



Corporate Social Responsibility Policy

Policy Statement

The Students' Union is committed to the continual enhancement of the welfare and wellbeing of its people and student members; the quest to reduce its carbon footprint and ensure sustainable operations; to ensure supply channels are as ethical and matched to the values of the Students' Union; and to ensure the broader community within which the Students' Union operates receives benefit from its presence.

Scope of Policy

This policy aims to reference a number of other policies, procedures and activities within the Students' Union which when combined demonstrate the corporate and social responsibility of the Students' Union. This policy takes a holistic and overarching scope to all Students' Union activities and operations and should be considered at all times by all staff members and stakeholders within the Students' Union.

Our People

The welfare and wellbeing of our people is of paramount importance to the Students' Union. Where possible, employees are encouraged to involve themselves in activities organised by the Students' Union for students; such as participative sporting programmes. The Students' Union seeks to make this type of activity as cost efficient as practical for its people to access.

The welfare and wellbeing of our people will be supported through the provision of a free Employee Assistance Programme (EAP). This EAP will provide our people support for whatever issues they might be facing, including work stress, depression, marriage and relationship issues, legal concerns, coping with change, parenting issues, financial problems and much more.

Overall employee wellbeing will be measured and monitored using the annual Employee Engagement Survey; and the Students' Union will strive for the continual enhancement of employee welfare and wellbeing.

Our Students

The Students' Union charitable objective is the advancement of the education of students at York St John University. Our dedication to the realisation of this is sought through the creation of a structured Strategic Plan informed by significant and regular membership intelligence. This plan ensures that all the work the Students' Union commits to is linked to the delivery of the Strategic Plan and our charitable objective, and realisation of the vision of the Students' Union to continually enhance the student experience of the students at York St John.

Our Suppliers

The Students' Union has a comprehensive set of Financial Policies and Procedures for financial transactions and procurement. These are adhered to and include reference to sustainable travel when employees are attending events and meetings outside their normal work locations.

When considering significant contractual engagements and arrangements with suppliers the Students' Union will seek to ensure the supplier holds their own Corporate Social Responsibility Policy, and also demonstrates a level of engagement with the core values of the Students' Union.

Health & Safety

The Students' Union is bound by, and will comply with, the Health & Safety at Work Act 1974 and associated legislation. It will establish and promote a positive health & safety culture with high levels of awareness and understanding within its community; and active cooperation by staff, students, contractors and visitors.

Further information on the Students' Union's commitment to health & safety can be found within the Students' Union Health & Safety Policy Statement and other documentation overseen by the Students' Union Health & Safety Committee.

The Environment

The Students' Union seeks to ensure that all aspects of its operations are as environmentally friendly and as sustainable as possible. This is monitored by the Students' Union Sustainable Community Committee. Guidance and support on environmental sustainability is sought through the NUS Green Impact guidelines, and the Students' Union strives to achieve gold level status within this accreditation programme.

Our Community

Where possible the Students' Union seeks to actively engage in the local and broader community to ensure that value is given back, and support is provided to those less fortunate. In keeping with this the Students' Union regularly interacts with local charities, community groups and other residents groups. The Students' Union also encourages active volunteering from its members. Finally the Students' Union recognises the importance of this by permitting employees to participate in voluntary activities for up to one day per year within their contractual hours.

Modern Slavery Act 2015

The Students' Union procurement and tendering procedures will ensure that confirmation from suppliers is sought to ensure that they (and their wider supply chains) shall at all times comply with the provisions of the Modern Slavery Act 2015. The Students' Union will also adopt an annual statement outlining the steps taken and measures put in place to tackle modern slavery and human trafficking as published by York St John University found within the [University Modern Slavery and Human Trafficking Statement \(March 2017\)](#).