



# BEYOND BACKGROUND CHECKS

Criminal background checks “result in fewer than 0.2% of abusers being identified.”

2  
YEARS

Minimum time offenders are listed on the registry in the UK.

ONLY  
15%

Of countries have sex offender registry laws.

5-7  
YEARS

Period offenders are listed on the registry in Taiwan.

## Why an offender might not show up on a background check

- **There may not be a registry** or it may not be public
- **The registry may be limited** by offense or jurisdiction (may not include certain crimes (ie. possession of child sexual abuse material (CSAM)))
- **The registry could have a time limit**, allowing offenders to drop off after a defined period of time
- Offender may have plead guilty to **lesser charge**
- **Judicial reluctance** to register younger or female offenders



International Centre  
FOR MISSING & EXPLOITED CHILDREN

For more resources and tools visit  
[EdPortal.icmec.org](https://EdPortal.icmec.org)

# YOUR ROLE IN SAFER HIRING

## INTERVIEWING QUICK TIPS

### What to ask

### Cover all bases

- Run an Internet and social media search on the candidate's name along with additional search terms "child protection" and "teacher"
- Ask professional references specifically about attitudes towards children and their safety
- If a candidate is screened out by a background check indicating offenses against children, the passport country should be notified

### Warning signs

- Gender and/or age preferences
- Gaps in employment with no explanation
- Talking about children in an idealistic way
- Lack of professionalism
- Hobbies, activities, and social media presence particularly attractive to children

### Hiring remotely?

- Physically check all documents
- Pay attention to photo, misspellings, and dates
- Look at endorsements (for example, US passports indicate covered sex offenders.)
- Use a blacklight to verify watermarks

Tell me about a time you reported suspicion or inappropriate student attachment?

Why are you relocating?

Explain relinquished or lapsed teaching credentials

Use experience questions ("tell me a time when")

Have you ever been accused of a crime against a child?

Have you had regular contact with children outside of the classroom?

What are your attitudes around child protection and child rights generally?