

# ACTIVE UK: ANONYMISING CVS

As part of our Recruitment Manifesto, we ask our agencies and direct candidates to provide anonymised versions of CVs to support our commitment to clear, fair and kind recruitment practices.

The list below is a short guide on where to start with anonymising CVs. This list isn't exhaustive and we're open to your suggestions to help improve our approach in future.

We suggest removing reference to the following:

- Name
- Photo
- Age (e.g. school/university years)
- Gender
- Marital status
- Race & Ethnicity (e.g. references to spoken languages)
- Religion
- Disability
- Sexual orientation
- Socio-economic background (e.g. school / university institution names)
- Political views