

Recruitment

How employers should recruit

It's up to employers how they recruit for their organisation.

There are no set processes that are required by law. But employers must follow a fair process.

There are other laws that apply throughout the whole recruitment process, including:

- discrimination
- data protection

Employers should also follow good practice and any policies their organisation might have on:

- recruitment
- equality, diversity and inclusion

[Find out more about improving equality, diversity and inclusion](#)

If an applicant is a member of a trade union

It's against the law to treat someone less favourably or cause them detriment based on whether they are, or are not, a trade union member.

Detriment in recruitment might include:

- not being offered the job
- being offered the job but with worse terms and conditions

Get more advice and support

If you have questions about any stage of the recruitment process, [contact the Acas helpline](#).

Acas also provides [training for recruitment, selection and induction](#).