

# University of Greenwich Ethical Careers Policy

## Purpose:

We take our responsibilities seriously and are motivated by the ability to empower change when we act together; from the smallest individual action to life-changing research.

Our Corporate Strategy; [This is Our Time](#) reflects our responsibility from the Vice-Chancellor in delivering sustainability across teaching, research and operations. [The Curriculum Framework](#), launched in 2020, pushes for this teaching, embedding sustainability across all disciplines so our students know how their skills can solve the global challenges of today, and tomorrow. In recognising our own impacts as a university, our ambitious [Net Zero by 2030](#) strategic plan commits us in bringing down our carbon footprint.

We know that sustainability cannot be delivered unless we create effective partnerships with stakeholders from within the university to a global level. Our commitment to a sustainable future additionally underpins our Employability Service, guidance to students and relationships with third-party employers.

The terms set out in this policy apply to engagement between the University of Greenwich's Employability Service and third-party employers, however, ethical industry engagement between the University of Greenwich as an institution including academic and professional services departments and third-party employers will be encouraged.

## Commitments:

1. The Employability Service aims to provide students and graduates with the opportunity to engage with a diverse range of third-party employers across the portfolio of courses and subjects taught at the University of Greenwich. As a member of the Association of Graduate Careers Advisory Services (AGCAS), the Employability Service conforms to the [AGCAS Code of Ethics](#) and other quality measures that ensure the delivery of an ethical and high-quality careers advice service to all internal and external stakeholders.
2. The Employability Service will not engage in relationships with or the promotion of opportunities with third-party employers when it is possible to identify that they are subject to these exclusion criteria for ethical and environmental reasons:
  - Fossil fuel organisations listed in the Carbon Underground 200
  - Mining organisations listed in the Transition Mineral Mining 50
  - Tobacco organisations (to include those that produce tobacco-based products)
  - Organisations named as subject to UK sanctions under the Sanctions Act 2018
  - Companies whose policies, practices and record on human rights and labour standards are identified as failing to respect the established norms
3. The Employability Service may engage in activities with a subsidiary department of a third-party employer within one of the listed excluded sectors, where an opportunity can be provided that supports the transition towards a net-zero carbon future such as a renewable energy subsidiary within an energy organisation or supports social justice development.
4. The Employability Service will not prevent a student from undertaking work based or work-related learning such as an Industry Placement Year, internship, or work experience opportunity with a third-party employer from the excluded sectors listed in item 2, where the opportunity provides clear positive career development and positive student and graduate prospects.
5. We promote best practice in employment by encouraging third-party employers to offer paid work to our students, paid at the National/London Living Wages.

6. The Employability Service will run engagement events on campus and online throughout the year, providing opportunities for third party employers to engage with students and graduates. We will encourage third party employers to reduce their environmental impact when attending events by encouraging the following initiatives from the [Sustainable Recruitment Alliance](#):
- Reduction of the amount of paper and paper-based materials used and brought onto campus
  - Organisations encouraged to bring their own reusable water bottles
  - Use of public transport or car share encouraged to reduce the environmental impact of attending a careers event

### Governance:

The Sustainability Management Committee will oversee this policy and shall review it annually to ensure that it remains fit for purpose and report on it to the Vice Chancellors Executive. Day-to-day responsibility shall reside with the Associate Director Employability & Apprenticeships, in conjunction with the Associate Director Partnerships and Head of Strategic Sustainability, who shall jointly be accountable for the policy and for reporting to the Sustainability Management Committee.

Our Employability Service is not part of a combined careers service. We currently work with the following third-party providers to supply services:

- Target Connect (Group GTI)
- Shortlister
- CareerSet
- Student Circus
- Graduates First

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### Version Control

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1.0	April 2024	Associate Director, Employability & Apprenticeships	This is the original ECP agreed at VCE.