

The use of Artificial Intelligence (AI) in Recruitment

At Engage Partnership, we recognise the value AI can bring, but also the responsibility that comes with its use.

This policy sets out The Engage Partnership's approach to using Artificial Intelligence within its business setting.

The aim of this policy is to ensure transparency, fairness and compliance with all relevant legislations and ethical standards.

Scope:

We view AI as an enabler, not a decision-maker. This policy outlines how we enhance productivity, ensure compliance with data protection laws and prevent bias within our day-to-day work. This policy applies to all employees.

AI may be used to:

- Support candidate and client matching
- Improve market mapping and research efficiency
- Enhance job advertising and content creation
- Streamline administrative and repetitive tasks

AI must never be used to make final hiring decisions without human review.

Our principles:

We are committed to using AI in a way that is...

- Fair: avoiding bias and supporting equal opportunity
- Accountable: ensuring people remain responsible for all decisions
- Secure: protecting candidate and client data in line with GDPR
- Practical: using AI to improve outcomes, not replace expertise

We do not use AI to:

- Make final hiring or rejection decisions
- Process sensitive personal data in unapproved systems
- Replace direct human engagement with clients or candidates

Data protection:

We follow strict data protection standards.

- Only approved systems are used for AI tools
- No sensitive data is entered into unsecured platforms
- All processing complies with UK GDPR requirements

Our AI systems have industry-standard protocols to prevent data leakages including AES-256 and Transport Layer Security (TLS).

Your data will not be used to train any LLM and will remain isolated to ensure no unauthorised access.

Your data is protected by Enterprise Data Protection

Our commitment:

As AI technology evolves, so will our approach. We regularly review our processes to ensure they remain ethical, effective and aligned to best practice in recruitment.