

Background Screening Solutions for Japan International Schools

All employers are responsible for ensuring the safest work environment for their employees. Schools have the same responsibility, and more importantly, they have the added obligation of providing a secure, nurturing learning environment for their students. Thus, there is one thing essential: **background screening**.

Screening Helps Build Trust and Integrity

According to official data, 5,723 foreign teachers were employed in 2022¹. Foreign teachers are from different countries, different cultural backgrounds, they may have lived/worked in several countries. Background screenings help schools prioritize safety as they welcome new hires.

Educators are trusted with our most precious assets—our children, our careers, our professional enrichment. Now imagine they have little to no training, skills, or experience in their area of expertise. Worse, they may have a history of unprofessional or criminal behavior that could put you or your children in harm's way.

Likewise, negative publicity—whether it's related to a violent act, an unqualified faculty member or a discredited executive leader—can quickly spread the world in minutes via the internet and social media, jeopardizing the immediate and long-term integrity of the organization.

Who Should Be Screened? Everybody.

Recently, new legislation modeled after Britain's Disclosure and Barring Service (DBS) has mandated that childcare institutions in Japan must check whether existing workers and new candidates have a history of sex offenses. But the risk isn't limited to sex offenses, nor educators. Anyone working within an educational institution can have direct access to vulnerable populations or the ability to negatively impact a school's reputation. This can include:

- Teachers, including those who teach online and in person
- Research assistants
- Administrators and executive leadership
- Cleaners and maintenance workers
- Landscaping and lawncare workers
- Contractors like electricians, plumbers, etc.
- IT teams
- Volunteers

Bad Teachers in the News

"Allegations of inappropriate behavior with students and parents lead to dismissal of four Tokyo junior high school teachers for misconduct"

- Source: [Tokyohive Post](#), December, 2023

"Half of teachers in east Japan's Saitama Prefecture disciplined in the 2023 school year were punished for indecent sexual acts against their students and others"

- Source: [The Mainichi Post](#), March, 2024

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At First Advantage, we get it. As we are receiving more and more inquiries from international schools in recent years, we understand your challenges and concerns. Using our proven experience working with international schools and partners across the country, we deliver **targeted background screening tools, integrated technology, and specialized guidance** to help you keep your school—and its reputation—secure.

One Solution for All Your Needs

- Education
- Professional Qualification
- Reputational Media Search
- Global Sanctions Check
- Government ID Check
- Anti-Social Force Check
- Criminal Check

More checks are available to suit your candidates' residence history. If you would like more information on availability for certain countries, please do not hesitate to contact us!



References:

1- <https://www.ijssh.net/uploadfile/2024/IJSSH-V14N2-1195.pdf>