



Recruitment and Selection Statement

Our approach to recruitment

Carers Federation is committed to fair, inclusive and safer recruitment. We want every applicant to have a positive experience and to understand how we recruit people to support the delivery of high-quality services for carers, people using our services and the communities we work with.

Who this applies to

This statement applies to people applying for paid roles with Carers Federation. The same principles may also guide how we recruit volunteers, trustees, students on placement, consultants and others who work with or on behalf of the organisation.

Fair and inclusive recruitment

We welcome applications from people with different backgrounds, experiences and perspectives. We are committed to equality of opportunity and do not discriminate on the basis of any protected characteristic under the Equality Act 2010.

All applications are considered using clear criteria linked to the role. We aim to appoint people with the right skills, experience, values and potential, and all appointments are made on merit.

We also support the development of our existing staff and encourage internal applicants to apply for suitable vacancies when opportunities arise.

If you need a reasonable adjustment at any stage of the recruitment process, please let us know. We will do what we reasonably can to support you to take part fully and fairly.

Safer recruitment and checks

Our recruitment process includes appropriate checks for the role. This may include references, right to work checks and, where legally eligible and proportionate, Disclosure and Barring Service checks. For roles involving children, adults at risk, regulated activity or safeguarding responsibilities, we apply safer recruitment principles. A criminal record will not automatically prevent someone from working with us; any information disclosed will be considered lawfully, fairly and in relation to the role.

How we use your information

We handle recruitment information confidentially and in line with UK GDPR, the Data Protection Act 2018 and our data retention procedures.