



Recruitment
Business
Academy

Case Study

Simply Supply tells us why they decided to obtain REC Audited Education.



REC Audited Education
The gold standard for recruitment

**Recruitment &
Employment
Confederation**

Simply Supply are a specialist and independent Education and Childcare Recruitment business. They purely deal with the Education and Childcare sector and their specialist education consultants have years of experience in this sector.

We spoke to Emma from Simply Supply about their experience of obtaining **REC Audited Education** status.

What made you decide to apply for REC Audited Education?

We are an independent recruitment business owned and run by my husband and myself. We are passionate about providing a high quality service to our customers, and ensuring that our consultants are all knowledgeable and competent in both temp and perm recruitment including relevant legislation, as well as the Education & Childcare industry itself along with legislation, especially safer recruitment in schools. We believe that our consultants should be able to help and advise our customers where appropriate, and because of our high standards we appreciate an external professional body like the REC to help and support us.

We believe that the most thorough way to find areas for improvement is to have an organisation with high levels of expertise in our industry to come in and audit us, make suggestions, and give advice. We have now been through numerous audits, and each time I feel confident that we have been able to make positive and valuable improvements to our business as a whole.

I value the REC specifically over other similar organisations because they have many years experience in our industry and they also make it their business to work closely with the Department of Education (DfE). They always give us the most up to date legislative changes to keep us ahead of the game, and make appropriate changes to company processes/procedures where necessary. No matter how big a business is, it is only as good as its employees, and the REC not only provide a quality auditing process, help and guidance on areas for improvement, but also provide an excellent portfolio of relevant, reasonably priced and flexible training courses to support our core values for quality. The REC is an invaluable resource to us as a smaller business without specialist internal auditors, trainers and lawyers. I wouldn't be without them.

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How did you feel about the audit process?

The audit process itself was extremely well organised. The online diagnostic beforehand tested my personal knowledge in all relevant areas of my business, forcing me to refresh my knowledge on anything new, or anything that we don't deal with very often. This gives me the confidence that day-to-day we are always working along the right lines.

The audit itself is extremely thorough and checks all the things I would expect to be checked, in particular our candidate files, ensuring that we have registered and vetted each candidate correctly. It also ensures that our processes and policies on medical fitness to teach legislation and DBS/Rehabilitation of Offenders Act is adhered to. The REC auditor is extremely knowledgeable and highly competent in all areas of our business, so during the audit we are able to ask questions and gain advice on anything that we need to check or clarify. The improvement areas are always clarified clearly and followed up to ensure the advice given is implemented. It is important that businesses act on the feedback they are given to continuously make improvements and we certainly embrace all opportunities to do that. The REC audit team are not only professional and highly competent, but they are also extremely approachable and non judgmental so although audits themselves are always a concern, the REC auditor makes the experience positive, worthwhile and enjoyable.

Were there any key processes that you changed as a result of the audit? Were there any particular areas of legislation the audit clarified for you?

When the Equality Act came out there was a lot of legislation surrounding the right to ask medical questionnaires which in some ways contradicted the Education Health Standards (England) Regulations. The REC auditor was able to advise us on this and also directed us to a solicitor who also followed this up with us in order to ensure our process for assessing fitness to teach was fair and legal. We also had some questions which were clearly answered surrounding the provision of DBS information to a school (on face value contradicting the DBS guidelines on providing DBS information to third parties). Our auditor clarified and pointed us toward the correct piece of safer recruitment in schools legislation in order for us to make our DBS information sharing more robust.

During the earlier growth of our business an award like REC Audited allows us to be confident in our own processes and to pass that confidence onto our clients. If I had to monitor all the processes myself without the expert guidance of the REC, it would become a very difficult job, which I could do without when trying to deal with all the other requirements of trying to grow a business.

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How did you feel the audit compared to the previous DfE Quality Mark?

Much more thorough, and the new online diagnostic ensures that if there is an area of legislation or business practice that has become vague, it forces the business owner/compliance manager to refresh their knowledge – which is only a good thing.

The fact that the DfE are no longer funding it has made no difference in the process, and in fact I would say that since the REC took full responsibility for it, it has only improved.

It is a lot more smoothly run and administered, with less paperwork and more effective, so of more value to my business and myself.

Any other comments/feedback?

I would thoroughly recommend the REC above any similar organisation because of its expertise. It's long-standing connection and involvement in government, policy, legislation and specifically for us, the DfE has been an important factor in helping us demonstrate the highest professional standards.

The REC not only offers the Audited Education Accreditation, it provides valuable and accessible online legal guides, model contracts and excellent training, which we have tried and tested. I would like to take this opportunity to thank the REC for being a reliable expert organisation, which stands alongside recruitment businesses in the UK offering ongoing and relevant support when needed. Every person I speak to from the REC is helpful, knowledgeable and approachable. Long may that continue!

Give the REC a call today on 020 7009 2100 and ask about how you can become REC Audited.

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