

### **The Purpose of the YAS ARAR Membership Programme**

The purpose of our ARAR Membership Programme is to encourage individuals with an asylum-seeking or refugee background who are eligible for YAS membership to consider applying for membership. By doing this, we aim to enable participation by individuals from an ARAR background who might not otherwise benefit from YAS membership.

YAS provides ARAR members with access to its network and helps them to regain some of the social and professional capital they lost during their displacement. We firmly believe YAS benefits from their talents, experience, and unique perspectives.

We recognize that the lived experience of involuntary displacement may create barriers to application for through our ordinary recruitment process. Applicants with a refugee or asylum-seeking background may be affected by the following barriers:

- YAS's biennial cycle for ordinary recruitment rounds, which may limit applicants' ability to apply due to the disruption they have experienced due to their displacement.
- The requirement for two references, written in English, which may be exceptionally difficult to obtain given, that ARAR applicants have often left their former home due to conflict or persecution.
- The disruption faced by individuals who have fled conflict and persecution may affect their capacity to submit a lengthy written application, hosted on the RSE's online platform which requires a registered account and stable internet connection.

YAS therefore has put in place a separate ARAR application process which seeks to address these barriers and allow us to fairly consider applications from individuals with a refugee or asylum-seeking background.

The ARAR membership process does not affect the number of membership spaces available to those who apply under our ordinary application process.

The ARAR application process differs from the standard recruitment process in the following ways:

- ARAR applicants are asked to submit their applications to YAS via a word document, rather than through the RSE's online portal. The purpose of this is to make the application more accessible to any ARAR applicants who may not have consistent access to the internet, or who may not wish to share their personal details through this system due to privacy concerns.

- ARAR applications are open on a rolling basis, as opposed to the ordinary process which occurs every other year. This is in recognition of the disruption faced by ARAR applicants, and to allow YAS to welcome displaced professionals into our network more immediately following their displacement.
- The number of questions on the application form have been reduced in recognition that some ARAR members may be new to writing in English language.
- A flexible approach is taken to YAS's standard requirement that an applicant have at least five years of post-qualification or professional experience. YAS considers that this approach is proportional to the disruption faced by ARAR applicants. Similar leniency can be shown to applicants via our ordinary recruitment process who have shown reason for not meeting our experience requirements (such applicants are invited to detail these circumstances in response to the application question "Is there anything else you would like to tell us about yourself?")
- Applicants for ARAR membership are not required to obtain two professional references as part of their application.
- Applicants for ARAR membership whose applications are shortlisted by the scoring panel are invited for an interview with a member of the YAS Facilitating Group. This interview is intended to fulfil a similar role to that of professional references in YAS's ordinary recruitment process, and the use of a shorter application form for ARAR applicants. This interview is also an important opportunity for ARAR applicants to learn more about YAS's purpose, vision, ways of working, and what benefits YAS can offer to its members.