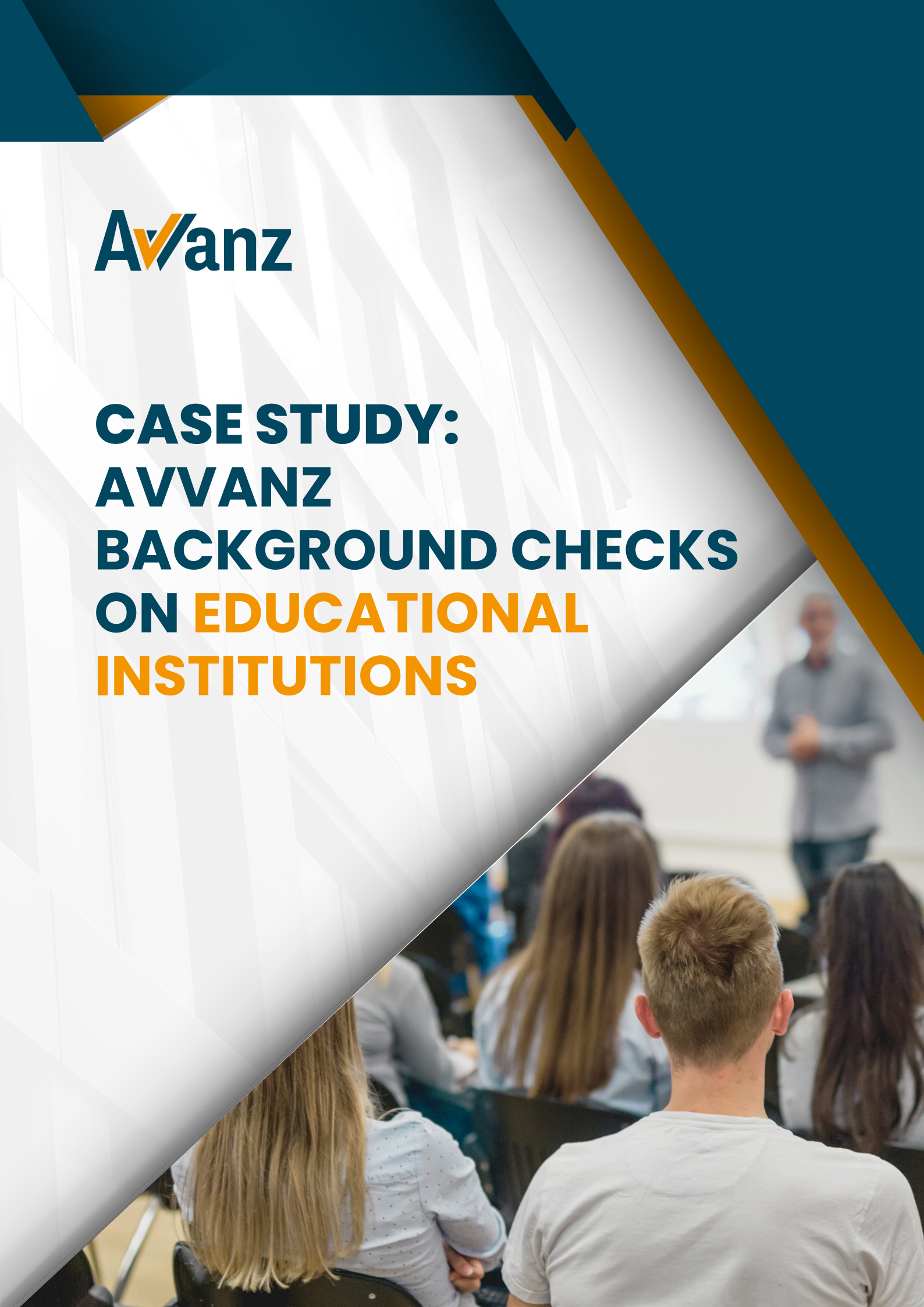




# **CASE STUDY: AVVANZ BACKGROUND CHECKS ON EDUCATIONAL INSTITUTIONS**





**Avvanz** is a multi-award-winning Tech-enabled Background Checks company that helps more than **1,500 educational institutions** around the globe mitigate people-related risks through thorough Background Checks. Through our **130+ Avvanzers based out of 6 Global offices**, we conduct more than 20 types of checks covering **150+ countries**.

Out of 10 CVs/Resumes, at least 3 pose some form of discrepancies in form of **fake certificates, inflated employment background, undeclared Criminal/Civil/Financial offences and disturbing social media footprint**. This calls for thorough and detailed Background Checks – <https://www.avvanz.com/background-checks>





A photograph of a modern classroom with wooden desks and chairs, large windows, and a teacher's desk in the background.

# Challenges Faced by Educational Institutions Before Avvanz

- I Some actual cases of child safety issues and violations happened, questioning the **safety and integrity** of the workforce (Academic and Non-Academic), vendors/contractors, parent volunteers.
- II Weak recruitment practices that allow **potential abusers** to gain access.
- III Not aware of the **best practices in terms of Background Checks**  
Eg: Who should be vetted, What kind of checks should be done, How often they should be conducted, What are the jurisdiction specific regulations, legalities and compliance requirements like Data Privacy Acts?
- IV Lack of knowledge in building a robust **Screening framework** in line with **Safeguarding and Child Protection**. Some smaller Schools didn't have an in-house Safeguarding Lead.
- V Difficulty in background screening candidates with **international experiences** whereby they could have worked in multiple continents. This slowed down the hiring and even lost some Candidates to other Schools.
- VI Given that Candidates generally have an international background, HR wasted time (and even worked through night to verify with Sources that operated in different time zones) chasing Sources Eg) Police records, Educational Institutions, Previous Employers etc
- VII HR and Head of School thought that the basic **due diligence** they did was enough till they realised a serious gap with a Candidate and could have potentially damaged the reputation of the School.
- VIII When hiring a Candidate, the checks were all cleared but while being employed, **Red Flags** appeared.



# How Avvanz helped our Educational Institution Clients



**Implemented a Screening framework based on best practices and ITFCP** (International Task Force for Child Protection) recommendations. Avvanz recommends Academic Staff, Non-Academic Staff, Contractors and even Parent Volunteers, to be thoroughly vetted.

	Teachers, Medical Staff	Non-teachers with supervised contact	Non-teachers with unsupervised contact	Volunteers, Vendors, Contractors	Top Management
Global Sanction Check	Avvanz Best Practices	Avvanz Best Practices	Avvanz Best Practices	Avvanz Best Practices	Avvanz Best Practices
Criminal / Criminality Check	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices
Sex Offenders Registry	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices
Social Media	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices
Employment Details	Avvanz Best Practices	ITFCP Recommended	Avvanz Best Practices	ITFCP Recommended	Avvanz Best Practices
Employment Performance	ITFCP Core Practices	ITFCP Core Practices	ITFCP Core Practices	ITFCP Recommended	ITFCP Core Practices
Education Verification	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended
Institution Accreditation Check	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended
Civil Litigation	Avvanz Best Practices	ITFCP Recommended	Avvanz Best Practices	ITFCP Recommended	Avvanz Best Practices
Conflicting Directorship	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	Avvanz Best Practices
Financial Checks (Credit, Financial Regulatory and Bankruptcy)	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	ITFCP Recommended	Avvanz Best Practices

■ ITFCP CORE PRACTICES   
 ■ ITFCP RECOMMENDED   
 ■ AVVANZ BEST PRACTICES

“Non-Teachers with supervised contact” refers to non-teachers who won’t be left alone with children.  
 “Non-Teachers with unsupervised contact” refers to non-teachers who will at some point be left alone with children.



Onboarded all HR across the multiple campuses to Avvanz’s multi-award winning **ScreenGlobal platform**, which is a Global Platform i.e.. Regardless of where the Candidates have studied/worked/lived in, HR can easily order Background Checks and in less than 15 business days, they received the results and were able to onboard the Candidates quickly.



# How Avvanz helped our Educational Institution Clients



Avvanz offers a **consistent service** to all the Schools in the group through a dedicated **Client Success team**. This consistency is important to School Groups (like Cognita, Inspired, Affinitas, Nord Anglia, Dulwich) with Schools all over the world.

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Avvanz's 24x5 Team worked with Sources operating in different time zones. This solved the Problem (VI) mentioned in the Challenges. Also Avvanz's Unique Proposition includes **Unlimited Attempts** at Source (Most Providers limit to 4 to 6 attempts leading to "Unable To Verify" status with most Background Check Reports).

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On top of Checks that are done at point of recruitment like Education and Employment, Avvanz recommends **continuous checks** (at least on an annual basis). These checks include **Criminal, Global Watchlist, Social Media and even Civil Litigation**.

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We noted that Background Checked staff tend to stay on with the School for a longer period of time, enhancing **retention**.

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Avvanz has integrated with all major Recruitment platforms like **Schrole (TES), Search Associates and TeachAway**. As the Background Screening engine for these platforms, it has been easier for Schools to coordinate the recruitment and screening.





# CONTACT US



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