



Document	Overseas Police Checks
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Highgrade Recruitment Ltd are committed to providing professional and skilled candidates to fulfil roles in Wales. If an applicant has spent time in a foreign country for longer than 6 months in the past five years an Overseas Police Check is required.

Highgrade will use the guidance from Department for Education (DfE) as set out in 'Keeping children Safe in Education: Statutory Guidance for Schools and Colleges.

For further details of how to check the relevant authorities abroad, Highgrade Recruitment Ltd will follow the guidance from GOV.UK. Where it is found that the required country is not listed on the guidance information Highgrade will contact the relevant embassy or consulate for further details.

As stated in 'Keeping Children Safe in Education; Statutory Guidance for Schools and Colleges. (Paragraphs 172-173)

"Individuals who have lived or worked outside the UK". Individuals who have lived or worked outside the UK must undergo the same checks as all other staff in schools or colleges. In addition, schools and colleges must make any further checks they think appropriate so that any relevant events that occurred outside the UK can be considered.

The Home Office guidance on criminal records checks for overseas applicants can be found on GOV.UK. These further checks should include a check for information about any teacher sanction or restriction that an EEA professional regulating authority has imposed, using the TRA Teacher Services' web page. See paragraphs 142-143 for further information on using this service. Although restrictions imposed by another EEA regulating authority do not prevent a person from taking up teaching positions in England, schools and colleges should consider the circumstances that led to the restriction or sanction being imposed when considering a candidate's suitability for employment. Some overseas qualified teachers can apply to the Teaching Regulation Agency (TRA) for the award of qualified teacher status (QTS) in England.

- If Highgrade are unable to obtain a Police check we may, in some circumstances accept a statement of good conduct from the work seekers previous employer from the relevant country and relevant working environment.
- We will require the statement to include confirmation that to the best of their knowledge the work seeker has no criminal convictions and they

know of no safeguarding issues and reasons why the work seeker should not work with children.

- If we are unable to obtain police checks or good conduct statements we will terminate the registration.