

Corporate and Social Responsibility Policy

POLICY STATEMENT:

East Kent College (the College) 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. The College has developed this Policy as a means of expressing this commitment to our local community, wider society and the environment.

The College's commitment to the principle of corporate social responsibility 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:

The College aims to be recognised as an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. Our Corporate Social Responsibility Policy (CSR policy) covers all initiatives and practices deemed to have a positive impact on the community and environment, including those seen as core in providing and promoting further education, widening participation, raising educational qualification attainment and in raising vocational skill levels.

It is committed to the following core values in all aspects of its work:

- Working to deliver a quality service and best value for our students and stakeholders
- Development of positive relations with stakeholders through respect, integrity and transparent practice
- Equality and valuing and harnessing the diversity of staff at East Kent College
- Environmental sustainability
- Student and staff enrichment by volunteering
- Community access to premises and facilities of the College
- Investing in the social, economic and cultural fabric of the local community
- Charitable giving and payroll giving

Sustainable and ethical procurement – where possible, endeavouring to ensure that suppliers meet the requirements of the Modern Slavery Act 2015.

- Obeying the rule of law

Strategies

East Kent College will seek to achieve corporate and social objectives by focusing on five strategic areas:

- Equal Opportunities – maintaining and promoting our commitment to the fulfilment of our Equality Action Plan
- Good Relations –including our students, customers, employees, suppliers, business partners, governmental organisations, the communities we serve and our environment

Policy Owner: Head of Policy and Corporate Affairs

Approving Body: Policy Committee

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- Workplace – addressing the needs and aspirations of staff through the continuing professional development of diversity, work-life balance, health and well-being policies and initiatives.
- Community Impact – encouraging and assisting staff, students and governors to greater involvement in team or individual projects in support of the wider community to support a corporate citizen initiatives and social action
- Environment – further developing environmental management practices that minimise waste and maximise efficiencies (such as use of Fairtrade© products and a green travel plan)

RELATED DOCUMENTS:

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

- Equality and Diversity
- Anti-harassment and bullying
- Data Protection/CCTV
- Whistleblowing
- Anti-Bribery
- Procurement
- Due Diligence
- Support and Wellbeing Policy
- Fundraising and Events