University of London - Corporate Social Responsibility Statement

Introduction

The University of London was founded for public benefit, to promote education of a university standard and the advancement of knowledge and learning, and to provide an institution open to all, irrespective of race, creed or political belief. It is a pioneering institution: making higher education affordable, regardless of gender, location, wealth or religion and accessible to those unable to pursue traditional forms of study anywhere to those anywhere in the world largely through its distance learning programmes. The University also promotes learning and scholarship through our public engagement programme. The University of London is unlike many other universities. It is a federation of 18 autonomous member institutions of outstanding reputation, and a number of highly acclaimed Central Academic Bodies.

This Corporate Social Responsibility Statement ("Statement") covers the activities of the central University. The Central Academic Bodies include the University of London International Academy (UoLIA) which offers distance learning courses to over 50,000 students in 180 countries; the School of Advanced Study (SAS), the UK's only national centre for the support and facilitation of research in the humanities; Senate House Library, a world-leading library with over 2 million items available; and the University of London Institute in Paris (ULIP). The central University also provides innovative, high quality academic support and professional services, including a network of higher education careers services and manages a valuable property portfolio providing academic teaching, library and study spaces, student halls of residence and conference facilities.

Purpose and Usage

This Statement supports our strategic vision which is:

To make a unique contribution to learning and research-led scholarship through our unrivalled network of member institutions, our global reach and reputation, and the breadth of our high-quality innovative academic services and infrastructure.

This statement aims to ensure and reassure that our activities are carried out ethically, sustainably and for the public benefit. The statement achieves this by aligning our key principles and activities with our overarching themes of:

- **London and the World**
- **Access and the Student Experience**
- **Public Benefit**
- **Collaboration**

And our strategic commitment to **environmental sustainability** and **managing a high-performing organisation**. http://www.london.ac.uk/university-strategy-2014-2019.html

Research indicates that organisations which ensure that their activities are carried out in an ethical, sustainable way have a positive impact on the service they provide. The Statement is used to:

- inform University decision-making;
- provide information for partners to enable them to work with us successfully, and;
- provide a framework to guide our work within which our services are delivered;

The Statement is broken down into a series of individual Corporate Social Responsibility ("CSR") principles aligned to key activities and policies we are undertaking, further details of which can be viewed online on our website.

The CSR Statement will be updated annually and formally reviewed once every five years in line with Strategy development.

1. London and the World

Individual CSR Principles	*Key activities and policies*
1.1 As a globally connected university, the University of London has a long tradition of welcoming students and staff from the European Union (EU) and across the world. We continue to welcome students, staff and visitors from the EU and beyond, to collaborate on research projects and to maintain our European academic networks.	http://www.sas.ac.uk/about-us/news/eu-referendum-school-advanced-study-welcomes-all-eu-and-international-students http://ulip.london.ac.uk/about-us/history http://ulip.london.ac.uk/news/announcement-following-results-eu-referendum-0
1.2 We engage with our network of member institutions and the global community to develop our distance learning programmes delivered to 180 countries.	UoLIA's list of partnering Colleges and Institutions http://www.londoninternational.ac.uk/our-global-reputation/our-organisation/our-colleges and recognised teaching institutions http://www.londoninternational.ac.uk/onlinesearch/institutions
1.3 We undertake national and international research in collaboration with other institutions.	SAS research activities http://www.sas.ac.uk/research SAS projects and initiatives http://www.sas.ac.uk/projects-and-initiatives ULIP research activities http://ulip.london.ac.uk/our-research
1.4 We are a major landlord, tenant and employer in the local community, with considerable operations in Bloomsbury, other parts of Camden and Westminster. We act as a custodian of many historic and heritage buildings. While ensuring the historic importance of the estate is protected, the University is also committed to maintaining, enhancing and acquiring its property to ensure that the environment is fit for the highest academic achievement, encourages public access and that developments meet our Sustainable Building Specification.	Developing the Master Plan for the Estate http://uolmasterplan.co.uk/wp-content/uploads/2016/01/UoL-Master-Plan-Report-January-2016.pdf The University Estate Strategy 2015-20 sets out the development and asset management framework for the University

2. Access and the Student Experience

Individual CSR Principles

Key activities and policies

2.1 Academic freedom is of paramount importance to the University.

We encourage debate and discussion, and support the right of peaceful protest where this does not threaten the health and safety of staff, students or visitors, and does not infringe upon others' rights to freedom of expression, freedom of association or any other legally-protected rights and freedoms.

The University provides guidance under the Prevent Duty

2.2 We deliver programmes in a wide range of disciplines and subject areas through our International Academy, with the programmes priced competitively to enable students, both in the UK and overseas, to widen their access to education.

List of UoLIA programmes and prices
http://www.londoninternational.ac.uk/courses/search/?solrsort=sort_titleasc

2.3 We encourage access from students who have work or caring responsibilities by enabling our students to access course materials via a variety of modes so that students are able to choose the mode that suits their lifestyle. We also support students in developing their skills of independent research and online training so that they are able to pursue their studies at a pace that works with their commitments.

SAS disability support
http://www.sas.ac.uk/current-students/student-services/disability-support

2.4 We facilitate access to funding for SAS and ULIP postgraduate students.

http://www.sas.ac.uk/graduate-study/fees-and-funding

http://ulip.london.ac.uk/degree-programmes/finding-funding

We facilitate access to funding for International Programmes students, including funding for particular courses.

http://www.londoninternational.ac.uk/distance-and-flexible-learning/funding-your-study

http://www.londoninternational.ac.uk/community/londonconnection/articles/features/scholarships-available-ma-refugee-protection-forced-migration-studies

2.5 We manage a range of trust funds and endowments which support fellowships and scholarships, prizes, chairs and lectureship funds as well as a range of other awards to assist students and researchers within Member Institutions and the Central Academic Bodies of the University. In this way, we provide opportunities to those whose means may

Information about the range of trust funds
http://www.london.ac.uk/5598.htm

http://www.london.ac.uk/5822.html

http://www.londoninternational.ac.uk/media/press-releases/university-scholarships-breaking-down-barriers-young-londoners

otherwise inhibit them from participating in teaching and research activities.

2.6 We operate the largest University Careers Service in the UK. Through this and other means we enable organisations to educate and develop individuals to achieve career success to achieve positive graduate destinations.

https://www.thecareersgroup.co.uk/

2.7 We aim to provide student accommodation that is secure, supportive and accessible. We voluntarily adopt the Universities UK/Guild HE Code of Practice for the management of student accommodation. We work hard to provide a friendly environment in which our residents can live, study and socialise in settings that enable them to grow as adults.

Students accommodation website
http://halls.london.ac.uk/our-accommodation

Accommodation Code of Practice
http://www.universitiesuk.ac.uk/policy-and-analysis/reports/Documents/2016/accommodation-code-of-practice.pdf)

Students are encouraged to participate in the community and learn to be self-directed and self-disciplined in behaviour. We encourage an environment for the development of personal, social, academic and cultural interest and skills.

2.8 We work towards improving and increasing access to secure, safe and affordable housing for students in London by actively engaging with public policy making bodies and by providing an accredited private housing advice service.

http://www.cosector.com/housing-services/
Private Housing and Advice Service
Accredited by: Advice UK
(www.advice.org.uk) and
National Homelessness Advice Service
(www.nhas.org.uk)

2.9 We ensure sustainable development and sustainable living is understood by students in our residential accommodation.

Reduce the juice campaign
http://www.reducethejuice.co.uk/

2.10 We encourage and support students who take part in fundraising or other charitable activities.

ULIP bike ride
http://ulip.london.ac.uk/news/2017-tower-tower-bike-ride-challenge

2.11 We provide a range of student recreational and support services, such as sports and social clubs, welfare services, events venue and swimming pool/gym services to University of London students.

Student Central
https://www.studentcentral.london/
Clubs and Societies
https://www.studentcentral.london/activities/clubsandsocs/
Boat Club
https://www.studentcentral.london/organisation/Boat/

2.12 We encourage Students to have a voice through our:

- student voice group in International Programmes

http://www.londoninternational.ac.uk/community-support-resources/current-students/get-involved/committees/committees

• ULIP Student Union	http://ulip.london.ac.uk/why-study-here/students-union
• SAS Staff Student Liaison Committees	In our Institute for Historical Research http://www.history.ac.uk/about/governance/staff-students

3. Public Benefit

Individual CSR Principles	*Key activities and policies*
3.1 The University is an exempt charity under terms of the Charities Act 2011 and is required to clearly identify benefits related to our charitable aims.	http://www.london.ac.uk/charitable-status.html
As well as making a significant contribution to the advancement of education, the University, on behalf of the federation, manages a range of trust funds and endowments. Some of the trust funds are used to fund an ongoing series of public lectures, recitals and readings generally in areas connected with the arts and humanities.	Information about the range of trust funds http://www.london.ac.uk/5598.htm
3.2 The University ensures that donations received are recognised and expended in line with the intentions of the donor and the University Donor Charter.	The University Donor Charter outlines the University's responsibilities and the Donor's rights and explains how donations will be used http://www.london.ac.uk/donor-charter.html
3.3 Our ambition is to position the University as a leading centre of excellence for public engagement and we have developed a public engagement strategy to realise this.	
3.4 We encourage public engagement and local community involvement through: • opening up events and facilities to the **public** • participation in specific community engagement projects • access and enhancement to University buildings • an innovators scheme which offers small grants for researchers to engage with non-academic audiences	Open House http://www.london.ac.uk/open_house_london_senate_house.html Senate House Histories https://senate-house-histories.london.ac.uk/ SAS public engagement events including Being Human Festival, Living Literature and Public Engagement Innovators Scheme http://www.sas.ac.uk/public-engagement
3.5 The School of Advanced Study, ULIP, UoLIA and Senate House Library deliver a wide range of **academic** engagement including seminars, workshops, lectures, and conferences. The majority of events are free and open to the	UoLIA Events http://www.londoninternational.ac.uk/community/events#.WLA5yI_XKc0 ULIP Events

public and all are welcomed to take advantage of the access to current research.

http://ulip.london.ac.uk/events and past http://ulip.london.ac.uk/past-events

Senate House Library Events http://www.senatehouselibrary.ac.uk/exhibitions-and-events

SAS is a signatory of the National Coordinating Centre for Public Engagement (NCCPE) Manifesto for Public Engagement.

https://www.publicengagement.ac.uk/support-it/manifesto-public-engagement/signatories

3.6 We also undertake engagement with the UoL community, alumni and friends

Alumni events http://www.london.ac.uk/alumni-events.html

3.7 We encourage staff to engage in activities that benefit the wider community and society such as payroll giving and engaging in charitable activities. This includes supporting staff involvement in fundraising activities for a nominated charity and time off for civic and public duties.

Payroll giving allows staff to donate to their charity of choice

The University allows staff to take reasonable time off work for civic and public duties http://www.london.ac.uk/4150.html

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4. Collaboration

Individual CSR Principles

Key activities and policies

4.1 The relationship between the central University and the Member Institutions of the University is fundamental to our success and the federation is a focal point for networking, knowledge sharing and collaboration. Membership is recognised in our academic development, service offer and property strategy.

We provide the Member Institutions of the University of London with a summary of the services we provide.

4.2 We promote Senate House as an academic hub by hosting regular meetings for the Member Institutions, sharing best practice and encourage collaboration in academic and other areas.

4.3 We work with Member Institutions to deliver and develop flexible and distance learning programmes in 180 countries

http://www.londoninternational.ac.uk/our-global-reputation/our-organisation/our-colleges

4.4 We partner with Member Institutions of the University to deliver taught academic programmes and research

ULIP and Queen Mary University of London Partnership
http://ulip.london.ac.uk/why-study-here/10-reasons-study-us

Urban Law Initiative
http://ials.sas.ac.uk/research/research-centres/sir-william-dale-centre-legislative-studies/urban-law-project

4.5 We work with other organisations to facilitate public engagement with humanities

We take part in the annual Bloomsbury festival http://bloomsburyfestival.org.uk/

Institute of Commonwealth Studies in collaboration with SHL: Shakespeare 400 programme delivered mini lectures on Shakespeare to homeless young people https://www.cardinalhumecentre.org.uk/2016/02/academics-learn-from-centres-students/

Age UK Camden visits (SAS researchers visiting people with memory problems) http://www.sas.ac.uk/about-us/news/university%E2%80%99s-%E2%80%98festival-box%E2%80%99-reaches-out-vulnerable-bloomsbury-residents

4.6 We are using Heritage Lottery Funding to work with volunteers, local history societies,

Layers of London - a new interactive online resource tracing London's history funded by the lottery http://alpha.layersoflondon.org/

schools, borough archives and community groups to reach out to the wider public.

SAS events and IMLR language training - consortium with other institutions http://www.sas.ac.uk/about-us/news/school-advanced-study-helps-launch-%C2%A339-million-modern-languages-research-project

4.7 SAS and Senate House Library are increasing access through a sustained programme of digitisation in collaboration with other organisations

Senate House Library digitisation http://www.senatehouselibrary.ac.uk/our-collections/databases-and-eresources humanities digital library http://humanities-digital-library.org/index.php/hdl

4.8 We are members of and actively engage with a wide range of higher education collaborative groups

Universities UK http://www.universitiesuk.ac.uk/Pages/home.aspx
AUDE the Association of University Directors of Estates https://www.aude.ac.uk/
BUFDG British Universities Finance Directors Group https://www.bufdg.ac.uk/
Universities Human Resources http://www.uhr.ac.uk/Default.aspx
Association of University Legal Practitioners

5. Environmental Sustainability

Individual CSR Principles

Key activities and policies

5.1 We manage the estate to comply with all relevant UK and EU legislative requirements and obligations, and maintain achievement of ISO14001 as the minimum standard for environmental management.

Sustainability achievements in 2016 include 40% reduction in CO2 emission since 2010, 50% recycling rate and 100% energy procured from renewable sources

2016 Sustainability Report including activities taken by our sustainability champions https://prezi.com/b3miiydshjcg/sustainability-report-2016/?utm_campaign=share&utm_medium=copy

5.2 We recognise environmental sustainability as one of the greatest challenges of the 21st century and commit to ensuring that all the University strategies and operations consider the environmental aspects and impacts. As part of this commitment we are implementing carbon management projects and practices to achieve carbon savings of 43% by 2020 and 80% by 2050. (in each case, from the 2010 benchmark).

Carbon management project and practices to achieve carbon savings. For example automatic meter reading to effectively measure our energy usage, campaigns to reduce energy use http://www.london.ac.uk/uolcarboncut.html

5.3 We are committed to ensuring staff understand sustainable development and sustainable living. We encourage staff to use sustainable forms of transport through the promotion of cycling, walking and public transport.

We offer our staff public transport and bike loans as well as running regular cycling and walking campaigns

5.4 We developed and implemented a total waste management strategy to reduce waste and increase recycling.

We do this by:
- promoting and participating in the National Cycle Challenge and the Walk to Work Week
- 100% of our electricity now comes from renewable sources and smart meter coverage has been installed across the estate
- our Sustainability Champion network is working on a Carbon Cut project in an effort to reduce our carbon emissions
- internal auditing is constantly performed to ensure prevention of pollution.

5.5 We take action to improve the biodiversity of the surrounding area of the University.

By maintaining bee hives and keeping them in a good condition to pollinate the area. http://www.london.ac.uk/5797.html

Creating biodiversity action plans to increase biodiversity in collaboration with our grounds maintenance team from Nurture Landscapes

5.6 We encourage healthy and sustainable food options for staff, students and the public by developing a Sustainable Food and Fairtrade Policy and providing sustainable food and beverage options in the University's catering and hospitality services.

Our catering contractor Aramark is committed to environmental sustainability through sustainable waste minimisation, responsible sourcing, efficient operations and fleet management which reduces fuel usage and emissions
http://www.aramark.com/responsibility

5.7 We are committed to continual improvement of the environmental management system to enhance our environmental performance and we encourage sustainability collaboration through publicising our annual sustainability report, sharing best practice and offering support to the University's member institutions and the wider higher education community.

2016 Sustainability report
https://prezi.com/b3miiydshjcg/sustainability-report-2016/?utm_campaign=share&utm_medium=copy

6. High Performing Organisation

Individual CSR Principles

Key activities and policies

6.1 We are committed to being a good employer with a representative and inclusive workforce who contribute positively to the local community, the education sector in the UK and the global community.

How we develop our people is outlined in the HR People Strategy

6.2 We are committed to ensuring that all staff are fully supported in their work, have a good working environment, are fairly rewarded and are able to maintain a good work-life balance.

By offering a London Living Wage commitment Included in the University's Terms & conditions of employment
http://www.london.ac.uk/4109.html

This is achieved by putting in place good employment policies, offering competitive terms and conditions to directly employed staff, ensuring contractors do the same for their workforce and enabling new ways of working to allow staff to achieve a better work-life balance.

By Activity Based Working
http://www.london.ac.uk/fileadmin/documents/staff/Policies/ABW_Policy_-_One_Document.pdf

By achieving high standards of health & safety and accessibility
http://www.london.ac.uk/4132.html

We conduct and respond to a biennial staff survey. We also engage positively with recognised Trade Unions that represent and protect the interests of their members.

By running Wellbeing week activities
http://www.london.ac.uk/5757.html?&no_cache=1&sword_list%5B%5D=wellbeing

By recognising the following trade unions: UCU and Unison

6.3 The University offers a confidential employee assistance programme which offers telephone based support and advice and face to face counselling when needed

6.4 We are also committed to ensuring staff achieve their full potential through training, mentoring and other staff development activities.

Staff development Policy

http://www.london.ac.uk/staffdevelopment.html

6.5 We are fully committed to embedding considerations of equality, diversity and inclusion in what we do.

Diversity Strategy 2016-19

http://www.london.ac.uk/2572.html

6.6 We ensure the financial sustainability of all our operations and endeavour to conduct our business in accordance with the seven Nolan principles on Standards in Public Life. We follow a fair and ethical financial practice with

The University Financial Statements 2015-16
http://www.london.ac.uk/annual_publications.html

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a commitment to responsible procurement and ethical investment.

6.7 We aim to deal with business partners with transparency and fairness and to be compliant with our obligations under all relevant legal, regulatory and tax requirements in all of the jurisdictions that the University and its subsidiaries operate in.

6.8 The University's investment policy takes account of the level of investment from expendable and permanent endowments, and the perpetual need of these endowments to maintain capital and achieve a return to fund expenditure on activities in line with the purpose of the endowment. It also manages its investments in line with its own ethical investment policy.

The University Statement of Investment Policy
http://www.london.ac.uk/fileadmin/documents/about/central_administration/Finance/Statement_of_Investment_Policy_UoL_Nov_2015.pdf

6.9 The University's financial activity is undertaken with reference to agreed guidance and policies. As part of their conditions of employment all staff are required to follow such policies to ensure the University conducts its activity in an appropriate fashion.

The University has guidance on the following areas;
- Anti-money laundering
- Fraud
- Anti-bribery
- Whistle-blowing
- Conflict of interest
- Travel, hospitality and other expenses

6.10 We are committed to responsible and sustainable procurement through our procurement policy and have developed a toolkit to help buyers in the University purchase in a sustainable way. This includes challenging our suppliers to provide the University with sustainable products and services.

The University has a Procurement Policy and associated Forms and Templates

6.11 We are proactively examining supply chain transparency with respect to the Modern Slavery Act 2015, for example in relation to our Collection Management Policy in the Senate House Library.

Anti- Slavery and Human Trafficking Statement
http://www.london.ac.uk/fileadmin/documents/staff/HR/University-of-London-Anti-Slavery-and-Human-Trafficking-Statement-2015-2016.pdf

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