



Corporate Social Responsibility Policy

Policy no:	1.12
Version no. & date:	V02
Next review due:	September 2023
Responsible Committee:	SMT
Approved by & date:	BoG July 2021
Linked policies:	Safeguarding and Prevent Policy Disability Policy Environmental and Sustainable Strategy
External reference	<p>The Health and Safety at Work Act 1974 (HASAWA) lays down wide-ranging duties on employers. Employers must protect the 'health, safety and welfare' at work of all their employees, as well as others on their premises, including temps, casual workers, the self-employed, clients, visitors and the general public [including students].</p> <p>The United Nations General Assembly 17 interlinked sustainable development goals SDGs (2015) intended to be achieved by the year 2030.</p> <p>Committee of University Chairs (CUC) The Higher Education Code of Governance. Element 2 Sustainability 2.2:</p> <ul style="list-style-type: none"> • <i>arrangements in place to ensure that all forms of resources are used in a sustainable (financial, social and environmental), secure and effective manner which supports institutional success; and</i> • <i>policies and procedures in place which support the delivery of the institution's strategy in an environmentally sustainable way.</i> <p>UK Quality Code UKSCQA/02 Expectations for Quality, Q8 (p3) <i>Where a provider works in partnership with other organisations, it has in place effective arrangements to ensure that the academic experience is high-quality irrespective of where or how courses are delivered and who delivers them.</i></p>
Audience:	Staff, Students and all other stakeholders.

Contents

1	Introduction	3
2	Purpose	3
3	Aims and Objectives.....	3
4	Scope.....	4
5	Students	5
6	Environment.....	5
7	Community.....	5
8	Sustainable Development Goals	6

1 Introduction

This corporate social responsibility policy expresses the Colleges intent to look beyond its immediate responsibilities to staff, students, stakeholders and members of the public and to consider what broader responsibilities we may have a provider of educational services to members of the public. The policy sets out the processes that the College is committed to have in place , at a corporate level, to ensure that its activities are carried out ethically, sustainably, and for the public benefit.

2 Purpose

The main purpose of instilling corporate social responsibility at the College is to ensure the College, as it grows, will be able to optimise positive impacts on the local community and the wider world whilst also mitigating as much as possible any negative impacts that our presence may have on the environment.

3 Aims and Objectives

The main aims of the College’s corporate social responsibility policy are to ensure that all stakeholders remain aware of and are encouraged to actively contribute toward 17 interlinked sustainable development goals SDGs of the United Nations General Assembly which have the following objectives:

- Reduce poverty by offering scholarships for deserving students, Student financial support, developing employability skills, creating part time jobs for deserving students at the College, providing career services and student engagement through debates on poverty and solutions.
- Avoid wasting food with ethical consumption, everyday austerity and student engagement through debates on poverty and solutions.
- Ensure healthy lives and promote well-being for all ages through student counselling and well-being services, training to staff on first aid, encouraging active lifestyle and taking up an exercise regime
- Providing an accessible and affordable quality education as the foundation to improving people’s lives and sustainable development.
- Achieve gender equality and empower all women and girls.
- Ensure access to water and sanitation for all by spreading awareness through seminars about the issue of clean water and sanitation worldwide and leading by example with responsible use of water and high standards of hygiene.
- Ensure access to affordable, reliable, sustainable and modern energy by using motion sensor lights where practicable, transitioning to renewables or hybrid energy sources, turning off lights and appliances when you don’t need them and making OBC facilities/buildings energy efficient.
- Promote inclusive and sustainable economic growth, employment and decent work for all.
- Build resilient infrastructure, promote sustainable industrialisation and foster innovation by in support of Oxford’s Local Industrial Strategy that drives Oxfordshire’s ambition to become one of the top three global innovation ecosystems by 2040.
- Reduce inequality within and among countries by supporting migrants’ rights in the UK, promoting diversity opportunities for BAME, ensuring respect for all religions and

nationalities, starting free education in Pakistan by 2022 and 10 full fee scholarships for students from developing countries.

- Make cities inclusive, safe, resilient and sustainable by promoting student cycling, and/or a car share scheme
- Ensure sustainable consumption and production patterns by choosing brands/partners that align with our sustainability aspirations, avoiding food wastage, sustainable procurement and purchasing, promoting charities (such as the heart foundation) and encouraging recycling.
- Take urgent action to combat climate change and its impacts by contributing towards Oxford City reductions in carbon emissions meeting 40% target reduction in carbon emissions.
- Conserve and sustainably use the oceans, seas and marine resources by spreading awareness and developing initiatives through workshops and conferences on reducing negative impacts on oceans, seas and marine resources.
- Promote support for biodiversity, encourage staff to maintain their garden if they have one and encourage them to develop a kitchen garden.
- Promote just, peaceful and inclusive societies at the College and beyond
- Revitalize the global partnership for sustainable development by spreading the word and participating in the ongoing debate.

4 Scope

The College governors, staff, students and all other stakeholders take social responsibility seriously and see it as an integral part of our business. As a growing medium sized higher education college and employer, we believe that we have an important role to play in the social and economic welfare of the areas in which we have campuses and an ethical responsibility to the well-being of our planet. We also believe that as a provider of tertiary education to adults we have an ethical duty to instil the principles and values of sustainability and ethical behaviour in our students and staff.

This policy covers all stakeholders who access, are like to access or have responsibility for the following College campus locations:

OXFORD Head Office

65 George Street
Oxford, OX1 2BQ

LONDON

Windermere House
Kendel Avenue
Park Royal
London, W3 OXA

Please Add

5 Students

As part of the College experience, students are encouraged to consider their own social responsibility through tutorial programmes which cover the 17 themes of the SDGs. Social responsibility also underpins activities supported by the many equality and diversity initiatives both within the College and within the wider community.

6 Environment

The College aims to improve the energy efficiency of existing buildings through improved insulation, installation of LED lighting, lobby door systems and use of electronic systems in place of paper.

Course curriculum and Continuous Professional Development (CPD) are to be used to enable people to gain knowledge and skills that enable individuals to make informed decisions relating to the impact of their actions on the environment. To this end the College will hold Sustainable Development Days for all staff and students at the College campuses .

The College will aim to publish Green Travel Plans for both staff and students in order to promote more sustainable and healthy travelling to and from College campuses. The College will also carry out a student a staff location plan to ensure where possible that all staff and students are teaching at a College campus that is closest them in order to minimise the amount of travelling students and staff need to do. The College will also develop its blended and distance learning programmes in order to ensure that students and staff make fewer trips to attend courses at our campuses.

The College is fully committed to extending and developing our plans to promote and expand sustainability and reduce negative impacts on the environmental. The College aims to educate students and staff on issues of sustainability in order to encourage behaviour that is conducive to our sustainable development goals and will affect behaviour of all stakeholders.





7 Community

The College recognises our responsibility to provide people with the education and training that employers within our local community require. The College aims, therefore, to work closely with local employers, in order to develop a curriculum that will provide prospective employees with the knowledge and skills they need to work in local businesses. The College will also provide employment advice and guidance in partnership with local employers that will help students attain gainful employment locally before and after graduation.


To this end the College aims to develop close relationships with local businesses and community providers in order to develop voluntary and paid work placements that will provide students with practical experience and enable them to develop invaluable skills and contacts in their local community.




Fundraising for local initiatives supported by the College's own charities will help relieve poverty and provide education to those who are in need.

8 Sustainable Development Goals

Goals	Brief Summary	OBC Actions	Evidence
 <p>1 NO POVERTY</p>	<p>End poverty in all its forms everywhere.</p> <p>Economic growth must be inclusive to provide sustainable jobs and promote equality.</p>	<ul style="list-style-type: none"> • More scholarships for deserving students. • Student financial support. • Developing employability skills. • Creating part time jobs for deserving students at OBC. • Career Services. • Student engagement through debates on poverty and solutions. 	<p>Scholarship and bursary policy</p>
 <p>2 ZERO HUNGER</p>	<p>The food and agriculture sector offer key solutions for development and is central for hunger and poverty eradication.</p>	<ul style="list-style-type: none"> • Avoid wasting food • Ethical consumption • Everyday austerity • Student engagement through debates on poverty and solutions. 	<p>Ethical Behaviour Code for Staff and Students</p>
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p> <p>Ensuring healthy lives and promoting the well-being for all at all ages is essential to sustainable development.</p>	<ul style="list-style-type: none"> • Student counseling and well-being services • Training to staff on first aid • Active lifestyle • Taking up an exercise regime • Gym enrolment 	<p>Student Guidance and Support Policy</p>
 <p>4 QUALITY EDUCATION</p>	<p>Obtaining a quality education is the foundation to improving people's lives and sustainable development.</p>	<ul style="list-style-type: none"> • Lesson observations and staff development • CPD • Qualified and experienced Tutors (PhDs) • Guest speakers • Academic support • Personal tutors • Provision of e-resources (ejournals and ebooks) • Widening participation 	<p>Academic Staff Recruitment Policy Disability Policy Admissions Policy Fitness to Study Policy Academic Appeals Policy Student Complaint Policy Data Protection Policy Academic Freedom Policy Attendance Policy RPL Policy Quality Assurance Policy Staff Development Policy Teaching Observation Policy External Speakers' Policy Teaching, Learning and Assessment Policy</p>

Goals	Brief Summary	OBC Actions	Evidence
 <p>5 GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls.</p> <p>Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.</p>	<ul style="list-style-type: none"> Balanced ratio of men to women at the organisation including top management level Maternity leave Equal pay and progression 	<p>Equality and Diversity Policy Recruitment and Selection Policy Admission Policy Anti bullying policy Safe guarding Policy Freedom of Speech Policy</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure access to water and sanitation for all.</p> <p>Clean, accessible water for all is an essential part of the world we want to live in.</p>	<ul style="list-style-type: none"> Spread awareness through seminars about the issue of clean water and sanitation worldwide Lead by example with responsible use of water and high standards of hygiene 	<p>Health and Safety Policy Public Information Policy</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable and modern energy.</p> <p>Energy is central to nearly every major challenge and opportunity.</p>	<ul style="list-style-type: none"> Motion sensor lights Transition to renewables or hybrid energy source. Turn off lights and appliances when you don't need them Make OBC facilities/buildings energy efficient 	<p>IT Rules Email Account Usage Policy</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote inclusive and sustainable economic growth, employment and decent work for all.</p> <p>Sustainable economic growth will require societies to create the conditions that allow people to have quality jobs.</p>	<ul style="list-style-type: none"> Zero tolerance for racism Dignity and respect at work for staff and students Equal opportunities Graduate employability Professional development training of students at the end of their studies 	<p>Equal Opportunity Policy Anti bullying & Harassment Policy</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>Build resilient infrastructure, promote sustainable industrialisation and foster innovation.</p> <p>Investments in infrastructure are crucial to achieving sustainable development.</p>	<ul style="list-style-type: none"> The Oxford Local Industrial Strategy drives Oxfordshire's ambition to become one of the top three global innovation ecosystems by 2040. Internship opportunities for students 	<p>Internship Policy</p>

Goals	Brief Summary	OBC Actions	Evidence
	<p>Reduce inequality within and among countries.</p> <p>To reduce inequalities, policies should be universal in principle, paying attention to the needs of disadvantaged and marginalized populations.</p>	<ul style="list-style-type: none"> • Supporting migrants' rights in the UK • Promoting diversity • Opportunities for BAME • Respect for all religions and nationalities • Start free education in Pakistan by 2022 • 10 full fee scholarships for students from developing countries 	<p>Class Representatives on the Student Council</p> <p>Modern Slavery Policy</p> <p>Equal Opportunity Policy</p>
	<p>Make cities inclusive, safe, resilient and sustainable.</p> <p>There needs to be a future in which cities provide opportunities for all, with access to basic services, energy, housing, transportation and more. Bike, walk or use public transport</p>	<ul style="list-style-type: none"> • Promote student cycling • Promote a car share scheme; many staff members share their cars with other staff 	<p>OBC Car sharing initiative</p>
	<p>Ensure sustainable consumption and production patterns.</p> <p>Recycle paper, glass, plastic, aluminum.</p>	<ul style="list-style-type: none"> • Choose brands/partners that align with your sustainability aspirations • Avoid wasting food • Sustainable procurement and purchasing • Promote charities (such as the heart foundation) encourage recycling 	<p>OBC Charitable initiatives</p>
	<p>Take urgent action to combat climate change and its impacts.</p> <p>Climate change is a global challenge that affects everyone, everywhere.</p>	<ul style="list-style-type: none"> • Contribute towards Oxford City reductions in carbon emissions meeting 40% target reduction in carbon emissions in 2020 on a 2005 baseline and set the date for a Zero Carbon Oxford summit. 	<p>Energy from Green Energy Suppliers</p>
	<p>Conserve and sustainably use the oceans, seas and marine resources</p> <p>Careful management of this essential global resource is a key feature of a sustainable future.</p>	<ul style="list-style-type: none"> • Spread awareness and develop initiatives for reducing negative impacts on oceans, seas and marine resources. 	<p>OBC provides staff with free usable cups for tea and coffee.</p>

Goals	Brief Summary	OBC Actions	Evidence
	<p>Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss</p> <p>Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss</p>	<ul style="list-style-type: none"> Informally we promote support for biodiversity, encourage staff to maintain their garden if they have one and encourage them to develop a kitchen garden. 	<p>Signage around the College on sustainability and biodiversity</p>
	<p>Promote just, peaceful and inclusive societies.</p> <p>Access to justice for all, and building effective, accountable institutions at all levels.</p>	<ul style="list-style-type: none"> Conducive environment for all (Staff and Students) 	<p>Equal Opportunities Policy</p> <p>Anti Bullying and Harassment Policy</p>
	<p>Revitalize the global partnership for sustainable development.</p> <p>The SDGs can only be realized with strong global partnerships and cooperation.</p>	<ul style="list-style-type: none"> The last of the UNSDGs is very broad, and achieving its targets are required if progress on any of the other 16 SDGs is to be achieved. SDG17 aims to “strengthen the means of implementation and revitalize the global partnership for sustainable development.” 	<p>OBC will develop a policy on SD Goals</p>