Hiring Institute, working with over 5,000 UK employers, have identified an achievable 10-point plan. The Better Hiring Institute advocates for a joint industry, cross-government taskforce to deliver the necessary change.

1. Making Digital Identity for safe

# Keeping children safe in education 2023

## Statutory guidance for schools and colleges

1 September 2023

Kevin Hollinrake MP  
Parliamentary Under Secretary of State for Enterprise, Markets and Small Business  
Department for Business and Trade  
King Charles Street  
Whitehall  
London  
SW1A 2AH

by email

Our Ref: SC / EHD2646

24 August 2023

Dear *Kevin*

I am writing as Chair of the All-Party Parliamentary Group on Modernising Employment, which recently held their inaugural meeting on "Making UK Hiring the Fastest Globally".

Speakers included Royal Mail and the NHS who between them cover more than 1 job in every 10 in the UK. The UK thus continues to face significant productivity challenges, a big contributing factor being the slow pace of hiring in the UK compared to our counterparts.



Keith Rosser, Group Director, Reed said:

"Digital innovation to a previously manual process will revolutionise the way we hire, operate, and structure our business in future. Digital checks are more secure and faster meaning as we build back from the pandemic, UK hiring will be quicker and safer."

Technology means companies across the UK can hire from anywhere, regardless of location aiding the levelling up agenda and helping companies compete internationally."

## BHI 10 Point Action Plan for Reducing Barriers

Almost 10 million people in the UK are classed as economically inactive, where they are of working age but are not working or studying. This may be due to one or several reasons, and business and government must come together to make work more attractive, addressing skills and chronic labour shortages across different sectors.

Despite no longer seeking working jobs, a large quantity of economically inactive members of the labour market would consider a return to work if barriers were not in the way. The 10-point plan will result in over 200,000 more economically inactive people return to the labour market, addressing obstacles that make it harder for people to obtain employment.

The 10-Point Plan is aimed at maximising the available UK talent. The Better Hiring Institute, working with over 5,000 UK employers, have identified an achievable 10-point plan. The Better Hiring Institute advocates for a joint industry, cross-government taskforce to deliver the necessary change.



Home > Health and social care > Social care

News story

## New hiring toolkit supports care providers with safer recruitment

A collaboration between safeguarding experts has led to the publication of a best practice recruitment resource for the social care sector.

Yours sincerely

*Emma*

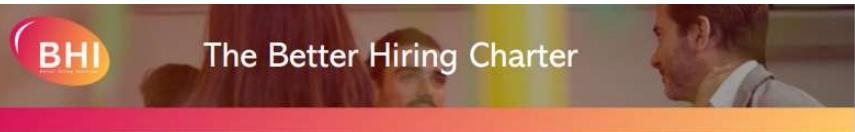
Emma Hardy MP  
Hull West and Hessle  
Chair APPG on Modernising Employment

Cc: Nusrat Ghani MP Minister of State, Department for Business and Trade  
Rt Hon Robert Jenrick MP Minister for Immigration  
Paul Scully MP Minister for Tech and the Digital Economy

# The Better Hiring Charter

A voluntary code for employers to make Hiring in the UK **Faster, Fairer and Safer.**

- Making the Government recent **Back to Work Plan** a success.
- **Clear and actionable** plan for employers to implement within their day-to-day hiring process.
- Reflective of the **most recent trends in hiring**, supported by our **10,000 strong employer network.**



The government's Back to Work Plan aims to get **1.1 million** people back into employment to boost the economy and to reduce net migration. To ensure the aims of the Plan are met, it is important that employers also amend their hiring practices to help address record numbers of economically inactive people, helping to fill the **1 million** vacancies across the UK and reduce net migration.

Built on feedback from UK employers and Parliamentary briefings, the Better Hiring Charter, a voluntary code for employers, has been developed to support the Back to Work Plan. Employers can implement these steps to create a Faster, Fairer and Safer world at work.



Covering 80%  
of the UK  
workforce  
with Better  
Hiring  
Toolkits...



#### Local Authority

A Better Hiring Toolkit

#### Education Supply Chains

A Better Hiring Toolkit

#### Financial Services

A Better Hiring Toolkit

#### Sharing Effective References and Conduct Information

A Better Hiring Toolkit

Our Toolkits are in use by almost 15,000 organisations across the UK.



# The Better Hiring Toolkit for Local Authority

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Job transparency & eliminating bias How to choose an outsourced supplier Concerns about agencies and agency workers Reporting agencies Application forms		Acknowledgements	

**Case study 1**

A contingent worker was recruited with a lower level of background checks. It was later identified that they had committed fraud at their previous employer. But a reference had not been requested as they had only applied for a week-long contract. On the last day of their contract they stole electronic devices worth £5000.

**Case study 2**

An individual applied for a job with a local authority as a deputy care home manager. A check of ID documents was carried out by the local authority and a DBS check was applied for. The DBS check came back with no information on it, so the local authority appointed the individual on the basis of this.

As part of a police investigation into the use of false documents the DBS received a notification that the individual had used a false French Passport as identification when applying for their DBS check. As a result of this DBS prepared an Evidence Pack and sent this to the relevant local police force. The police force subsequently arrested the individual. Immigration confirmed that they were known to them under another name, had arrived in the UK as a student in 2010 and they had a number of criminal convictions in their true identity.

The local authority confirmed that if they had received the DBS certificate for the individual under the true identity they would not have appointed them due to their criminal history and the risk of further offences against vulnerable people.

# The Better Hiring Toolkit for Local Authority



The Better Hiring Institute is a not-for-profit social enterprise driving the development of a modern, agile UK labour market, accelerating economic recovery.

Working closely with all the major UK industries, The Better Hiring Institute is driving standardisation, best practice, and digital innovation to reduce hiring times, enable portability, and improve safeguarding. Cross-industry themes include digital standardised referencing, open banking, digital right to work checks, education credentialing, and digital identity. The Better Hiring Institute is already working with many of the UK's largest, household names.



Cifas is the UK's fraud prevention service, leading the fight against fraud by sharing data, intelligence and learning.

With over 30 years of experience in fraud prevention and financial crime, Cifas works with a range of UK businesses, charities, and the public bodies to help them protect themselves, their customers and the public, delivering trusted data of unparalleled depth and diversity, and hosting the largest databases of fraud risk in the UK.



Reed Screening are the fastest growing screening provider working 24/7, onshore in the UK, and have been leading specialists in pre-employment screening for over ten years.

Their mission is to be at the forefront of industry changes and regulations and so are delighted to work with government bodies and industry leaders to consistently complete checks to the highest standard. With strong experience in providing employment screening services for both regulatory and non-regulatory roles for clients, Reed Screening supports over 2000 clients with employment screening solutions - including UK based FTSE 100 organisations with international requirements.



JobsAware is a brand of SAFERjobs C.I.C that exists to protect workers, especially those in non-permanent work (such as agency workers and the gig economy), against job scams and unfair working practices.

JobsAware provides free help and advice via its website and reporting platform and works with its partners to improve education, awareness and standards for workers.



The purpose and vision of the DBS is to help employers make safer recruitment decisions and to prevent unsuitable people from obtaining employment.

Ultimately, the DBS acts to safeguard the public and promote civil liberties.



The Local Government Association (LGA) is the national voice of local government. We work with councils to support, promote and improve local government.

We are a politically-led, cross party organisation which works on behalf of councils to ensure local government has a strong, credible voice with national government. We aim to influence and set the political agenda on the issues that matter to councils so they are able to deliver local solutions to national problems.

Our Workforce Team works with councils and their partners to help create a workforce able to respond to major changes within the public sector and offers a range of information, advice and resources to support local government employers with good management and employment practices

## A Better Hiring Toolkit

### Draft reference request letter

Dear [Name of individual requesting reference]

RE: [Name of Employee]

Date of Birth:

Reference Number:

Reference period: when working

A Better Hiring Toolkit

A Better Hiring Toolkit

### Safe and fair recruitment policy statement

[Organisation/individual employer name] is committed to treating all applicants equally and fairly based on their skills, experience and ability to fulfil the duties required. This is regardless of any protected characteristics (ethnicity, gender or gender re-assignment, religion or belief, sexual orientation, physical/mental disability, age, pregnancy or maternity, marriage or civil partnership).

We recognise the valuable contribution that people with convictions from all kinds of background can make to our organisation as employees or volunteers and we welcome applications from them. We understand that obtaining quality employment enables people who have put their criminal past behind them to become productive, financially independent members of society.

We also recognise that those who have been subject to investigations, allegations and disciplinary action in relation to conduct and capability in employment deserve an opportunity to demonstrate how they have learnt and changed their conduct as a result of their previous experiences, and we require all applicants to openly share all relevant information with us. We would like to reassure applicants that any information provided will be considered in a fair and open manner.

We ask all applicants to share information about past allegations, disciplinary and investigations at the application stage and seek to verify the information through employment references and other pre-employment checks (where appropriate). At interview, or in a separate confidential discussion, we will ensure that an open and measured discussion takes place on the subject of any allegations, investigations and disciplinary matters which might be relevant to the role.

We do not ask applicants questions about previous cautions or convictions at the initial application stage to ensure that we comply with data protection requirements under the Data Protection Act 2018, and consider applicants, first and foremost on the grounds of their skills, qualifications, experience and ability to do the job. Instead, we will only ask those applicants who have been selected for interview to complete a criminal record self-declaration form or provide a written disclosure statement to give them the opportunity to provide sufficient information. At interview, or in a separate confidential discussion, we will ensure that an open and measured discussion takes place on the subject of any offences that might be relevant to the position.

We also ensure that all those who are involved in the recruitment process for [Organisation/individual employer name] have received appropriate guidance and training

Person has recently viewed your detail reference.

For us to obtain a reference expected to see a full reference

Before being grateful completing an address as soon as possible to assist

Remind you that is accurate and correct

If the reference request that the reference

### Employee Exit Information Record (Template)

#### PART 1 - TO BE COMPLETED BY THE EMPLOYER PRIOR TO THE EXIT INTERVIEW

1. Employment history in the organisation	
Full Name:	
Employee ID:	
Address:	
Date of Commencement of Employment:	
Date of End of Employment:	
Reason for end of employment (if known):	
Job Title:	

2. Absence, attendance and timekeeping	
Number of days absence in previous 2 years:	
Was the attendance of this employee satisfactory?	
If unsatisfactory, please state why:	

3. Performance and conduct	
Date of the most recent performance review:	
Rating from most recent performance review:	



# Help us create a Faster, Fairer & Safer World at Work...

BETTER HIRING INSTITUTE



“The work of the Better Hiring Institute to make UK hiring faster, fairer, and safer is critical to how we drive future competitiveness and prosperity.”

*Simon Fell*

“Making UK Hiring the fastest globally is critical to our aims of growing the economy, improving productivity, and cutting waiting lists and workloads. In making UK Hiring the fastest globally and employing the latest technology, the risks of fraud and discrimination increase. Therefore, it is essential that as we make UK Hiring faster, it must also be fairer and safer.”



*[Handwritten signature]*

Membership is **completely free**, and we meet with members in our subcommittees to keep you updated on our progress to make UK Hiring **Faster, Fairer and Safer.**

JOIN US

Betterhiringinstitute.co.uk · secretariat@betterhiringinstitute.co.uk



# **Jason Wisniewski**

## **Strategic HR Lead**

### **Royal Borough Of Kensington & Chelsea**

Read all about it...



## London council employee fired after being caught using fake ID to get job and stay in UK

She used a birth certificate, which she allegedly stole, a change of name deed and an allegedly doctored HMRC Tax Code letter to verify her identity

### Council worker used sick leave to work second full-time job

A Kensington and Chelsea Council staff member was found to be simultaneously working two full-time positions, using her sick leave to work for another company.

### WFH council staff with two jobs are investigated by government fraud squad after workers were caught 'moonlighting' during lockdown

• National Fraud Initiative is investigating practice of 'multiple contract working'

By MATT DRAKE

PUBLISHED: 13:47, 27 November 2023 | UPDATED: 13:47, 27 November 2023

News

### Council staff caught with secret second jobs while working from home

© 29 June 2023 2:38pm 3 Min Read

### Former Stevenage Borough Council employee sentenced for fraud offence

News

### Former council worker lied about job role to boost brother's employment prospects

© 7 February, 2024 12:54 pm 2 Min Read



By Christine Sexton

Local Democracy Reporter

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10 Comment

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### Ex council employees sentenced to jail for fraud!



SOUTHEND'S counter fraud team is tackling more than two dozen serious allegations against council employees, it has been revealed.

### WFH council workers caught with second jobs

Government fraud team investigating 'multiple contract working' cases that have appeared out of lockdown habits making it seem normal

Flora Bowen and Amy Gibbons  
26 November 2023 - 9:32pm



THE ROYAL BOROUGH OF  
KENSINGTON  
AND CHELSEA

# How are we becoming Faster, Fairer & Safer?

