



Recruitment & Vetting Overview

Zennex Care Ltd

Zennex Care Ltd operates robust and transparent recruitment and vetting processes to ensure that all staff supplied to clients are suitable, competent, and compliant with regulatory and safeguarding requirements.

Safer Recruitment

All candidates undergo a structured recruitment process prior to engagement, including:

- Application screening and interview
- Identity verification
- Right to Work checks
- Enhanced DBS checks (where required)
- Minimum of two professional references

No worker is placed without satisfactory clearance.

Equality & Fairness

Recruitment is conducted in line with the Equality Act 2010. Decisions are based on skills, experience, competence, and suitability for care environments. Discrimination is not tolerated at any stage.

Training & Competence

Workers are required to:

- Hold appropriate training for their role
- Work within their competence
- Complete mandatory training as required by Zennex Care Ltd and/or the client

Training records are maintained and reviewed regularly.



Ongoing Suitability

Worker suitability is monitored through:

- Client feedback
- Incident reporting
- Safeguarding concerns
- Compliance reviews

Zennex Care Ltd reserves the right to withdraw workers from assignments where concerns arise.

Records & Data Protection

Recruitment and compliance records are stored securely and managed in line with UK GDPR and data protection legislation.