

Background Screening Solutions for the Education Industry

Hong Kong is home to a vibrant education system, with a total investment in education representing more than 14 percent of government expenditure. Twelve years of free primary and secondary education is available to all Hong Kong children, and more than 555,000 students were enrolled in the city's 847 public sector primary and secondary schools in 2019.¹

The industry is dynamic, extending from kindergarten through post-secondary, vocational and professional education. Across all Hong Kong educational organisations and facilities one thing is consistent: the need for background screening.

Why Screen? It's about trust and integrity.

Educators are trusted with our most precious assets—our children, our careers, our professional enrichment. Now imagine they have little to no training, skills or experience in their area of expertise. Worse, they may have a history of unprofessional or criminal behaviour that could put you or your children in harm's way.

Likewise, negative publicity—whether it's related to a violent act, an unqualified faculty member or a discredited executive leader—can quickly spread the world in minutes via the internet and social media, jeopardizing the immediate and long-term integrity of the organisation.

Who Should Be Screened? Everybody.

The risk isn't limited to educators. Anyone working within an educational institution can have direct access to vulnerable populations or the ability to negatively impact a school's reputation. This can include:

- Teachers, including those who teach online and in person
- Research assistants
- Administrators and executive leadership
- Cleaners and maintenance workers
- Landscaping and lawncare workers
- Contractors like electricians, plumbers, etc.
- IT teams
- Volunteers

Bad Teachers in the News

"Disgraced Hong Kong teacher faces jail for having sex with three underage pupils"

—Source: [South China Morning Post](#)
November 2016









"Teacher suspended from Hong Kong school following sexual assault allegations"

—Source: [South China Morning Post](#)
January 2020

Since child safety is a critical issue in schools today, educational facilities and institutions must consistently integrate background checks into their recruiting process. At First Advantage, we offer a centralized, one-stop background screening solution that makes it easy for schools in the Asia Pacific region to quickly and easily order these checks.

Background Checks Best Practice Guidance

Best practice guidance from industry experts include different levels of screening based on the contact or interaction an individual will have to vulnerable populations, proprietary assets, and financial or fiduciary information.

	Level I	Level II	Level III
	Anyone entering an educational facility or campus. This includes volunteers and guests.	All skilled and unskilled workers including cleaners, maintenance workers, landscaping and lawncare professionals, contractors and administrative support staff.	All faculty members, coaches, executive leaders and administrative staff.
 Identity Verification	✓	✓	✓
 Criminal Checks*	✓	✓	✓
 Sex Offence Search	✓	✓	✓
 Right to Work Check		✓	✓
 Terrorist Watchlist Search		✓	✓
 Employment & Education Verification			✓
 Licencing and Credential Search			✓
 Social Media Search			✓

*Such as police checks, when available and permissible.

¹ <https://www.gov.hk/en/about/abouthk/factsheets/docs/education.pdf>

We can help. For more information, contact First Advantage today: