Anti-racism statement

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This statement applies to everybody who works for, represents or deals with HIRINGUK LTD (HIRING UK): the director, anybody we employ or engage, and every employer and recruiter who advertises with us. It sits alongside our equality and diversity policy.

1. Our position

We oppose racism, racial discrimination and exclusion in every form. Race under the Equality Act 2010 includes colour, nationality, and ethnic or national origin. A job board decides who gets to see work and who gets to apply for it, so for us this is not a statement on a wall: it is part of how the board is built.

2. Our pledge

- Every person who uses the site is treated with dignity, fairness and respect, whatever their race, colour, nationality or origin.
- People can raise a concern about racism and be listened to, without being made to feel a problem for raising it.
- A concern is taken seriously and acted on, and the person who raised it is told what happened.
- We listen to the experience of people who use the board, learn from it and change what needs changing.
- When we get something wrong, we say so and put it right.

3. What we do on every advert

- Adverts that exclude or prefer people by race, colour, nationality or origin are refused, including the indirect ways of saying it, such as "native English speaker" where the job does not need it. The checks run before an advert goes live.
- Language requirements must be about the job: "good spoken English for safety briefings" is allowed, a requirement about where somebody was born is not.
- Right to work is checked by the employer the lawful way, for every candidate the same, never by assumptions about a name, an accent or a passport.
- No software ranks or filters candidates on our side: every application goes to the employer as the candidate sent it.

4. Raising a concern

If you see an advert, a message or behaviour on the board that you think is racist or discriminatory, use Report abuse on the advert itself, or email hello@hiringuk.co.uk. A report about an advert is looked at by a person. If the concern is about us, our complaints procedure and speak up page explain what happens next.

5. Responsibility

The director is responsible for this statement and for acting on what is reported under it. Everybody associated with HIRING UK is expected to uphold it.