Introduction

APSCo has developed **Compliance+** to provide an uncompromising quality benchmark for education recruitment businesses.

The requirements of **Compliance+** compel education recruitment companies to go beyond statutory safeguarding standards, and to aim for excellence in competency selection and service quality.

APSCo has constructed this ground-breaking standard, designed to safeguard children and to benchmark recruitment businesses against the highest service criteria, following extensive consultation with its Education Sector Group members (recruitment businesses) and, crucially, external stakeholders from the National Association of Head Teachers, the Association of School and College Leaders, Voice, the National Association of School Business Management, Academies Enterprise Trust, the School Governors One Stop Shop and the Independent Academies Association.

Through APSCo, education recruitment businesses now have a unique opportunity to take control of the sector and shape future practices by working to a new, rigorous measure that manages the expectations of all stakeholders involved and demonstrates their expert knowledge in this specialist market.

What is Compliance+?

Compliance+ is a set of best practice requirements for all temporary and permanent recruitment in the education sector, which has been designed with Ofsted criteria in mind, and goes beyond the statutory requirements. Recruitment businesses are audited to these best practice requirements on at an annual basis by an independent professional, and continuous improvement is required (Continuous Improvement Required (**CIR**)) in a number of key areas. The standard consists of three sections:

Section 1 – Safeguarding, which covers all safeguarding and child protection activities undertaken by recruitment businesses when providing any candidates into schools. This section is underpinned by statutory requirements and the Department for Education's guidance on best practice.

Section 2 – Competency requirements which go beyond the safety of a candidate and look to ensure that recruitment businesses are not just providing candidates, but that they are providing the best suited and highest quality candidates for a particular post.

Section 3 – This section explains the audit parameters for **Compliance+** accreditation.

Why Compliance+?

Compliance+ gives recruitment businesses the framework within which to provide clients with better trained and therefore safer candidates.

Who can achieve accreditation?

Any education recruitment business based in the UK may apply for accreditation to Compliance+ however, it is necessary for them to be a member of APSCo to achieve accreditation. This allows APSCo to maintain standards and quality control through its robust referencing procedure, adherence to its code of conduct and the associated complaints process.

How to become accredited

The accreditation process is administered by APSCo. There are seven steps to becoming accredited to Compliance+:

1.Provide APSCo with certain information about your company

2.Understand APSCo Compliance+ terms of business

3.Understand the requirements of Compliance+

4.Ensure your internal processes are in line with the best practice requirements

5.Request an audit with one of our independent auditors

6.Pass the audit on an annual basis showing continuous improvement

Details of the audit parameters and scoring are set out in Section 3 of this document.

APSCo will provide advice and support to its members who have not gone through the audit process before, as required.