

APSCo has developed **Compliance+**, a ground-breaking standard designed to safeguard children and to benchmark recruitment companies against the highest service criteria, following extensive consultation with:

- Education Sector Group members
- National Association of Head Teachers
- The Association of School and Academies
- Voice
- The National Association of School Business Management
- Academies Enterprise Trust
- The School Governors One Stop Shop
- The Independent Academies Association.

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.

Through APSCo's **Compliance+** Standards, education recruitment companies can demonstrate 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 companies are audited to these best practice requirements on an annual basis by an independent professional, and continuous improvement is required in a number of key areas. They aim for excellence in safeguarding competency, selection and service quality.

Why **Compliance+?**

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

What will it mean for your school to work with a **Compliance+ accredited recruitment company**?

- It certifies safeguarding which goes beyond statutory requirements and is recognised as a certificated standard by the CCS.
- It is designed to help safeguard and improve outcomes for children and vulnerable adults.
- The recruitment company will undergo an annual independent audit process undertaken by a professional independent auditor to confirm consistency with safeguarding.

The APSCo [Compliance+ Standards Committee](#) are reviewed regularly to ensure they remain relevant, up to date, and appropriate and provides governance of the audit process.

Testimonials:

“ Apple A Day

Working with a **Compliance+** accredited agency gives schools peace of mind that every candidate has been vetted to a standard above statutory requirements, with enhanced safeguarding checks, ongoing monitoring, and annual independent audits. This higher level of scrutiny reduces safeguarding risks, protects the school's reputation, and ensures high-quality, fully trained staff (both in regard to candidates and internal staff such as recruiters). Auditing also holds agencies accountable to consistent, high standards, giving schools confidence that quality and compliance are not just claimed, but proven.

In contrast, a non-accredited agency may only meet minimum legal checks - and sometimes fall short-leaving schools with greater risk and more responsibility to verify suitability. **Compliance+** is the benchmark of quality, and schools should work only with agencies that have been independently quality checked.

An Apple A Day Supply has proudly held **Compliance+** accreditation for 7 years and is always happy to explain what this means for our clients.

Gemma Edgar, Founder & Company Director

“ Clearly Education

Clearly Education has proudly maintained **Compliance+** accreditation for 5 years, and working with APSCo has been invaluable in achieving that.

What truly sets **Compliance+** apart is the annual audit process, whereas other accreditations are only biannual. This ensures our safeguarding processes are reviewed and refined every year, keeping us at the top of our game. The guidance and continuous support from APSCo give us confidence that we are always at the forefront of compliance, and their partnership has been instrumental in helping us uphold our reputation.

Being part of APSCo's **Compliance+** community is not just a badge; it's a commitment that strengthens our ability to safeguard children and provide exceptional staff.

Polly Hogan, Managing Director