

Corporate and Social Responsibility Policy

POLICY STATEMENT:

EKC Group is fully committed in integrating social and environmental concerns into their business operations and by maintaining strong business ethics, valuing human rights and diversity and investing in the community. It has developed this Policy as a means of expressing this commitment to our local community, wider society and the environment.

The Group's commitment to the principle of corporate social responsibility (CSR) will be embedded where appropriate into its policies and practices to the benefit of staff, students as well as the wider community. Future strategy will build on improving opportunities and quality of life in the community we serve.

This policy is applicable to all staff and students and provides them with the standards required to uphold the CSR policy. This policy makes clear to all stakeholders – our students, customers, employees, suppliers, business partners, governmental organisations and the communities we serve what our vision for CSR is, and how we propose to work towards achieving it.

Policy Detail:

Our values are a shared set of ideals that guide the pursuit of our Mission and enable clear focus on our Vision.

We are committed to pursuing our Mission and Vision with utmost integrity: above all, we put students first and give priority to enabling each student to thrive in life and work. We are at our best when we are enabling each student to achieve their ambition – their vocation – and consequently the values of the EKC Group are distilled into a single word, **CAREER**:

C	CREATIVITY adapting to change through innovation
A	AMBITION empowering students to achieve their potential
R	RESPECT welcoming everyone and celebrating diversity
E	EXCELLENCE placing students at the heart of everything we do
E	ENTERPRISE turning our ideas into reality
R	RESILIENCE being determined to make a difference

Policy Owner: Director of Corporate Services

Approving Body: Business Committee

Stage of approval: Approved

Date of approval: June 2022

Page 1 of 3

Strategies

EKC Group will seek to achieve corporate and social objectives by focusing on 6 strategic objectives:

- To ensure our colleges are at the heart of their local community
- To lead dynamic development of skills education across East Kent
- To inspire social responsibility
- To deliver highly career-relevant education & training
- To build confidence, personal ambition and a determination to succeed
- To empower students to enter skills employment

The Group is firmly committed to providing value to the social, economic, physical and cultural well-being of the communities and stakeholders that it serves locally, regionally and nationally through;

- compliance with legislation;
- treating employees fairly and ethically;
- developing practices that contribute to employee well-being and making improvements that have meaningful impacts on employee livelihood beyond the workplace;
- supporting the protection and enhancement of the environment and to educate staff and students in environmental issues;
- our contribution, as responsible members of society, to reduce waste and carbon usage and to provide a safe, sustainable and pleasant environment in which to learn and work;
- providing opportunities/enrichment for promoting social activity;
- building and sustaining partnerships with local and ethnical businesses, charities, schools, higher education institutions and community groups to make accountability real;
- encouraging students and staff to volunteer within the local and wider community, with social action included as part of every student's programme;
- supporting students and breaking down barriers to achievement
- providing facilities and services for local use where possible;
- our commitment to identify and procure the services of local suppliers within the East Kent area;
- sustainable and ethnical procurement where possible, endeavouring to ensure that suppliers meet the requirements of the Modern Slavery Act 2015
- recognition that we are both a consumer and provider of services and respond appropriately to this;
- to review our environmental impact at regular points and take action as appropriate;
- the development of links with local and national environment groups; and
- encouraging active participation in environment projects and initiatives

RELATED DOCUMENTS:

Policies supporting CSR already exist to support good practice within the above areas such as:

- Equality and Diversity
- Sustainability strategy

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Page 2 of 3

- Fundraising and Events
- Anti-Bullying & Harassment
- Data Protection/CCTV
- Whistleblowing
- Anti-Bribery & Fraud
- Procurement
- Due Diligence
- Wellbeing Policy (Staff)
- Health & Wellbeing Policy (Student)
- Modern Slavery Statement
- Public Value Statement