



Good Recruitment Charter

Good recruitment helps organisations acquire the talent they need in order to perform and grow. It provides great candidate experiences and helps ensure that the UK workforce is used to its full potential. This charter has been devised and developed by an employer-led panel. As the centrepiece of the Good Recruitment Collective, the charter defines good recruitment practice through nine key principles to which organisations should aspire.

(Name of employer/representative body)

will champion positive change in the following areas:



1. Diversity and inclusion

We are fair, compliant and ethical in our resource planning and recruitment procedures, with specific regard to actively promoting and implementing diversity and inclusion within the workplace.



2. Equal treatment

We exercise good recruitment practice and apply this equally to temporary, contract, interim, fixed term and part-time workers.



3. Candidate experience

We deliver a high standard of candidate experience, with ongoing communication during the recruitment process, including two-way feedback for all those interviewed.



4. Flexible work

We offer flexible working arrangements and adaptive working practices, wherever possible, as a way of boosting inclusion and attracting talent.



5. Professional development

We ask that those managing and delivering the recruitment process (whether internal staff or external providers) work to recognised standards, undertake any relevant training/qualification, and commit to continuous development.



6. Recruitment partners

We ask that our external recruitment providers are signed up to REC's codes of practice and demonstrate a commitment to good recruitment practice.



7. Supply chain

Our supply chain delivers good recruitment practice throughout, including where different resourcing models, such as recruitment process outsourcing or vendor arrangements, are in place.



8. Youth employment

We help to address youth employment through our recruitment procedures; for example, through the provision of apprenticeships and traineeships, and by working with recruitment organisations who have signed up to the REC's *Future of Jobs* ambassador scheme.



9. Constant improvement

We regularly review our recruitment procedures with feedback from candidates (those appointed and not appointed) and keep up-to-date with new recruitment/resourcing approaches.

Signed:

(on behalf of organisation)

The REC's **Good Recruitment Collective** is a network of employers who have signed the Good Recruitment Charter, and are united behind one common goal of attaining recruitment best practice.

Created by employers, for employers, the Good Recruitment Collective enables organisations to review current hiring procedures and discuss practical recruitment issues.

Those taking part in the initiative can benefit from workshops, conferences, forums, self-assessment tools, data and research that will help benchmark and improve their organisation's in-house recruitment.

The Good Recruitment Collective welcomes all businesses that are committed to resourcing the right way.

Upon signing the Good Recruitment Charter, your business will gain access to:

- ▶ **Good Recruitment Hub**
(including resources and self-assessment documents)
- ▶ **Mentoring scheme**
- ▶ **Podcasts**
- ▶ **Peer reviews**
- ▶ **Research reports**
- ▶ **Workshops & forums**
- ▶ **Conferences**



REC

Recruitment
& Employment
Confederation

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