

Membership levels

Membership Levels	Criteria	Measurement and reporting evidence
<p>Bronze Commits to doing more on social recruitment and at the start of the individual's journey as they join the organisation. Commits to good practice but recognises more can be done.</p>	<p>Signed up to charter Pays the minimum national living wage to direct employees. Advocates and promotes social recruitment across the supply chain.</p>	<p>Signed Charter</p>
<p>Silver Has an open recruitment policy that encourages individuals from underrepresented groups to apply for roles. Implements tangible measures and adjustments to encourage those from underrepresented groups to progress within the organisation. Creates active partnerships with local and national organisations to specifically attract people from underrepresented groups.</p>	<p>Advertises roles using inclusive language and placing adverts in locations that are likely to be accessed by people who are underrepresented in the labour market. Commits to offering guaranteed interviews to individuals from underrepresented backgrounds such as those who are long term unemployed, ex-offenders, disabled people or people with learning differences, armed forces veterans, NEETs. Collects data on the demographics of workforce and ensures any reasonable adjustments are made for members of staff.</p>	<p>Publishes case studies to show the journey and benefits of Social Recruitment and shares via social media channels. Demonstrates active partnerships with organisations that recruit from underrepresented groups. (examples include Princes Trust, Movement to Work and others who specialise in supporting people that face labour market challenges) Evidence's reasonable adjustments in recruitment processes where required. Recognises important celebrations from different creeds and religions such as Eid, Christmas and Diwali.</p>

<p>Gold</p> <p>Evidences an open recruitment policy and use of language to avoid unconscious bias.</p> <p>Goes above and beyond, working with charities and support organisations to ensure the diversity of the workforce.</p> <p>Supports colleagues internally to be inclusive, through dedicated training.</p>	<p>In addition to bronze and silver criteria:</p> <p>Has clear policies in place to promote progression for individuals from underrepresented backgrounds.</p> <p>Offers mentors to those who have faced significant labour market barriers.</p> <p>Provides apprenticeships or skills training for those who aren't job ready or higher qualification opportunities</p>	<p>Offers work trials as well as interviews for people who may be disadvantaged in the workplace (e.g. people with learning disabilities and differences, people with visual impairments)</p> <p>Commitment to social recruitment is documented in formal policies and processes and embodied as a key element within the organisation's core values.</p> <p>Staff understand how to undertake social recruitment and the organisation is committed to regular communication around recruitment and retention processes.</p> <p>Demonstrates career progression for % of employees from underrepresented backgrounds (self-reporting with evidence into SRAG on annual basis).</p> <p>Demonstrate number of mentors and apprentices on an annual basis.</p>
<p>Ambassador</p> <p>Evidences an open and inclusive recruitment policy and promotes this approach through the supply chain. Actively goes above and beyond to create alliances with supporting charities and uses engagement and communication opportunities to make the case for more employers to adopt practices that increase social recruitment.</p>	<p>In addition to bronze, silver, gold commitments: encourages supply chain to adopt inclusive practices.</p> <p>Uses social media and other channels to encourage like-minded employers to sign up to SRAG and adopt its principles.</p>	<p>Evidence as above</p> <p>Evidence of proactive engagement on Social Recruitment through social media and other channels.</p>