

# Good Recruitment Charter

This charter has been devised and developed by The Good Recruitment Campaign Advisory Panel. As the centrepiece of The Good Recruitment Campaign, the charter defines good recruitment practice through nine key principles that the organisations who sign up to the charter will aspire to.

Good recruitment helps organisations to 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.

\_\_\_\_\_ will aspire to ensure that:

(Name of employer/representative body)



**Principle 1:** We are fair, legal and ethical in our resource planning and recruitment procedures, with specific regard to actively promoting diversity and inclusion within the workplace.



**Principle 2:** We exercise good recruitment practice and apply this equally to temporary, contract, interim, fixed term, zero hours and part-time workers.



**Principle 3:** We deliver a high standard of candidate experience, with ongoing communication during the recruitment process, including two-way feedback for all those interviewed.



**Principle 4:** We offer flexible working arrangements and adaptive working practices, wherever possible, as a way of boosting inclusion and attracting talent.



**Principle 5:** 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.



**Principle 6:** We ask that our external recruitment providers are signed up to industry codes of practice and demonstrate a commitment to good recruitment practice.



**Principle 7:** Our supply chain delivers good recruitment practice throughout, including where different resourcing models, such as recruitment process outsourcing or vendor arrangements, are in place.



**Principle 8:** 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 Youth Employment Charter.



**Principle 9:** 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.



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

- Access to a self-assessment tool, which can be used to review your recruitment approach against the Charter
- Online access to the Good Recruitment Hub, which articulates each principle in more detail and signposts practical guidance
- The opportunity to benchmark against other organisations and learn from a network of HR / In-house recruitment professionals

The Good Recruitment Campaign helps organisations benchmark their current recruitment methods and reinvigorate their strategies in order to attract the right candidate.

With direct access to a large network of HR / In-house recruitment professionals, those involved can benefit from workshops, conferences, peer-reviews, self-assessment tools, and key pieces of data that will help their business reach new heights in talent acquisition.

The initiative is led by a collaboration of businesses that are continuously working towards improving the performance of their organisation. The Good Recruitment Campaign welcomes all businesses that are committed to resourcing the right way.



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