1. Operate with transparency and promote access and inclusion in working with AI.
2. Support AI-literacy, learning and skills development for students and staff.
3. Maintain the highest academic standards and promote ethical uses of AI.
4. Maintain academic integrity in setting and communicating workable policies.
5. Monitor and adapt learning, teaching, and assessment.
6. Keep development, practices, and policies under regular review.
The principles have been developed by the UoL (University of London)

d. If used in our own recruitment, where appropriate, we will provide clear explanations of the
factors and reasoning behind AI generated outcomes.
3. Employer Engagement and Collaboration
a. We will proactively engage with employers and technology suppliers to gather intelligence
and insights on their use of AI in their recruitment and assessment processes, gathering
feedback and taking this into consideration when making decisions on how best to educate
service users.
b. We will collaborate with relevant experts, organisations, and professional bodies to stay
informed about emerging best practice, ethical guidelines, and advancements in AI
technologies.
c.

4. Responsible Decision-Making
a. You should exercise critical thinking and human judgment when interpreting AI-generated
recommendations or insights during your career search.
b. AI tools should be seen as supportive aids, and final decisions should be made based on
careful consideration of personal values, goals, and professional aspirations.
c. You should ensure that any outputs from usage of AI are checked for accuracy, and do not
contravene any existing copyright.
Employers & External Partners
1. Transparency, Data Privacy & Informed Consent
a. Employers and suppliers should always inform applicants how their data and personal
information may be used and processed with AI-driven tools throughout the recruitment
and assessment process.
b. Where possible, this communication should be made with good advance notice and confirm
data will be limited to only what is necessary and relevant to the undertaking of an1 0 595.bprocess.,