



National Association of Student Employment Services

NASES Core Values for Student Employment

The National Association of Student Employment Services brings together professionals in the HE and FE sector, offering operational solutions to positively impact student experience across member institutions.

Our competence is built around 6 core NASES principles, each of which provide members with a need to network and share advice and guidance to continually improve their service offer.

NASES Core Values:

NASES 1: Employer Partnerships:

NASES promotes organisations offering opportunities for students to develop skills, attributes and experience alongside study. We expect employers to be fair and equal in recruitment and recognise workers as an asset to their business. We support organisations who see value in their workforce through fair and equal pay, equality and diversity in recruitment and a commitment to providing a safe working environment for students.

As a NASES member you will commit to carry out due diligence of working partners, promoting impactful work to students or graduates with internal or external employers. Member institutions are encouraged to strive to help employers to understand their university and the student mind set to help engage and appoint the right staff. Industry is reliant on education partners to provide top talent. It is our agenda as sector employment professionals to build external partnerships and relations to increase both recruitment and retention of students and graduates.

As a professional body, NASES will give members access to corporate partner opportunities which may include the chance to create new work relationships or add approval to existing business connections.

NASES 2: Fair and Equal Recruitment

(Student Employment policy and practice. Emphasis on equality, diversity & safeguarding)

As the voice of student employment best practice, NASES advocates the provision of casual work opportunities to compliment student study. Students are a valued asset to business and should be given the opportunity to thrive and innovate in the workplace. NASES expects

student and graduate job applicants to be considered for work on merit alone. We request that employers engage workers within a safe environment, providing access to training and development that is relevant to the level of duty being undertaken.

As a NASES member, you will ensure that work is only promoted to students once you are happy that a job is;

- Paid in line with [National Minimum and National Living Wage](#) legislation.
- Located in safe surroundings
- Not compromising a student's primary commitment to study
- Covered by Employers Liability Insurance and/or relevant Health and Safety compliance

NASES will offer members guidance over employer due diligence and upholds standards for vetting company partnerships. Members must be confident about all aspects of a work opportunity prior to approving and promoting a job within their institution.

Equality and Diversity;

NASES expects employers and members alike to uphold inclusion at every stage of a recruitment process. Good recruitment has an open minded and ethical approach.

NASES members will commit to the highest standards of recruitment practice, ensuring that selection for job opportunities is reflective of applicant ability to deliver duties involved with a position of work. Applicant attraction and selection should give students and graduates the opportunity to request reasonable adjustments as necessary. It is our duty to allow employees to be confident in their ability regardless of mitigating circumstances such as physical or mental disability.

Where NASES members can influence recruitment, shortlisting or selection, it is their duty to ensure that decisions and processes uphold inclusive values. This will be done so under a transparent recruitment system which offers recruiting managers support, advice and guidance to appoint the most relevant applicant for the role in question.

NASES upholds legislation under the [2010 Equality Act](#). Discrimination, both pre-recruitment at advert stage and later in the recruitment process on appointment, is against the law. Student and graduate job applicants should not be discriminated against under any of the protected characteristics below;

- Age
- Sex
- Race
- Disability
- Pregnancy
- Marital status
- Sexual orientation.
- Gender reassignment
- Religious background

Safeguarding;

Our work with University professionals gives us a primary commitment to safeguarding students. NASES is a charity, acting on behalf of professional members. Our primary aim is the social wellbeing of both our membership and the student populations under which they operate.

NASES 3: Employment Law

NASES facilitates a trusted network of student employment professionals who deal with employees (students) and employers (corporate partners, business and industry).

Employment law determines minimum standards and expectations for workers. We expect work to be fair for every individual. Employers accredited by NASES will be committed to building and regulating workplace relationships with student workers as a potentially vulnerable workforce.

Members will use the NASES email community and regional networking forums to share knowledge and best practice around key areas of employment law. NASES will keep members up to date on key areas linked to;

- Contracts of employment relevant to student casual workers
- Working hours
- Equal and reflective pay

It is our duty to understand what employers can expect from workers and equally to understand our students' and graduates' rights at work.

NASES 4: Reward and Recognition

NASES highlights workplace motivation as a key contributory factor towards student development and attainment. Successfully balancing work alongside full or part-time study is a significant commitment. We expect employers to work with employees to build a relationship based on personal and professional development.

Work should be rewarded at a basic level through remuneration equivalent to National Minimum Wage and National Living Wage legislation. Reward and pay should be relevant to the level of duty involved in a position of work.

NASES Members are encouraged to identify stand out workers through The NASES National Student Employee of The Year Awards, held annually to recognise stand out working students.

Member institutions should actively work on behalf of students to ensure that extra-curricular work is both relevant and suitably rewarded through fair and equal pay.

NASES 5: Compliance - Right to Work

NASES upholds legislation under the [Immigration Act 2016](#), which sets out a benchmark for standards and eligibility of workers prior to them undertaking a position of employment.

Member institutions are legally compliant and have a responsibility to ensure that student workers are fully compliant with [UKVI](#) guidelines. Where member institutions run job shop services or a recruitment function, members have a responsibility to work with recruiters and hiring managers to verify right to work of their students.

NASES has a corporate partnership with legal and employment law specialists Croner Consulting. This allows members access to employment law advice and guidance and ensure that best practice is administered within their institution.

We provide an online and meeting community for members to call upon and seek expertise of fellow professionals over areas such as Tier 4 Visa worker restrictions and access to employment for overseas and international students.

NASES 6: Personal Development

It is our shared responsibility to positively impact employability of students and graduates. The NASES fundamental aim is to help member services and the workforce of the future to be confident, creative and adaptable to meet the demands of a changing job landscape. We strive to expand horizons of member services through identifying and sharing the highest standards of best practice.

NASES member services help students to develop employability skills which in turn, allows them to excel in the graduate job market. Part time work and experience helps students to personally develop in the same way as our established community of sector professionals share ideas and initiatives to stay at the forefront of the employability agenda. Members will engage in recognising outstanding contribution of student workers through The NASES Student Employee of The Year Awards (SEOTY) and will actively champion skills development through work and employability of students and graduates.

Why these six values?

The NASES Core Values should be at the forefront of service delivery amongst member institutions. Each provides an overarching view which will remain fundamental as the student body and education sector continues to change. NASES will continue to adapt and provide answers for members to positively impact destinations of graduates through personal, professional and honest employment.