

## Care Leaver Friendly Employer Charter

### Recruitment

- Work with the Covenant team to promote appropriate opportunities to the care leaver community through targeted means (including but not limited to the Covenant app, website, social accounts).
- Create a Special Point of Contact at our organisation who care leavers can contact – for guidance - before, during and after their application process (when applying for a job).
- Offer a guaranteed interview (and constructive feedback) to applicants who identify as care experienced and meet minimum criteria for the role.

### Tracking

- Create a 'tick box', or similar mechanic, within application forms or ATS in order to track progress of care leaver applicants or;
- Manually record applicants from the care leaver community (when they declare) to track progress of care leaver applicants.
- Encourage recruitment vendors/partners to also adopt these tracking principles and share care leaver applicant progress with us.

### Development

- Assign a workplace buddy for our care leaver employees to provide informal support and guidance and help in navigating the organization.
- Create and communicate clear boundaries and high expectations for our care leaver employees to ensure their time with us is a growing and challenging one.
- Approach our care leaver employees' professional challenges with compassion and empathy, recognizing that there may be a high level of disruption in their personal lives.

*By signing below, we declare ourselves a Care Leaver Friendly Employer and - once we start promoting opportunities - a signatory of the Care Leaver Covenant. We are happy to be recognised as such on Care Leaver Covenant platforms.*