

PTCNET SURVEY RESULTS - 2018

Topic: Background Checks	Date conducted: 2-28-18
Number of responses: 24	Submitted by: Laura Bernston

How many years prior to working at your school must background checks span? For example: "We require a current background check for every country they have worked/lived," or "We require a background check for their home country and those that span the last 10 years," etc.

- We require a current background check for every country they have worked/lived for the past 10 years.
- From age 21, for every country they have worked in.
- We require a background check for their home country and every county they have worked/lived in.
- Every country they have worked or lived
- Background checks are always carried out, however, decisions as to how long back, which countries etc are dependent upon the individual employment history of the candidate. Justification of the checks made are documented also.
- No time constraint, but definitely from the last country of residence.
- the home country and those that span the last 5 yrs
- As far as possible, but at least 2 schools' worth (assuming a contract longer than 2 years)
- 10 years
- Our school requires a background check from every country we have worked in without any limit to how many years back.
- We require federal and local background checks and checks from countries they have lived in, as possible.
- We require background checks and finger printing covering their home country and last five years
- We have a private firm that conducts checks. It currently goes back there years. We're revising our policy.
- Our requests do not specify a time period.
- 10 years
- We don't use years, we ask for a criminal background check from their home country of record and the country they are coming from (if different)
- All international experience as well as Home country teaching
- Currently we look for 7-10 yrs from home country. If they've been international we request police report for the number of years in country and background check too.
- We require a background check from the employee's home country and any country where they have worked in the past five years. This is in accordance with current Spanish immigration laws. All background checks must also be stamped with an apostille from the country of origin of the background check.
- We require background checks from current country of residence and all others which span a minimum of 5 years
- We require background checks for the countires they lived in the last 3 years prior to arrival in Bs. As. Also, Country and state of origin Police reports current to the year they are arriving.
- We required a background check for each country the candidate has worked in for 6 months or longer and from their home country.
- We require a current background check from the home of record and for every country they have worked/lived
- The company we hire with looks at the previous 7 years. The contract language states: "BACKGROUND CHECK: a. The School reserves the right to conduct background screening for all Employees through its contracted agency post the hiring process. If there is any adverse information which comes up on the background check report and the Employee is unable to dispute the same, The School reserves the right to cancel the employment offer or if already employed, can terminate the Employee for the failed background check. b. The School will give reasonable opportunity to the Employee as it deems fit to dispute the adverse information by giving a copy of the adverse information given by the contracted agency."

After how many years must your employees background checks be updated? For Example, if they have worked at your school for X number of years, would they be required to update the background checks on file?

- 10 years
- For the UK, every year.
- We require this if they have stopped working for 6 months.
- Every year
- No
- We have not established a renewal cycle.
- No
- None as yet
- Two years
- We don't update our background checks
- Every 2 years, federal and local
- Once backgrounded on entry, those individuals are not required to update. If work permits are extended then an update must be submitted.
- not at this time
- At present 5, but we are working on reducing that to 3
- no, but we are thinking of adding this to our HR policy
- 5 years
- Only if there is suspicion of possible illegal activity
- Every 3 years.
- We do not require updated background checks as long as there is continuous and uninterrupted employment at the school. If the employee leaves, an updated background check is required from their home country and the country where they worked.
- September each year
- We do not require police report updates after their arrival.
- We have not instituted this but are looking to ask teachers to retroactively get police checks as above if they arrived after 2017 when we put this into place.
- This is an area we need to address.
- We have only been contracting with the background check company for 5 years, so at this time all of our background checks are updated within at least 5 years. However, it doesn't sound like we've accounted for this yet. I will follow-up with some of our Student Protection Manual creators when I see them in about 40 minutes. I think we should have a policy for this and it seems we don't yet.