



A NEW ERA IN SAFER RECRUITMENT

Know Your People by 10k Schools is foundational to keeping children safe in education.



What we really know about employee sexual misconduct in the education industry, is sadly just the tip of the iceberg

CHILDREN ARE IN DANGER

1 in **10** 

students will experience school employee sexual misconduct by the time they graduate high school*.

DUE TO POOR HIRING PRACTICE

50%

of educators convicted of sexual abuse had prior allegations against them*

7%

Had been arrested previously*

Know Your People (KYP) by 10k Schools is the foundational pillar of safeguarding in education

The KYP concept of continuous evaluation of workforce risks, reflects that at any time before or during employment, new information may emerge about an individual's continued suitability to work in a controlled function.

In doing so, KYP by 10k Schools addresses a critical defect in legacy guidance for Safer Recruitment and the Single Central Register, concepts which create unacceptable risk by only encouraging safeguarding checks at the point of entry to your team.

10k Schools provides organisations with unparalleled visibility, by automating the collection, analysis and reporting of defects in biodata, references and criminal record checks from candidates, employees, contractors and volunteers throughout their relationship with a school.



* Source, US Department of Education

Taking the Current Global Best, to a Totally New Level in Child Protection

What Exists Today

In 2014, the International Task Force on Child Protection was formed, comprising a coalition of 18 global accreditation bodies, curriculum and law enforcement authorities from many countries and regions. The recommendations from the task force form the basis of inspection regimes that are followed by schools accredited by organisations around the world.

The United Kingdom's Department for Education (DfE) guidance on keeping children safe in education, is an incredibly prescriptive standard, with the most comprehensive process guidance, underpinning the international inspection regime of BSO and COBIS.

It's Time to Update Current Practices

The work involved in Safer Recruitment is logic driven and predictable. It requires 100% consistency and no errors.

Such a well-defined global problem cannot be effectively tackled with multiple approaches which divide the topic and confuses schools on what is required of them. Any sustainable, global solution in 2023 cannot be based on an assumption of humans doing all the work.

We all make mistakes or errors of judgement in big data – understanding human limitation is vital. We must recognise the ability of technology to execute elements of our work faster, more accurately and more reliably.

Digital Central Registers have been a welcome step forwards. However these don't eliminate the underlying risks or subjectivity introduced by human involvement in data gathering and analysis leading to final hiring decisions.

Process consistency leads to reliable data. Reliable (and visible) data empowers school leaders to make the best possible decisions.

A Modern, Universal Standard

10k Schools have catalogued and evaluated every requirement of every major safeguarding standard in global education, including the UK Department for Education "Keeping Children Safe in Education" (KCSIE)

We have applied next generation technologies to take existing standards to a new level, delivering flawless execution of each task in the safer recruitment workflow.

We've raised the bar with our new Global Standard, supported by our proprietary technology.

The 10k Schools' Standard supports international schools in any location regardless of curriculum or availability of administrative resources.

Let's Give Inspectors a Break

Inspections are a vital part of the quality assurance landscape in education. However, human capacity limits what can be inspected, and therefore sampling methodology will only ever provide an indication of quality, not an absolute measure.

When it comes to quality assurance of a digitized, logic-driven workflow, sample-based inspections are no longer relevant, because digitized processes provide full visibility of everything, any time.

Our standard and supporting technology enables a change where inspectors have more time to evaluate what really needs 'eyes on', such as lesson observations, rather than piecing together a paper chase of employee files.

Affordability for all

Before proceeding further, we understand that cost is a significant concern for schools when it comes to implementing new technology solutions involving automation and artificial intelligence. However, we would like to challenge the assumption that such solutions are inherently expensive.

Our goal is to establish a new global standard that is accessible to all. We firmly believe that widespread adoption and success can only be achieved if the solution is affordable and inclusive.

While the final pricing will depend on variables related to each school's needs, we estimate that most schools will pay a minimal setup fee, and an annual subscription capped at no more than 50% of your school's Y6 fee.



Platform Summary

Know Your People (KYP) by 10k Schools is designed to create a 100% consistent process for every single new hire – and also to retrospectively check existing school employees to the same standard.

Using AI and automation, process consistency is the enemy of those who seek to subvert a school's recruitment protocols in the knowledge that human error and bias can easily be manipulated, thus enabling undesirable individuals from being able to obtain work in schools.

We have identified a clear desire amongst education executives to engage with a platform which:

- Requires no prior knowledge of safeguarding to use effectively
- Eliminates document collection by HR/school admin
- Eliminates the need to follow up on missing information/documents
- Flags every single risk and defect employees and candidate profiles against a single standard

Corporate groups demand a structured process which supports reputation management, risk management and in the worst case scenario, a credible defence that everything which could be done to vet an employee before and during employment, was done and evidenced.

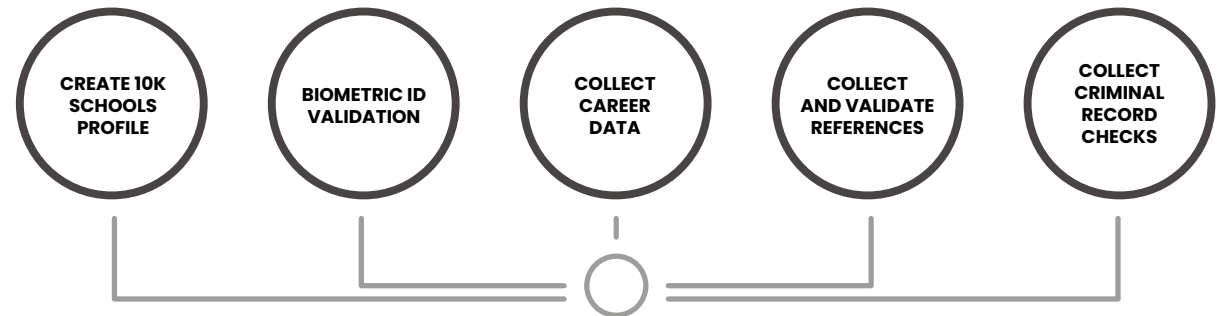
As KYP by 10k Schools is a live platform, we also eliminates the need to manually inspect physical files. We're working with inspection and accreditation bodies globally who welcome this change and new way of working.

In summary, our high-level workflow is simple – we have taken the existing best standards for safer recruitment, enhanced the steps with technology to create a workflow that is conducted:

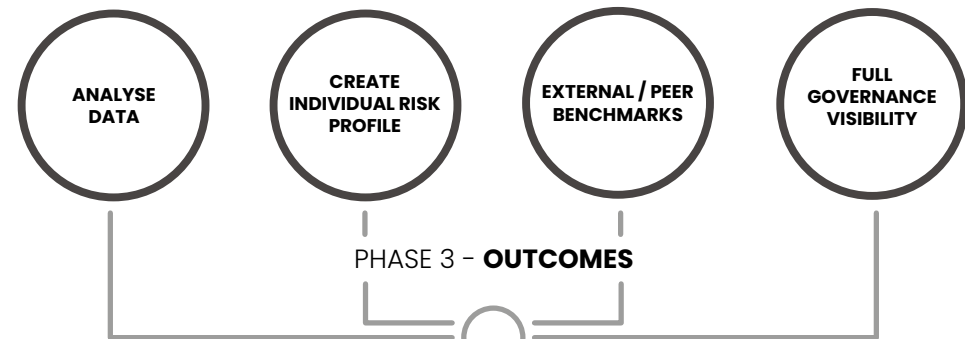
- 100% consistently
- 100% of the time
- Helping schools to make truly objective, fact-based decisions



PHASE 1 - DATA COLLECTION



PHASE 2 - CREATE DECISION SUPPORT INSIGHTS



PHASE 3 - OUTCOMES



The 10k Passport – A Revolution in Educators’ Career Management



[CLICK HERE](#) to view a short video about the 10k Passport

The 10k Passport is at the heart of our game changing solution.

Getting candidates to provide lots of information is tough. Candidates prefer a simple CV submission, and therefore many schools are afraid to ask for additional detail in case candidates drop out which is a major problem in a competitive market for talent.

But hiring unsuitable educators is a far more serious problem – and completion of a standardized profile is a core requirement of every major safer recruitment standard in the world.

Schools shouldn't just ignore the bits of the hiring process their candidates find inconvenient.

To address these competing priorities, a new approach was needed to encourage candidates to disclose all information relevant to their application in advance.

The 10k Passport is a “Career Data Repository” for education professionals. We do all the hard work of evaluating all the uploaded documents, collecting and verifying references, and obtaining criminal record checks.

Once the profile is complete and validated, users can share their validated data file to any school in the world. **And best of all, it's FREE FOREVER for candidates to create their profile.**

This means that the 10k Passport is the only job application candidates ever need.

Candidate Benefits

1. Single repository for all certificates, documents, references and criminal record checks – no more paper chase each time someone applies for a job.
2. Educators with the most complete profiles will be preferred for shortlisting by schools.
3. Our unique ‘job-fit’ score ensures that candidates who best meet the job and person specification, becomes a priority candidate. This speeds up connecting the best candidates to schools and shortcuts hours from schools of sifting CVs.
4. We remove CVs from the process, ensuring selection is based on a candidate's fit for the role, not their CV formatting ability!

5. Candidates can share their validated profile, including references and criminal record checks collected on our platform, with any school in the world - even if the school doesn't subscribe to our platform.

School Benefits

1. Reduced candidate drop-out as they can use their profile to apply to any school.
2. Uniformity of candidate screening process ensures hiring risk can be quantified and managed.
3. Candidate credentials are presented to you uniformly, enabling evaluation of their employment credentials based only on facts, without being swayed by a swanky CV format.
4. When a school creates their vacancy parameters, we automatically screen out candidates who are a weak fit to job specifications. This isn't possible with a CV based application.
5. Most elements of background screening, including referencing will be complete by the time you shortlist / interview the candidate,

6. We highlight all gaps, inconsistencies and risks in the candidate's profile from a safer recruitment perspective. We create an interview proforma to ensure you never forget to ask the relevant questions, and of course – ensure schools document the responses!



Is this person who they claim to be?

Biometric Verification of ID

To complete registration on the 10k Schools platform, users must upload a Government ID and take a 'selfie' to validate that it belongs to the person creating the profile.

We complete biometric validation to evaluate likeness, whilst validating ID. By using biometric scanning, temporary features such as hairstyle or colour, growing a beard become irrelevant - our platform is evaluating distance and angle between features such as eyes, chin, nose amongst other things.

To close the circle, if the individual is hired, schools should upload the photo taken for school ID and complete the 3 way check to ensure the person reporting for duty is the person who applied for the job.

This cross referencing rarely happens in the manual process, because the people handling the documents are rarely the people who interact with the employee.

Research has identified that schools have inadvertently fallen into the trap of collecting ID to tick an inspection box or to fulfil an immigration requirement. As an industry we seem to have unconsciously moved away from the real purpose of identification - e.g. is this candidate/employee who they say they are?"

Name Changes

We collect the birth certificate and use Intelligent Document Processing (IDP) to extract the data from source. From here we can directly compare names with current ID, identifying any variations. For common changes such as marriage, divorce or deed-poll, we also evaluate the relevant certificates to create a clear audit trail of names.

The data collected at this stage is always from the source document - no typing involved to ensure this is a 100% evidence-based process. This ensures that all documents or criminal record checks in the remainder of the process MUST associate with the name (or history of names) provided.

We Change Candidate Behaviour Because...

Candidates who are unable to provide the required information will achieve a lower 'compliance' score, and thus be less attractive to schools in the selection process.

Through clear signposting, we incentivize the desired behaviour, helping candidates understand the need to improve their documentation if they want to be considered for the best jobs.



Cross Referencing Complex Data Sets

Risk Factors

A typical hiring process would have in excess of 15 documents:

- ID
- CV / Application Form
- Degree certificate(s) and transcripts
- Teaching qualification(s)
- References
- An entire career's worth of experience certificates
- Criminal record checks

All the above are examples of unstructured data. It is data collected in long-form documents in formats not prescribed by the school. Because of this, it is close to impossible to reliably analyse the data, inconsistencies and anomalies at scale. When we say 'at scale', that doesn't matter whether you hire 5 people or 100 per year – sooner or later the law of averages is that someone in your team will miss something in unstructured data.

This isn't about people doing things wrong. It's just a fact that as humans, we are not wired to be able to manage large unstructured data sets, whilst training, pattern recognition capability and levels of diligence will vary from person to person.

The answer is not to add line management checks or external inspections – schools are typically resource/time-poor and throwing manpower at a task like this is not a sustainable solution.

All industries are beginning to accept that administration tasks requiring high process compliance are executed faster, more reliably and most cost effectively by technology! As cost trickles down to make such technology more accessible, schools now have the ability to digitize this work.

How We Mitigate Risk

Using Intelligent Document Processing, we extract data directly from 'flat' documents such as PDFs, images or other documents uploaded by candidates. We THEN cross reference this with information provided by the candidate in their profile. By structuring previously unstructured data, this allows consistent analysis of the data points involved.

Any inconsistency or missing document is treated as a 'defect' against the 10k Schools Standard, and defects are measured in accordance with our algorithm. By assigning a consistent scoring methodology to the extracted data, for the first time ever, we

begin to robustly 'quantify' hiring risk, from which schools are able to objectively compare one candidate to another to make more effective hiring decisions.

We Change Candidate Behaviour Because...

Candidates begin to recognize that omissions, inaccuracies or inconsistencies will result in a profile score that is less attractive to potential employers. The behaviour change comes with understanding that our schools will make shortlisting decisions based on this information, whereas previously most of this activity happened post-interview.



Reference Verification

Risk

The reality is that we have an inherent conflict in who candidates want to GIVE as a reference, and whom we want to RECEIVE a reference from.

A candidate's default tendency will be to select whichever referee is prepared to offer the most sympathetic reference. In most cases there is no ill-intent here, it's a natural human behaviour that you would want a reference to come from a person who knows your work the best, rather than the Principal who may have had little direct interaction with the candidate.

However as with our other standards, we must return to the underlying purpose of background checks, which is to obtain information on OUR terms as a school, not the information as the candidate wishes to present it. The risks of not strictly complying with this can be dire.

For example

- There are situations relating to confidential safeguarding concerns that only a very select group of individuals in a school may be privy to such as the Principal and Safeguarding Governor. We cannot rely on an assumption that Heads of Dept, Assistant Heads or even HR Officers will know of concerns raised in private or investigations that may be ongoing into the individual.

- Line Managers frequently provide references in breach of their school's policy because of a closer personal relationship with the candidate. Thus, references can lack due objectivity and the complete picture of the individual's time with the school.

As an example, International Task Force on Child Protection recommendations are quite prescriptive, but where schools follow these as 'minimum' standards problems appear. Specifically, the requirement to obtain 3 references covering the last 6 years becomes a major gap if the candidate has had 5 jobs! We understand that current standards are often driven by pragmatism of how much a human can do in the background checking process. With technology, such restrictions disappears.

How We Mitigate Risk

For obvious reasons we don't disclose the detail of our proprietary approach to reference verification, however all referees undergo a stringent validation process including ID/biometric verification and completion of a legally binding declaration to become a registered referee on the 10k Platform.

We obtain references before interviews (except for current school unless pre-authorized by candidate). By flagging issues or omissions to hiring managers, these can be addressed at interview rather than post-offer. By doing so, we dramatically reduce the instances of

missing or questionable references appearing after a hiring decision is made, therefore ensuring your efforts are focused on the right candidates from the start.

Our standard is to obtain a full career employment history and associated references – we don't accept that because there may be challenges obtaining old references, this is a reason not to at least try ([read our article about this here](#)), as it is older references which are statistically more likely to hold adverse safeguarding declarations.

We confirm employment dates, safeguarding declarations and optionally performance, and we insist that the reference is provided by someone with direct access to the employee records – eg, the reference must come from HR or the Principal.

School Principals can also delegate references within the 10k platform to those in the school they feel best suited to provide the reference, but we ensure that the Principal is always ultimately responsible for signing off references leaving their school.

We Change Candidate Behaviour Because...

We signpost to candidates the importance of providing the referee details in compliance with 10k Standards. For example, current Principal must be a referee, and contactable via school email domain.

Candidates are not forced to adhere to the standard, but a consequence of this would be a low compliance score which in turn makes them less attractive to schools, and which would require the school Principal to address the exception items before hiring. Of course the opposite is true, and candidates who provide everything required for us to reference the correct referees are rewarded by increased likelihood of being called for interview by schools. The above assumes that references don't raise red flags.





If you can't
measure it, you
can't improve it

(Peter Drucker)



Referee Integrity

Risk

The risk of overly positive references or even outright incorrect references is ever present. We recognize that human nature is to be conflict avoidant and therefore there are school leaders who will, for whatever reason, fail to provide an accurate reflection of the candidate's time with their organization.

There are several factors which jointly or severally contribute to this problem:

- When you send a reference 'form' you create a psychological expectation of all fields being completed.
- Lack of guidance notes to the referee on YOUR expectations of how the reference is completed.
- School leaders may never have raised performance concerns during employment, and therefore it's unfair to suddenly reflect these issues without warning on a reference.
- School leaders have never seen data that shows x% of the references they issued portrays their ex-employees as outstanding teachers, which is statistically implausible.
- A feeling that school leaders can't be held accountable if a person performs differently in another school, so why damage the employee's chances.

Threat of sanctions by accreditation body can mitigate behaviour somewhat, but many schools are loathe to report a fellow Principal – and in any case it's close to impossible to contest a subjective reference evaluating performance.

How We Mitigate Risk

Until you can measure it – you can't raise awareness or improve.

1. When employees of a school on the 10k Schools Platform leave, it is a mandatory requirement that the School Principal completes the reference to facilitate the disassociation of data.
2. When a Principal of a school NOT on the 10k Schools Platform is requested to provide a reference, we require registration and Identification. We begin to drive the psychological awareness that providing a reference is a huge responsibility. We signpost extensively our expectations around referencing to ensure no ambiguity.
3. The very knowledge that digital items can last forever, make referencing within a platform automatically more honest, because individuals become aware that they are more likely to be held accountable in the future than would be the case for random paper references held in manilla files.
4. As we're using a single referencing standard and format, we gather vast amounts of standardized referencing data which highlight patterns at school, group, region or even globally.
5. We drive self-moderation through awareness. If (for example) a Principal has issued 20 references this year and all have rated the employee as 'Outstanding' in every area, we have the data capability to flag this to the Principal and observe that this is statistically unlikely to be true. They may not even be aware of what they were doing! They will very much be aware of their referencing patterns with 10k Schools.

We Change Referee Behaviour Because...

In all we do, we seek to empower people to make better decisions. In the case of reference integrity, the power of the platform to aggregate data comes to the fore. Not only can a Principal see how peer group schools perform in this area (and thus perhaps see he is to the right of the bell curve), the school's Governors will also receive regular compliance reports directly from our platform. The combination of incontrovertible data raises self-awareness and drives change in integrity at an industry-wide scale.



Criminal Record Checks

Risk

We get that it can be difficult for people to obtain checks, that documents get lost and life just happens! But in this day and age, is it really acceptable that excuses can be made for such an important issue? Time and time again, public enquiries* cite incomplete criminal record checks as major contributory factor allowing predators to move from school to school undetected.

Whilst schools may argue that they follow various international best practice (for example current country of employment + country of passport or birth), against the above backdrop it is indefensible that schools are given guidance that Criminal Record checks from every country a candidate has lived or worked in, is a 'nice' to have.

Missing criminal record checks from every country a candidate has lived in is inexcusable.

Sadly, mistaken belief amongst employers also contributes to an overly relaxed approach to this issue. For example we have heard repeatedly in UAE, a belief that a global criminal record search is done for every visa application. This is simply not true.

Employees will also frequently push back on availability of checks from previous countries, usually due to hearsay and without having exhausted available avenues to obtain missing documentation. This alone shows the risks that many schools may have been taking due to misinformation, or worse, on the word of a prospective employee.

Furthermore, within a less structured manual or paper heavy process, many of the preceding steps could cause things to be missed. For example an inaccurate transcription into your HR system or excel could cause a name to be misspelled – seems minor, but it can have catastrophic consequences.

Transcription error could cause you to miss that a Criminal Records check previously obtained has a spelling inaccuracy or some other inconsistency which may indicate it isn't legitimate or that the check was done against the wrong person.

How We Mitigate Risk

We need to go right to the top of our process on how ID is collected. By extracting biodata such as name, passport numbers etc. from the source document, and checking their validity, we eliminate any risk of having incorrect parameters to conduct a criminal record check or validate those which have been uploaded.

Secondly, through the 10k Schools platform, candidates are able to apply for their Criminal Record checks in over 180 countries, including the ability to obtain Enhanced DBS checks in the UK.

We offer this service at cost – e.g. there is zero mark-up for facilitating this, and on completion the relevant checks and clearances are recorded directly in the candidate's profile.

We Change Candidate Behaviour Because...

As with our other standards, we empower the candidate to make a conscious choice with a clear incentive for doing what is required.

If the candidate chooses not to obtain any outstanding clearances, as with any other 'defect' against the 10k Standard, their overall score reduces thus directly affecting their attractiveness to a school for shortlisting.



*source US Dept of Education



Adverse Media Search

Risk

There's a long history of debate around the ethics of 'googling' a prospective employee. 10k Schools fully supports the practice because it can unearth valuable information that other data sources can't - for example historical allegations, minor infractions in local news etc. It's not just about digging for dirt, a search can also highlight things you weren't aware of such as notable volunteering or charity work.

But the internet is a big place, and we must always be conscious that predators are good at covering their tracks by relegating adverse media down the Google rankings. It's remarkably easy to do this just by starting a blog (for example).

Without a clear search plan, there's a very good chance you'll miss the important snippets of information on the internet unless your search is structured and consistent.

Just putting someone's name into Google isn't sufficient, especially if it's a common name where specific results relating to your candidate or employee may be buried on page 10 or 50 of results - especially when anyone with basic media know-how, can learn how to manipulate search results to push adverse media down the rankings.

Few, if any of us in education know how to put together a perfect Boolean search string, and even if we did the length of search string required would be unlikely to be replicated 100% of the time without spending an inordinate amount of time.

And where do we record the results?

How We Mitigate Risk

As we capture data directly from source ID documents covering names, nationalities, place of birth, and collate towns, cities, countries of residence, we're able to produce a 100% consistent Boolean string using a huge array of other key words such as 'arrest', 'suspect' etc.

10k Schools users activate this search at the click of a button. This will cut through all any attempts to hide adverse media and return and results directly to page 1 of a search. Our platform screen grabs the results as evidence of your efforts.

We make the search incredibly detailed and consistent, but the outputs are subjective and requires cognitive ability to understand what to do with the results and log any concerns or actions.

We Enhance Your Screening Capability Because...

By executing a professional grade adverse media search at the click of a button (e.g. without any training on Boolean search strings), we empower schools to obtain search results at a level generally only seen by Private Investigations organisations.

By recording the results and obtaining your confirmation of satisfaction (or otherwise), we create a lasting record of exactly what search was undertaken, what results were returned, and what actions you took.



The Best Candidate Management in Education

World's Fastest Shortlisting

All candidates are profiled for compliance against the 10K Standard and direct scoring against your job criteria to determine best fit.

This provides the ability to filter directly to present only relevant and suitable candidates for the job and avoid wasting your time reviewing irrelevant candidates.

Even for the stronger candidates, we have thought of how to optimize your time. One of the biggest time thieves is the tendency to read a profile in detail to make a longlist decision – this is not how professional recruiters work and is a poor use of your time.

We enable you to see a synopsis directly on the Kanban board allowing you to longlist without needing to click into the detailed profile. Once you have collated your longlist, you can interrogate the candidate's profile to make your shortlisting /interview decision.

Our process minimizes the number of clicks, providing the fastest, most effective shortlisting capability available in education.

Walk the Walk on DEI

In a world first for the education sector, 'Diversity Mode' can be enabled to remove photographs and mask names from the early stages of screening thus masking gender and ethnicity to keep selection decisions focused specifically on the needs of the job.

Guided Interviews

From the candidate fit analysis, we build a guided interview created from the gaps or inconsistencies identified with the candidate's data and documents.

Naturally this process begins with validating the photo on our platform with the person you're speaking to, then methodically walks you through every question arising from inconsistencies or gaps in their profile, thus making sure you never miss key questions again.

You can complete this as you go or print and complete it afterwards. Completion of this section is mandatory to move a candidate to 'hired'.

This element may seem daunting and a change to the way you interview, but this approach ensures you can never miss a critical question again.

Starting an interview with your compliance questions, can save you time by quickly curtailing an interview where the answers are unsuitable.

By establishing underlying suitability first, you avoid the risk of building a relationship with the candidate only to subsequently find problems with their profile. This approach typically raises the risk of confirmation bias and a temptation to overlook things that you normally wouldn't.



Detailed Profile Evaluation

Reduce Unconscious CV Bias

Every global standard recommends you should not use CVs to make selection decisions. This is because best practice both in fair selection practice and safer recruitment requires that candidates are presented in a uniform format, with the data relevant to selection shown consistently.

This also means that obtaining profiles from multiple job portals such as TES, Teachaway etc in their formats creates both risk and unfairness in the process where the profile format is different depending on how the candidate applied. Remember, job boards want to promote THEIR candidates.

Application via a standardised format, is not a new requirement, it has always been a mandatory requirement in the UK – hiring from a CV and asking a candidate to complete an application form after selection is an unacceptable fudge!

From a Safeguarding perspective, this means that candidates cannot distract those doing the screening via multiple fonts, fancy graphic design or the order in which they present the data. The information should be presented to those doing shortlisting in the format the school requires, rather than showing the story the candidate wants to tell.

From a fairness perspective, 1st level screening should always and exclusively be based on fitness to undertake the required role, not subjective views on the format of the CV – remember we're hiring education professionals – we shouldn't be ranking them on their graphic design skills!

This aligns with a universal standard in safer recruitment which unfortunately few schools are able to follow because of the lack of technology to enable this way of screening, compounded by the inflexibility of education job portals.

We're able to seamlessly pull in your candidates from any recruitment portal to ask them to create a 10k Passport.

Candidates should be evaluated against their suitability for the job, not how attractively they format a CV. Besides, most CVs are poorly written and formatted, take inordinate amounts of time to read, and contain lots of irrelevant information.

You can still access the candidate's CV through the documents section, but soon enough, our way of screening will become 2nd nature, and it's so intuitive, we guarantee you'll never go back to CVs.

This approach not only ensures your school follows global best practice for education recruitment, it also dramatically reduces bias which can occur based on how a CV is presented and allows candidates to be evaluated against the FACTS of their candidature.

Early Visibility of Risks

Hiring Managers see a clear Compliance Score and Evaluation of how the candidate's work history and education is a fit for the advertised role.

Gaps or other risks are clearly flagged, whilst documents, references and criminal record checks can also be reviewed within the profile.

No Place to Hide for Poor Hiring Practice.

Whilst our platform reduces the risks of unsuitable candidates trying to subvert a process, we are also conscious that Hiring Managers are often tempted to hire a candidate they have developed a potentially unhealthy bias for.

If, as a Principal, you are delegating hiring practices to subordinates, our reporting tools and peer group data will help you quickly identify practices which introduce unnecessary risk or bias into your process.



Governance & Risk Management

The World's Most Advanced Central Register

The reason 10k Schools exists, is that the most fundamental risk in safer recruitment is human error. Yet despite myriad innovations in education technology in the last 5 years, nobody has stepped up to the plate to address this risk. To date, every innovation in SCR platform technology, is conceptually and fundamentally flawed by data entry and analysis being work still done by a person. This also applies to efforts to update international safer recruitment standards, without putting technology at the heart of the solution.

Not only does a human-driven process introduce risk at every stage, the risks are compounded by the work being tedious and repetitive which adds even more risk of mistakes being made. Rules-based administration processes are also not an effective use of scarce human resources in a school.

The education industry cannot in good conscience, say that we have de-risked the hiring process until human error via manual collection and analysis of data, is eliminated from safer recruitment.

We are in an age of technology whereby if all the data which makes up the Register can be collected autonomously, flagging only the issues Principals need to see, we significantly improve the effectiveness of the entire concept of the SCR.

You can view your SCR by 'Candidate', 'Employee' or 'Contractor' – allowing you to manage each category of individual during pre- or post-employment.

The 10k Schools platform calculates compliance for each candidate against a gold-standard process. It stands to reason therefore, that when you apply scores to a process or individual, those data points can be rolled up to visualise risk across a school, a group of schools or company, or geographical region or country.

You Can Even See How the Competition is Performing

The platform aggregates data of all 10K Schools to provide external benchmarks. This means if, for example, you are an outstanding school with a fee-point of 'x' based in city 'y', we can identify the aggregated scores of similar schools enabling you to understand wider performance outside your own school or group.

This is an invaluable tool for Corporate entities and Governors as, for the first time, it allows the setting of hiring risk-KPIs at school level to drive improved hiring practice and outcomes.

For example, it allows the ability to use actionable data insights enabling Governors and Corporate Boards to understand why candidate quality is lower than that of your peer group.

A lower Compliance score than your peer group could indicate issues with your employer branding, the timing of your vacancies, your rewards structure or many other elements that increase or reduce your attractiveness to the best candidates in the market.

The Hidden Risk of Contractors

Our 3rd party Contractor Management module, a transformative innovation, in international schools, ensures your contractors are legally registered, insured, ID verified and with valid clearances in their home country.

Unfortunately, many schools pay far too little scrutiny to this area of operations, despite 'opportunity' being high for jobs such as coaching, lifeguards, music teachers. By managing compliance of your contractors, you can quickly and effectively set KPIs for improvement and/or take quick action for individuals not meeting the school's baseline requirements.

Within the 10k Schools platform, contractors such as Facilities Management staff should as a minimum have validated ID, face matching and police clearances from current and home country.

For others providing services in your school, we capture their legal status documents and right to work info to eliminate the risk of transacting with illegal or uninsured providers.





by



So We've Made Your School Safer - What Next?

VISA Management Automation

Before we worked with schools, we worked with companies like Emirates Group to develop fully autonomous end to end processing of the UAE visa process. **Today our team processes over 200,000 transactions per year for the visa process without any human involvement.**

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