

UEA Careers Service Vacancy Advertising Policy: Ethical Approach

UEA Careers Service offers a free vacancy advertising service to employers who want to promote their full-time, part-time, casual vacancies or volunteering opportunities to UEA students or graduates. Employers can register their organisation and upload vacancies directly to UEA MyCareerCentral. Once uploaded, we will review the content of the opportunity to ensure that advertisements comply with the following Policy and we will contact employers should we have any queries.

We reserve the sole right not to advertise vacancies or voluntary opportunities which in our sole opinion are not inclusive or are otherwise not appropriate for our students and graduates. If advertising a graduate role and a degree is not an essential requirement, it must offer clear and significant developmental opportunities towards enhancing students' employability prospects after graduation.

UEA Careers Service works to empower students and graduates and prioritise them to be self-directed in their decision making. We support them to be leaders for the future, and empower them to decide the right roles, sectors and next steps that fit with their own interests and intentions. We don't advocate for or against any particular sector or role. A minority of institutions choose to ban organisations from certain sectors from campus events or advertising vacancies. UEA has carefully considered this, and on balance, we advocate the principles of student-led decision-making and self-direction.

All information advertised via UEA MyCareerCentral is done so in good faith and we will make every effort to ensure that the information given is true and accurate at the time of disclosure. We accept no liability for any misinformation that may have been published or for the actions of students or employers. Advertising on MyCareerCentral does not represent an explicit endorsement of the role, organisation or sector.

The Careers Service may host or signpost other vacancy services outside the MyCareerCentral vacancy service. These 3rd party sites will have their own advertising policies, terms and conditions outside of those presented here.

Scope

This Policy relates to the vacancy advertising service provided by the Careers Service at the University of East Anglia via its online platform, MyCareerCentral. This is normally free for employers to use, though we may from time to time offer paid-for additional service options.

Policy Statement

EMPLOYERS

1. For clarity and to avoid time that employers (or individuals) may spend in submitting the following types of vacancies, please note that our Policy is such that we do not accept adverts for the following opportunities.
 - 1.1. Any employed position that is not paid a guaranteed hourly rate in line with National Minimum/Living Wage requirements through the employer's PAYE scheme e.g. self-employed opportunities, commission only work or cash-in-hand payment arrangements.
 - 1.2. Any position that involves an unpaid trial, unpaid training or work shadowing, or where there is any training cost to prospective employees or staff.
 - 1.3. In the interests of all parties, any posts advertised by private individuals where a Disclosure and Barring Service (DBS) check would be a requirement e.g. child care/tutoring roles.
 - 1.4. Any advert that is not for a specific position e.g. generic adverts from agencies for ongoing posts, website sign-ups, signposting to jobs board websites, courses, competitions or funding opportunities.
 - 1.5. Posts where applicants are charged fees, either to have access to them or to take part.
 - 1.6. Unpaid work experience for commercial organisations, other than opportunities of no more than 10 days (70 hours) that consist of work-shadowing and clear personal and skill development at student/graduate level, or when part of a student's course of study.
 - 1.7. Overseas work and overseas volunteering opportunities are only advertised in limited circumstances. This is due to the volume of enquiries received and instead we refer students and graduates to dedicated resources and sector websites. UEA students have access to specialist software for international opportunities.
 - 1.8. Teaching English Abroad opportunities due to the volume received and instead we refer students and graduates to dedicated TEFL job sites.
 - 1.9. Multi-level marketing, network marketing or pyramid selling roles.
 - 1.10. Door to Door roles of any kind.
2. The employer is responsible for supplying details of the duties involved, a person specification, application procedures, the salary, and other terms and conditions. The employer should also state the number and distribution of the hours to be worked and the type and duration of the contract. If required, the Student Opportunities Team will

- contact the employer for further information or clarification. Please note that an advert can only be processed if all requested information is provided.
3. The employer should obtain details of the students' study obligations and should bear these in mind when negotiating hours of work. We are unable to accept adverts for part-time student jobs that exceed 18 hours a week during term time.
 4. The employer is responsible for assessing the suitability of applicants, taking up references and for verifying the student or graduate's right to work in the UK.
 5. It is the duty of the employer to meet all the statutory legal requirements with regard to their employees in respect of the following requirements in particular where they relate to UK employment:
 - 5.1. Adherence to National Minimum/Living Wage (including holiday pay) and Working Time legislation. This includes work undertaken during periods of training. Adherence to any other applicable working rights is also required.
 - 5.2. Payment of Income Tax and National Insurance contributions as appropriate.
 - 5.3. Submission of Declaration of Income forms to the Inland Revenue.
 - 5.4. Adherence to Health and Safety regulations including the provision of adequate insurance cover.
 - 5.5. Compliance with legislation against discrimination in employment in accordance with the Equality Act 2010 or any other relevant legislation.
 6. In line with best practice, employers should state clearly in writing, the rate of pay, method and timing of payment and any other relevant information, no later than the first day of employment. All workers should be fully informed on the distribution and breakdown of service charges, tips, gratuities and cover charges and the level and purpose of any deductions. Businesses should seek to reach agreement with workers on any change of policy.
 7. Employees must be made aware in advance of any training periods required.
 8. It is the responsibility of the employer to let all candidates know the result of an application or interview, as soon as is reasonably possible.
 9. When posts have been filled before the closing date, employers should ensure that they close the advertisement for the posts either by logging into the system themselves to amend the role, by using the Change Request Form on UEA MyCareerCentral or by emailing careers@uea.ac.uk.
 10. Should UEA Careers Service receive a complaint from a student regarding an employer they are or have worked with who has advertised the role in question via the UEA vacancy service, the student will be asked to provide a written statement outlining the nature of the complaint. Both parties will be consulted so that a fair resolution can be achieved. Should an investigation determine that the employer is in breach of our Policy, UEA Careers Service reserves the sole right to withdraw its services from that employer. These proposals are without prejudice to any rights or obligations, which may be relied upon in Law, including but not limited to race relations, employment

protection, sex discrimination and age discrimination. It is strongly recommended that good equal opportunities practice be extended into areas not covered by the law.

AGENTS AND EMPLOYERS

1. Agents must register using their own company details and not those of their client.
2. Agents are required to supply the name of their client and they will be given a choice as to whether to display this information in the vacancy advert.
3. We will check that the vacancy is not already listed with us directly by the employer concerned and adverts placed directly by employers will take priority.

NOT-FOR-PROFIT ORGANISATIONS

UEA Supports volunteering by students which is:

1. Compatible with study; volunteering should be part time during term time, although it may be full time in the vacation.
2. For not-for-profit organisations, by which we mean charities of various forms (i.e. Unincorporated Associations, Charitable Companies, Registered, Exempt or Excepted Charities, Charitable Incorporated Organisations), social enterprises (i.e. Community Interest Companies, Co-operatives, Industrial & Provident Societies & companies whose governing documents set out that they are not-for-profit), public bodies (i.e. Local and National Government, the NHS, Government Commissions and Agencies) and international NGOs (i.e. the UN and its agencies, the WHO etc.).
3. Developmental, in the sense that it provides the students with experience, training or contacts which will be useful to them in their personal and professional development.
4. Not exploitative, in that it doesn't replace work for which someone with similar experience would normally expect to be paid by the same organisation; doesn't require the payment of a fee to participate and doesn't incur significant costs for the student to carry out.
5. Within the exemption criteria of 'Volunteer' or 'Voluntary Worker' as laid out by the National Minimum Wage Act (1998).

Non-UK volunteering

We are unable to advertise overseas volunteering opportunities. This is due to the volume of enquiries received and instead we refer students and graduates to dedicated resources and sector websites.

FURTHER INFORMATION – NATIONAL MINIMUM / LIVING WAGE

Unless specifically exempted by law, all workers in the UK must be paid the National Minimum Wage (NMW). Organisations offering work experience, including placements and internships, must determine whether the student or graduate constitutes a 'worker', and is therefore entitled to the NMW, or if a legal exemption applies to them.

It is acknowledged that work placements required as part of a UK-based higher education course are exempt from National Minimum Wage requirements. However, please note that CareerCentral advocates that work placements are paid. This is to support our students to be able to take up opportunities and to ensure they are accessible to all.

Failure to pay the NMW to someone who is entitled to it is against the law. If an unpaid individual claims that they are owed arrears of the NMW, the onus is on the employer to prove that they are not a 'worker' and that no arrears are owed. An individual's entitlement to the NMW does not depend on their job title but on the contractual relationship with their employer.

This Gov.uk link will help you to determine if an individual on an internship or work experience is entitled to the NMW:

<https://www.gov.uk/employment-rights-for-interns> Or you can call the free Acas employer's helpline on 0300 123 1100.

Governance	Detail
Policy owner	Senior PVC SEE Prof. Emma Sutton-Pavli
Underlying University strategy or plan	SEE Strategy - Aim 1: Raise student performance further to deliver an outstanding experience and outcomes.
Underlying legislation	Code of Practice on Freedom of Speech AGCAS position on impartiality and the promotion of particular employers and industry sectors
Recommended by	Senate. Meeting held on 7 th May 2025, Senate Paper Number: SEN24D047
Approved by	Senate SEN24D047 held on 7 th May 2025.
Effective working date	7 th May 2025
Review date(s)	18 th March 2025
Future review date	18 th March 2028
Supporting regulations	General Regulation 10.2.2 , Code of Practice on Freedom of Speech
Supporting operational processes	N/A

Supporting guidance for those running the process	N/A
Supporting guidance for this using the process	N/A
Enquires	Queries on this policy should be addressed to: Career.Central@uea.ac.uk
Key web search terms	Ethical Careers Policy, Careers Service Terms and Conditions, Third-Party Employers, Third-Party Careers Services, Vacancies, Careers, Student Jobs, Careers Service, CareerCentral, Impartiality, Freedom of Speech