



**THE GOOD STUDENT
EMPLOYER CHARTER**



**Hospitality
Now!**

EMPLOYERS CAN NOW SIGN UP TO THE GOOD STUDENT EMPLOYER CHARTER!

Based on our research into employment practices around zero-hours contracts and student-worker experiences, Hospitality, Now! has developed a set of good practice principles and pledges for employers.

Why have a Charter?

Our research has shown that student-workers with zero-hours contracts can struggle to combine work and study. Students represent a significant proportion of hospitality workers. By committing to the Good Student Employer Charter, you and your student-workers can reap the mutual benefits of a more flexible and fairer approach.

Why sign up?

By signing up to the pledges of the Good Student Employer Charter, your business can make a meaningful difference to the experiences of student-workers whilst benefiting from a more engaged student workforce. The Good Student Employer Charter materials you receive will enable your business to publicise your good working practices and enhance your reputation as a desirable employer for students. The materials can be displayed in the workplace as well as digitally on websites and social media.

Adopting good student employment practices will have clear material benefits for both business and the sector by enabling businesses to recruit committed student-workers, retain them for longer, and increase the potential for high-calibre students returning to the sector after study.

Join the Charter.

Hospitality, Now! invites employers to sign up to the Good Student Employer Charter and to incorporate its principles and pledges in their employment practices with student-workers.



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/CHARTER**

The 8 Principles of Good Student Employment



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1

Stability of income allows student-workers to plan ahead, buy food and pay bills without worry.

5

Cultivation of a safe working environment and developing policy on dealing with harassment increases wellbeing and improves performance.

2

Flexibility of working hours enables students to balance work with study.

6

Freedom for student-workers to share perspectives increases engagement with work.

3

Meaningful inductions and on-the-job training increase student-workers' confidence.

7

Inclusion of student-workers in work social events and outings increases feelings of worth and belonging.

4

Recognition of student-workers' contributions through equitable remuneration and in-work benefits increases loyalty and retention.

8

Development and promotion of student-workers facilitates socialisation into work and helps develop future leaders and professionals in the field.

We Pledge

- ✓ To make efforts to ensure students are notified in advance of their shift schedules and to keep short-notice changes to a minimum.
- ✓ To seek to schedule shifts in greater collaboration with student-workers and with consideration of revision and exam timetables.
- ✓ To aim to ensure student-workers are offered inductions that enable them to better understand the culture and practice of the workplace, and to open up any suitable in-work training opportunities to them.
- ✓ To take steps towards helping student-workers feel part of the staff team and have the opportunity to be included in staff meetings and consultations on workplace matters.
- ✓ To make visible any policies around harassment and to equip student-workers with guidance on the prevention and reporting of abuse in the workplace.
- ✓ To include student-workers in staff social events and team building activities.
- ✓ To greater acknowledge the distinct needs of student-workers and to recognise their experiences and contributions through incentivisation and remuneration where appropriate.
- ✓ To seek to identify and incorporate future work development and training opportunities that open up the potential of attracting, developing and retaining student-workers.



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