CHURCHILL COLLEGE

CORPORATE SOCIAL RESPONSIBILITY POLICY

1.1   Corporate social responsibility is about how the College aligns its activities with the expectations of people who may be affected in relation to its economic, social and environmental impacts and in accordance with its charitable status. These people and organisations include the University and its colleges, as well as College members and employees, visitors, suppliers, and society as a whole.

1.2   To this end the College has set itself the following objectives:

Operations

1.2.1   To meet, and where possible, exceed all relevant legal requirements.

1.2.2   To behave with honesty and integrity in all its activities and relationships with others.

1.2.3   To act ethically and fairly at all times in its dealings.

1.2.4   To maintain internal controls adequate to ensure standards are met.

1.2.5   To investigate and respond to complaints as soon as possible.

Academic

1.2.6   To foster academic excellence in the arts as well as in science and technology.

1.2.7   To be leaders in seeking to broaden access for UK undergraduate students, postgraduates and international students.

1.2.8   To provide an environment that fosters good relations between College members of all backgrounds, race, religion, gender, age, culture and disabilities.

1.2.9   To maintain a caring and supportive academic environment for all students and Fellows.

Environmental and Sustainability

1.2.10 To endeavour to improve environmental performance wherever practicable.

1.2.11 To make the most efficient and effective use of all resources, encouraging all employees to develop a sustainable approach to their work.

1.2.12 To uphold the College's environmental policy and its objectives to reduce the carbon footprint, reduce waste and encourage sustainability.

1.2.13 To invest in the College's physical infrastructure to lessen its impact on the environment.

1.2.14 To encourage students, Fellows and employees to adopt environmentally sustainable behaviours in their daily lives in College.

1.2.15 To implement the College's access plan for its building.

Employees

1.2.16 To encourage mutual respect and dignity and treat employees fairly and without discrimination.

1.2.17 To promote the health and well-being of all employees.

1.2.18 To encourage team working and the sharing of knowledge throughout the College community.

1.2.19 To provide a safe working environment and rewarding career for all employees.

1.2.20 To offer employees clear and fair terms of employment and provide resources to enable their continual development

In the community

1.2.21 To make the College's facilities available to the local community whenever possible and to support thereby local community, academic and charitable initiatives

1.2.22 To communicate with our neighbours and welcome them to the College, whenever appropriate.

1.2.23 To enable employees and students to undertake voluntary activities, whenever possible.

1.2.24 To encourage employees and students to support at least one charitable organisation every year through voluntary fundraising activities.

Monitoring and Review

1.3 The College takes seriously all feedback that it receives and where possible, maintains open dialogue to ensure that it fulfils the requirements outlined within this policy.

1.4 The College will review responses to what it does on an ongoing basis in order to improve it.