

# Pre-employment Checks



## **Pre-Employment checks**

If you apply for a position at Flintshire County Council we will conduct appropriate reference and/or background checks on you, and any offer of employment we make will be conditional upon obtaining satisfactory results.

Employment checks are a critical part of the recruitment process. They ensure that the Council complies with legislation and that all our employees have been suitably vetted.

In addition to the standard checks, the law requires more detailed checks to be carried out for those applicants who will be working in a role with children or vulnerable adults.

If you are successful in being offered a position with us, examples of the typical pre-employment checks that you will be asked to undertake include

Proof of Right to Work in the UK

Disclosure and Barring Service checks – to find out more click here (LINK)

**<https://www.gov.uk/government/organisations/disclosure-and-barring-service/about>**

Reference checks

Occupational Health Qualification & Membership validation (as applicable to the post)