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How Spotlite Can Help Your Business



Recruiters face mounting pressure to streamline hiring while staying compliant with complex regulations. Manual employment checks slow down onboarding, create room for error, and expose organisations to costly fines.
Common challenges include:

- Time-Consuming Processes: Manual document validation delays onboarding.
- Training Overload: Teams require extensive compliance training to avoid costly mistakes.
- Risk of Non-Compliance: Accepting incorrect Right To Work documents can lead to fines of up to £60,000 per illegal worker.
- Disjointed Systems: Switching between platforms for checks, tracking, and updates wastes valuable time.
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That's where Spotlite comes in.

The Solution: Spotlite's All-in-One Compliance Platform

Time & Cost Savings



Efficiency Without Extensive Training: Spotlite simplifies Right to Work (RTW) and Disclosure and Barring Service (DBS) processes, reducing the need for team members to undergo comprehensive training. Compliance functions become faster and more intuitive.

Seamless System Integration: Spotlite integrates with existing systems like Hireserve. For example, pre-employment checks can be automatically triggered upon a candidate receiving a job offer. Candidates with passports complete checks independently through a guided system, minimising manual effort.

Rapid Onboarding:

- RTW checks: Completed within 60 seconds of candidate submission.
- DBS returns: Typically processed within 48 hours.

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Flexibility & User-Friendliness

Adaptable to Any Process: Where document presentation is necessary, any agent can use the Spotlite app, which guides them through the required documents for the specific process.

Multi-Team Support: Spotlite accommodates checks for multiple teams or departments within a company or across a group of companies. Teams maintain responsibility for their compliance activities, while compliance leads gain visibility across the organisation.

Customisable DBS Setup: DBS checks can be selected from a dropdown list within Spotlite. In Hireserve, check levels can either be predefined or selected when inviting a candidate.



Streamlined Renewals

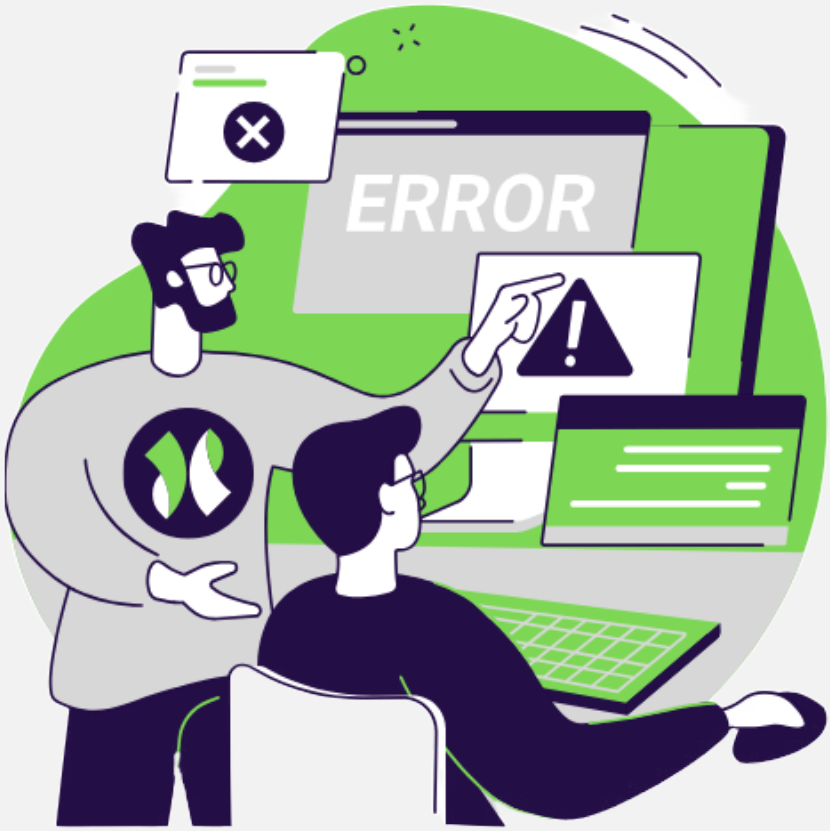
For DBS renewals outside the recruitment process, Spotlite offers flexible solutions:

Direct Triggering: Initiate renewals directly within Spotlite.

Bulk Renewals: For larger groups, send a spreadsheet, and Spotlite will automate invitations.

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Risk Reduction & Compliance

Mitigating Legal Risks: Spotlite's automated system ensures only valid RTW documents are accepted, reducing the risk of fines up to £60,000 per illegal worker.

Renewals & Ongoing Compliance: Spotlite tracks renewal dates, sends automatic reminders, and prompts employees to submit updated documents for visa renewals or DBS re-checks.

DBS Update Service Integration:

- Candidates can approve automatic sign-ups via a simple checkbox.
- Existing DBS Update Service subscriptions can be checked and logged.
- Monthly or quarterly monitoring options are available upon discussion.

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Why Choose Spotlite?

Spotlite simplifies complex compliance processes, speeds up onboarding, reduces legal risk, and maintains ongoing compliance all while integrating seamlessly with your existing HR systems.



With robust security measures, flexible setup options, and a commitment to streamlining checks, Spotlite empowers organisations to focus on growth and people, not paperwork.

Let us help you transform your compliance processes.

BOOK A DEMO

Find out more

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