Corporate Social Responsibility Policy

Corporate Social Responsibility (CSR) describes systemic, responsible business practice which is resilient and ethical and takes into account the social, environmental, long-term and global impacts of decision-making.

Kingston University Corporate Social Responsibility Approach

Civic Engagement	Ethics	People	Environment

Institutional Corporate Social Responsibility Objectives

Kingston University is committed to building the capacity of our staff, students, suppliers, partners and community to create an institutional culture which collectively works to continually improve our ethical, environmental, social, global and long-term impacts as responsible global citizens.

KU are institutional signatories to the Sustainable Development Goals (SDG) Accord which demonstrates our commitment to this agenda and requires us to embed the SDGs within our education, research, leadership, operations, administration and engagement activities. Our KU Sustainability Strategy sets out how we plan to embed sustainability across the Institution and deliver the commitments of the SDG Accord.

Our approach is to:

1. **Lead by example by**:
   a. Explicitly embedding our commitments in our policies, procedures and practice;
   b. Ensuring the consideration of ethical, environmental, social, global and long-term equity issues in our governance, strategic planning, core and supporting strategies, marketing and capex decisions;
   c. All staff, in particular senior management, providing leadership in the field of social responsibility, sustainability and ethics;
   d. Supporting our supply chain and partners to do the same, providing sector leadership and shaping public policy to transform and improve society.

2. **Build institutional capacity by**:
   a. Supporting innovation in learning and teaching, research and enterprise, operational services and with suppliers and partners to demonstrate continuous improvement;
   b. Accessing and providing relevant training, sharing best practice and raising awareness with all stakeholders;
   c. Monitoring progress and learning from it and that of others to build institutional resilience.

3. **Value diversity and well-being by:**
   a. Collaborating with others, asking questions and listening to key stakeholders to agree creative and effective solutions;

b. Enabling a vibrant community in which staff, students, alumni and visitors can individually and collectively contribute to our goals;

c. Acknowledging that it is the responsibility of every member of the student and staff body, as well as our suppliers, partners and contractors to help us to meet our objectives and encourage mutual ownership.

4. **Support wide-scale culture and behaviour change by:**

a. Communicating with our staff and students, local and global stakeholders and recognising, profiling and promoting student, staff and alumni progress in these areas;

b. Regularly reporting on our main ethical, environmental, social and global and long-term indicators to inform decision-making;

c. Supporting and demonstrating transparency in business through discussion of complex and potentially entrenched and controversial issues.

We take a whole institution, risk-based approach to embed social responsibility, sustainability and ethics in our core and supporting strategies to achieve the following objectives:

1. **Embed social responsibility across the formal and informal curriculum to train and skill future leaders using:**

a. The Inclusive Curriculum approach and ensuring the curriculum is designed to include ethical, environmental, social, global and long-term issues.

2. **Demonstrate the cultural, social, political, environmental, ethical, global, future and economic value of our research and enterprise activities through:**

a. The Research Excellence Framework;

b. Ethics and research governance;

c. Civic Engagement and Business and Community Interaction.

3. **Comply with all applicable legislation and other regulatory obligations to achieve net positive impact and support our supply chain and partners in the same including:**

a. Implementing the UN guidelines on human rights, ensuring our supply chain and partners provide decent working conditions, equality and labour rights and together making progress to eliminate slavery and child labour;

b. Protecting the global environment, preventing pollution from emissions and discharges, mitigating climate change, reducing our use of natural resources;

c. Providing long-term value for money within a sustainable procurement and ethical finance framework and use Whole Life Costing and Total Cost of Ownership where appropriate.

Progress is reviewed by the Board of Governors and delivered through:

- The Ethics Statement;

- The University's sustainability policies, including environmental compliance;

- The Civic University Agreement, coordinating public benefit for mutual value creation.

Vice-Chancellor Professor Steven Spier (June 2021)