



Including Jobcentres and social security offices



## 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.

By 2010, only 20 per cent of the labour market will be white, non-disabled men under 45.

In addition, 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'.

**TIMES Resources Ltd** 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.

*Marcia Roberts*

**Marcia Roberts**  
Chief Executive Officer, REC

**Lesley Strathie**  
Chief Executive, Jobcentre Plus