

SCREENING STANDARDS | UK

BPSS Overview

The Baseline Personnel Security Standard (BPSS) was established by the British Government to meet the minimum level of checks required for any individuals working within and for the government – such as civil servants, members of the armed forces, temporary staff, or more generally, individuals who can access government assets.

BPSS is the foundation of the UK personnel security framework and must be completed before higher levels of national security vetting, which are the Counter-Terrorist Check (CTC), Security Check (SC), and Developed Vetting (DV).

The Purpose of BPSS

Since the most important asset in any organisation is its people, the application of BPSS ensures that relevant organisations mitigate certain risks and are employing people who are entitled to work in the UK and possess the honesty, integrity, and values required for government-related work.

The ultimate aim of BPSS is to mitigate risk. The BPSS and supporting guidance describe the mandatory pre-employment controls required to address the risk of identity fraud, illegal employment, and general deception. As well as posing risks to reputation, integrity, and financial assets, these may also present security concerns. Failure to address these issues could lead to reputational or more damage to the business of government.

First Advantage's BPSS Screening Packages

First Advantage provides tools and services to support recruitment and rescreening programs aligned with BPSS guidance for roles at all levels. Package components will depend on (and can be tailored to) the specific responsibilities of the role.



**Bringing innovation,
automation, scalability, and
customer success to the
forefront.**

| | BPSS | BPSS Premium |
|--|------|--------------|
| Identity Verification | ■ | ■ |
| Right to Work | ■ | ■ |
| Criminal Records Check | ■ | ■ |
| Employment Verification (3 yr. Activity & Gap Verification) | ■ | ■ |
| Employment Verification (3 yr. Activity & Gap Verification) Written | | ■ |

Additional Checks for Consideration

In addition to the core checks, BPSS guidance identifies several checks for consideration by relevant employers when extra verification or assurances are required. In many instances, it may be appropriate to consider topping up pre-employment and re-screening packages with the following services:

- Online checks (social media and adverse media)
- Overseas checks (criminal and credit based on the candidate's address history)
- Animal Rights Activist check

About Our Services

Digital Identity

Our digital identity service confirms the candidate's identity by validating government-issued documents using a unique combination of ID technology and expert human review. An identity-first workflow integrates ID technology seamlessly to help detect fraud while providing candidates an easy, convenient, and efficient way to verify identity virtually.

UK Right to Work

The UK Right to Work product verifies the candidate's ability to work in the UK with a digital identity solution. The solution integrates ID technology seamlessly at the start of the candidate experience to review the candidate's British or Irish Passport.

Where candidates cannot provide a British or Irish Passport, First Advantage will provide them with alternate options to evidence their right to work in the UK status. Options include providing a share code or uploading other acceptable documents to prove their right to work.

Criminal Records Check

Where feasible, our team can help you determine the correct level of disclosure required for specific roles and will work closely with the Disclosure and Barring Service (DBS), Disclosure Scotland, and Access NI, as well as a wealth of global safeguarding authorities, to verify the candidate's criminal history.

Employment Verification (with document collection)

We conduct our background checks for employment by going directly to the source to objectively verify your candidate's claims. In instances where we're unable to complete the verification after all attempts have been exhausted, documents will be collected from the candidate to validate the instance of activity.

Global Sanctions, PEP and Adverse Media

– Global Sanctions Search:

The Global Sanctions search is an expansive, government-published watch lists and sanctions database detailing financial and medical fraud, criminal and terrorism activity, sanctions, and debarments. A Global Sanctions search will compare the candidate's name against lists of individuals, companies, and governments listed on the law enforcement, regulatory enforcement, and sanctions lists, or associated with or involved in any sort of terrorist organisation. This search also includes individuals who have a history of violations of export laws or have been denied export privileges, for example exporting chemical/biological weapons without proper licensing.

– Politically Exposed Person Search:

Information on Politically Exposed Persons (PEP), their family members, and close associates comes from our partner sources.

– Adverse Media Search:

This search uses the candidate's current and previous names against a database collated from more than 12,000 sources taken from the world's

major trade, business, and scholastic journals, local newspapers, regional business publications, national and international business newspapers, industry newsletters, corporate news releases, and newswires from all regions of the globe, for any information pertaining to the candidate.

The search is conducted using thousands of adverse keywords relating to crime, terror, fraud, and other illicit activities. All articles found are reviewed directly with the source to ensure only relevant and recent information is being considered.



Credit Enquiry (Bankruptcy or Civil Litigation)

Certain roles require a more holistic view of the candidate or company, and credit checks can be a way to validate a person's suitability for a role. Often mandated within regulated sectors (such as financial services, etc.), our reports may reveal insights into a candidate's financial integrity.

In the UK, our extensive credit enquiry provides information on the candidate's publicly available financial circumstances, such as county court judgements, bankruptcies, and more. The enquiry will also further compare the name and address details provided by the candidate against the edited version of the electoral roll, which can confirm the candidate's claimed address history and highlight any inconsistencies. In addition, any aliases discovered during the enquiry will be flagged and reported so that additional background screening searches can be conducted under all names and aliases associated with the candidate.

Animal Rights Activist Search

An Animal Rights Activist search provides an extended search of the candidate and their known close affiliates to identify any association and/or sympathies with single-issue derogatory information (and first-degree derogatory association), including animal rights extremism, social, anti-corporate and environmental protest movements, political/ideological extremism, other activism and 'hacktivism', criminal disclosure, release of sensitive imagery and/or information unprofessional conduct ('red flags'), discriminatory conduct, substance abuse, fraud, and susceptibility to blackmail or third-party manipulation.

Social Media Search

Our social media screening solution reviews publicly available online information and content associated with the candidate. This search can help to promote ethical decision-making and

compliance by identifying posts and online actions which demonstrate undesirable behaviours and recognising positive indicators aligning with a company's culture and values.

Our social media search solution can be deployed in nearly every country and works across hundreds of languages.

Why Choose First Advantage?

With advanced technology and AI-powered platforms, First Advantage transforms the background screening process into a seamless, efficient experience for customers and candidates. Operating in over 200 countries and territories, our global software, data, and regional expertise enable us to be a one-stop shop. First Advantage bring innovation, automation, scalability, and customer success to the forefront, modernising the way businesses hire smarter and onboard faster.



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