



jobcentreplus

Including Jobcentres  
and social security offices



REC

# Diversity Pledge 2013

Jobcentre Plus and the Recruitment and employment  
Confederation (REC) have agreed this Diversity Pledge

It applies to the public and private sectors and sets out  
our joint commitment to deliver the diversity agenda and  
develop best practice as an industry.

We face short, medium and long-term skills shortages and  
must recruit talent from every possible source.

Diversity is about harnessing the talent and potential of  
everyone to achieve business success.

To succeed in recruiting in the 21st century, diversity is a  
necessity, not a choice.

To achieve performance, employers must have a mixture of  
background, cultures, approaches and thinking. Diversity is  
not just about 'doing good' but 'doing good for business'.

..... will:  
(Name of Recruitment Company)

- value and harness the differences between people, and  
the benefits that can be gained from those differences;
- actively seek to identify diverse candidate pools and  
promote their engagement;
- review all aspects of the employment process to eradicate  
unjustifiable discrimination;
- promote recruitment and selection best practice in accordance  
with our agreed standards, as set out in the support pack that  
accompanies this pledge; and
- work with others to challenge discrimination where we find it.



Kevin Green, FIRP  
Chief Executive Officer

Recruitment &  
Employment  
Confederation