

## Our Commitment to You

At Initio Learning Trust, we are dedicated to providing a positive and transparent candidate experience. We are committed to the following principles:

- **Respect and Fairness:** We treat all candidates with respect, honesty, and fairness throughout the hiring process.
- **Privacy Protection:** Your personal information is handled with the utmost care and confidentiality.
- **Informed Decision-Making:** We provide you with all the necessary information to make informed decisions about your application.
- **Talent Showcase:** We offer opportunities for you to demonstrate your skills, experience, and potential.
- **Constructive Feedback:** We provide timely and professional feedback on your application and interviews.
- **Open Communication:** We welcome your feedback and actively listen to your input.
- **Inclusivity:** Our hiring practices align with our commitment to building a diverse and inclusive workforce.

## What We Will Do

- Provide clear, accurate, and timely information about the application process.
- Offer opportunities for you to ask questions and receive answers.
- Respond to inquiries promptly, typically within 24 hours during business hours.
- Employ a fair and consistent assessment process.
- Ensure you have all necessary documentation and details for interviews well in advance.
- Provide insights into what it's like to be part of our team.
- Offer fair and equitable employment offers.
- Seek feedback on your candidate experience to continuously improve our processes.

## What We Ask of You

- Be honest and upfront about your experience, aspirations, and motivations.
- Provide accurate and complete information in your application.
- Research our company and how we work to give yourself the best chance of success.
- Communicate any changes in your application status or reasons for withdrawing.
- Prepare for interviews and let us know how we can assist you.