

FCSA Supply Chain Partner Charter



The FCSA Supply Chain Partner Charter is designed to raise standards of compliance and reduce risks within the supply chain when flexible workers are engaged. The Charter provides assurance to hirers that the management of their contingent workforce is in the hands of trusted experts who are subject to an independent annual review of their compliance.

The Charter is accessible to all recruitment businesses who commit to using FCSA Accredited Members and those suppliers working towards Accredited Membership on their Preferred Supplier List or Approved Supplier List (umbrella/accountancy partners).

By agreeing to the FCSA Supply Chain Partner Charter, recruiters have a clear competitive advantage in the marketplace and are able to proudly use the FCSA Supply Chain Partner logo as a distinguishable kite mark to workers and hirers.

FCSA Business Partner



We partner with leading industry suppliers and like-minded organisations to provide members with access to a wide range of products and services for their business.

Our growing list of partners includes insurance, insolvency, IT, accountancy software providers and many more who understand the value of working with compliant umbrella companies and contractor accountants.

If you operate within the freelance and contractor services sector and you want to be associated with compliant service providers, then you could be our next Business Partner.

"Compliance is at the heart of everything we do"

Julia Kermode CEO, FCSA

FCSA Services Campaigning and Lobbying

FCSA represents the interests of the sector at a local and national level. We work to influence policy at the highest ranks, engaging with top government officials, parliamentarians, regulators and key industry stakeholders, to provide a fair and balanced representation of the sector.



Campaigning and Lobbying

FCSA represents the interests of the sector at a local and national level. We work to influence policy at the highest ranks, engaging with top government officials, parliamentarians, regulators and key industry stakeholders, to provide a fair and balanced representation of the sector.



Media

As the leading voice for our sector, FCSA is a regular and respected contributor to the UK's national, local and industry media.



Conferences, Seminars and Events

FCSA host conferences, seminars and events for its members, recruiters and end-hirers throughout the year, providing updates on policy and legislation.



Regular e-bulletins

The FCSA publishes regular e-bulletins for members, business partners, recruiters and end-hirers to keep you informed on latest FCSA and industry news.



Expert Analysis, Advice and Resources

We deliver expert analysis, advice and resources to the flexible workforce sector, helping you anticipate future trends, and ensuring you stay abreast of industry developments, policy and legislation.



Chief Executive's Blog

Our Chief Executive, Julia Kermode, delivers updates on FCSA activities and key insights and commentary on the latest industry news.



Services Guide



As a united voice we're committed to raising the standards in our industry!

The Freelancer and Contractor Services Association (FCSA) is the UK's largest independent trade association for umbrella employers and contractor accountancy service providers. As the industry's leading trade association, the FCSA works to protect the interests of the sector, support the UK's flexible workforce, and raise standards across the industry.

- **Supporting** the UK's flexible workforce
- **Raising** industry standards
- **Influencing** government policy
- **Informing** the wider community
- **Working** with committed partners
- **Protecting** the interests of our sector

FCSA Corporate Governance

Our corporate governance structure adheres to trade association best practice, including:

- Non-profit making, limited by guarantee.
- Organisation is fully owned by its Members.
- No financial or commercial conflicts of interest.
- Wholly independent CEO appointed by its Members.

Membership for Service Providers

FCSA Accredited Membership



The highest industry compliance standards. Independently assessed by top industry experts. That's why recruitment professionals choose FCSA Accredited Members for their Preferred and Approved Suppliers List (PSL/ASL).

FCSA Code of Compliance

The FCSA operates a best practice Code of Compliance designed to ensure that its Accredited Members provide services, advice and employment to the highest level of professional and ethical standards in the UK.

The FCSA Code of Compliance provides complete peace of mind to recruiters when selecting contractor accountants and umbrella companies for their Preferred and Approved Suppliers List for the following reasons:

- The FCSA Code of Compliance has been developed by Ernst & Young, in consultation with HMRC, and is available to the public on the FCSA website.
- All FCSA Accredited Members are tested annually against the FCSA Code of Compliance by independent, carefully selected assessors.
- The assessors are top-tier regulated accountants and solicitors bound by their own professional standards and code of conduct, and are independent of the FCSA.
- The assessors are experts in the sector and are carefully selected by the FCSA.
- The FCSA Code of Compliance is continually updated to reflect current legislation.
- Non-compliance by FCSA Accredited Members results in the suspension or termination of FCSA Accredited Membership.

Your Ready-made Preferred and Approved Suppliers List

Why Choose FCSA Accredited Members?

- Low risk, trusted, independently vetted supply chain partners.
- Demonstrably the highest compliance standards within the industry.
- Complete transparency with HMRC.
- Proven track record in the provision of high-quality services and support to workers.
- Access to the top industry experts and advisors.

The Recruitment & Employment Confederation (REC), the largest trade association for the UK's recruitment sector, advise their members to use only FCSA Accredited Members.

"We are happy to recommend to all REC members who use or are looking to use a third party supplier of contractor accountancy or umbrella services, to use FCSA Accredited Members to minimise their risk."

Kevin Green CEO of REC

FCSA Associate Membership



FCSA Associate Membership demonstrates your long-term commitment to raising standards, influencing government policy and protecting the interests of the sector. Your financial commitment shows you care about what you do and are prepared to work with others in the industry to raise the reputation and understanding of the sector. FCSA Associate Members are asked to commit to:

• The FCSA Charter

The FCSA Charter is a formal commitment made by the Associate Member to adhere to minimum levels of conduct and ethical standards. Associate Members are expected to observe the principles of ethics, integrity, professional conduct and fair practice set out in the FCSA Charter. In signing the Charter, Associate Members commit to conducting business in a manner designed to enhance the

standards, image and reputation of both the sector, and the FCSA.

• 'Fit and Proper Persons'

Associate Members are asked to confirm (not independently verified) that their business is run by 'fit and proper persons' as outlined by the FCSA.

FCSA Associate Membership is not a compliance certification scheme. FCSA Associate Members must not imply accreditation to the FCSA Code of Compliance. However, the FCSA encourages Associate Members to progress to FCSA Accredited Member status to demonstrate adherence to the highest compliance standards in the industry.

