

Candidate AI Code of Conduct

During our application and selection process we are seeking to get to know the real you. Candidates who apply and are taken through the hiring journey are expected to adhere to the Pearson AI Code of Conduct as set out below:

1. True and Honest Representation:

We expect all candidates, across all levels to represent themselves honestly and accurately at every stage of the selection and hiring process. This includes details provided on applications, resumes or cover letters, any assessments taken on or offline, technical assignments or test, homework or brief presentations and Interviews or conversations with our teams. This expectation extends to include any information provided through the offer, background/ ID checks and onboarding processes.

2. Responsible use of AI tools & Agents:

As a business we are responsible and ethical users of AI, and we expect that our teams and candidates to follow that ethos. We fully encourage and welcome the use of AI tools in the preparation stages (such as resume creation or support in your research pre-Interview) to ensure you maximize your chances of success provided it is done ethically and reflects your true capabilities. During all and any interviews, tests and assessments, we trust and expect candidates to show up as themselves, representing skills, background and experiences without support or aid. This includes other people, resources, tools, platforms or software.

3. Adherence to Ethical & Responsible AI Principles:

We adhere to leveraging AI in an ethical and responsible way. Our aim is to ensure that our employees can foster innovation, produce trustworthy content, mitigate bias and respect the intellectual and personal information of Pearson and others. Our AI principles are accountability, reliability, safety, transparency, fairness and data security. We expect that candidates align with these principles in all interactions with us through the selection and hiring process and with our AI technologies.

Our recruiters have been trained on the AI Code of Conduct and how to spot signs that AI is being used inappropriately, unethically, or to create an unfair advantage against other candidates. Our aim is to ensure that all candidates are assessed fairly and consistently and that we make hires based on a true representation of skills, abilities and experience.

If at any stage of the selection process a member of the hiring team is suspicious about the use of AI or they witness signs that AI is being used, in breach of our Code of Conduct, they may; ask if you are being supported through AI, software or any other outside influences or for you to complete a small activity such as touch your nose or make a facial or arm movement. If suspicions persist, we might request for your consent to record the rest of the interview. This enables a secondary review from another member of the team or manager to validate the interview. Doing this provides evidentiary support for both parties should any adverse action be taken. If this request is refused, we may cancel the online video and request in person or in worst case cancel the application and candidacy.

If you have a disability and require accommodations that you would like to have AI support you with, please alert your recruiter prior to the selection process commencing and we will work with you to find a solution to meet your needs.

Our application of AI in recruiting.

During our recruiting processes, we leverage AI to drive efficiency. All AI products and tools are embedded in the transactional components of our work to support us on elements such as interview scheduling, advert and JD writing, contract and offer creation and core system updates. All applications are seen and vetted by a Human. We do not use AI driven products or software to rank score or assess applications.