

Corporate and Social Responsibility Policy

Policy Statement:

EKC Group (the 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, our vision for CSR 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 providing outstanding education and skills to enable every student’s ambitions in life and work to be fulfilled.

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: Group Director of Corporate Services
 Approving Body: Business Committee
 Date of approval: March 2026
 Due for Review: March 2029

Strategies:

The Group will seek to achieve its corporate and social aims by focusing on the five strategic objectives outlined below:

- Building on our existing strengths, deliver a wider range of inspirational, inclusive and accessible education provision that meets the needs of our communities.
- Ensure our learners are equipped for their next stage of life and work in a rapidly changing world
- Develop and deliver a range of exceptional business support and training solutions, establishing long-term partnerships with our local employers to enable them to grow and innovate
- Develop and invest in our people to enable them to prosper in their roles and careers, delivering transformational education and services for our communities
- Build on our investment in a sustainable physical and digital infrastructure, ensuring that our facilities, services and learning environments meet the needs of students and industry

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 and sustainability;
- 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 ethical businesses, charities, schools, higher education institutions and community groups;
- 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 ethical 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 environmental groups;
- encouraging active participation in environmental projects and initiatives

Related Documents:

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

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