

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Introduction

As an organisation we strive to meet the HEFCE (Higher Education Funding Council for England) definition of corporate social responsibility (CSR) - '*How we take account of the impact of our work on the environment, our staff, the community and wider society*' - and this is demonstrated in our Vision and Mission.

The University applies CSR to the way we undertake our business; the manner in which we treat our staff, students and stakeholders; and the respect we show to our environment.

1 Our Mission

We will build on our success as a University by understanding, meeting and exceeding the current and future needs of our students and the global economy. Drawing on our heritage as one of the world's longest established law schools we will expand our range of courses, whilst maintaining and working to improve their quality, to reflect both need and demand. We will innovate and diversify with a focus on continuous improvement and development of our people, processes, and facilities. We will strive to maintain the highest possible teaching standards, provide an even greater focus on graduate employability and academic achievement, and seek to recruit our students from every stratum of society, with the following as our core selection criteria:

- Ability
- Adaptability
- Capacity
- Integrity
- Potential and
- Ambition

2 An excellent student experience

Our students are at the center of everything we do. Our pledge to operating in a socially responsible and meaningful way is demonstrated through practical commitment to our Values, some examples of which are shown below: -

- realizing the full potential of our students, making a lasting positive impact on their lives;
- widening participation by delivering courses to students from a diverse range of backgrounds, through a range of delivery modes and by recognizing the validity of a range of appropriate entry routes.
- extending our relationships with schools and colleges, working to encourage those from diverse backgrounds to undertake higher education, and supporting them to ensure best possible progression to work/further study outcomes.
- expanding and enhancing our pastoral and wellbeing services for our increasingly diverse student body, recognizing that one size does not fit all.

Our Values are also reflected in the content of our programmes and the commitment we show in their delivery. Our professional courses are underpinned by a strong ethical strand and our staff constantly work to ensure that the student experience is of the highest

calibre, exemplifying our core values. We also seek, through extra support, course design and our scholarships, to broaden the range of students who can access our programmes.

3 Our people – central to our success

We aim to create an employee-led environment that encourages and values diversity within our workforce and builds on the differences that individuals bring. The University recognises that the needs of our colleagues, students and stakeholders are constantly changing and that by having a wide range of views and experiences we are in a better position to meet these needs.

We endeavour to promote diversity and to respond to the needs of all stakeholders connected to the University in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation. Some of the ways we do this are shown below:-

- ensuring our staff recruitment and selection processes are fair and transparent;
- support and respect those colleagues whose time at work may be affected by any of the following protected characteristics (under the Equality Act 2010): age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation including whether they are lesbian, gay, bisexual and/or transgender; following best practice and providing legislative guidance for both the individual and those in a position to support them;
- commit to the principles of the Living Wage Foundation for all employees and have been an accredited Living Wage employer since 2019.

4 Ethical procurement practices

The University is committed to procuring our works, goods and services in an ethically and environmentally sensitive way, with proper regard to commercial obligations. We aim to ensure that suppliers deliver to agreed timescales, quality and cost and that we apply, where we are able, sustainable construction criteria in all new build and refurbishment projects.

Some of the ways we do this are as follows:-

- responsibly managing any business relationships where unethical practices may come to light, and taking appropriate action to report and remedy them;
- undertaking due diligence on appropriate supplier relationships in relation to forced labour (modern slavery) and other human rights abuses, fraud and corruption;
- applying transparent procurement policies and procedures to ensure value for money for all stakeholders;
- working with suppliers to eliminate discrimination, harassment, victimisation and other conduct prohibited by the Equality act 2010;
- engaging with suppliers who share our approach with respect to sustainable and socially responsible business practices;
- maintaining the ISO 14001 standard achieved for our environmental management systems;
- promoting sustainable transport options for staff and students.

5 Health and Safety

The University complies with relevant Health and Safety Acts and Regulations. We recognise our duty to prevent injury and ill health to employees, visitors, contractors and temporary workers, as well as any members of the public who might be affected by ULaw operations.

The University's key health and safety objective is to minimise the number of instances of occupational accidents and illnesses and ultimately achieve an accident-free workplace and activities. To achieve this we focus on:

- communicating with all employees and stakeholders who may be affected by ULaw operations;
- developing and maintaining Health and Safety policies and procedures to ensure that information about how risk will be managed reaches those exposed to risk;
- providing all employees with relevant equipment, information, training and supervision;
- continually monitoring our Health and Safety Policy, and updating at every two years, or when there are changes in the nature and scale of ULaw operations.

6 Citizenship and community

The University believes in supporting and giving back to the communities in which we work. We prepare our students for the professional world so that they can make a positive difference as socially responsible graduates and professionals. Some of the ways in which we do this include:

- encouraging and supporting staff and students to participate in pro bono activities through the University's Pro Bono Centres; to develop workplace skills but also to instil in them a sense of commitment to using their professional capability to help those who might otherwise be unable to obtain legal advice and representation;
- supporting staff to participate in charity and community projects at a local level;
- collaborating with local partners, law firms and charities on community and social projects.

Further information/resources

This statement is publically accessible on our website, alongside the Strategic Plan 2016-2020 and all of the University's Policies. The statement will be reviewed regularly and may be altered from time to time in light of legislative changes or other prevailing circumstances.

If you require any further information, please contact HR@law.ac.uk

Thank you for your interest in the University of Law.

Version history:

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1.1	Senior Quality Officer	Change to the document coding convention	30/03/20
1.1	Registry Assistant	Extension Approved for 1 year	October 2021
1.2	Katy Camidge	To reflect our history of being a Living Wage employer	August 2022
1.2	Registry Assistant	Action Approved by AB	November 2022

Sign off history:

Version	Approved by	Date	Notes
1.0	Lesley Hill	12/02/18	
1.0	Executive Board	20/02/18	
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