

University of Staffordshire's Ethical and Sustainability Careers Policy

1. Introduction

It is critical for the University of Staffordshire to align our strategic priorities and innovative pedagogies with the growing emphasis on ethical and sustainable practices in the job market. In this spirit this policy aims to reflect the University's commitment to promote ethical and sustainable careers that contribute positively to society and the environment.

The University is committed to supporting students and alumni in pursuing careers that benefit both people and the planet.

2. Ethical and Sustainable Career Guidance

This policy aims to inform, advise and guide students towards ethical career paths that align with ethical principles, such as social responsibility, fairness and transparency. It is a priority to help students explore and enter professions that contribute to environmental sustainability and social well-being.

3. Ethical Recruitment Practices

The University takes an active effort to collaborate with employers who share ethical and sustainability values as part of our due diligence and to ensure that job and internship postings promoted by the University align with ethical and sustainability standards.

The University has started to highlight the importance of, and professional opportunity provided by an increasing number of 'Green Jobs' across different industries, in the graduate and employment market. This is positioned as an industry of choice as part of our commitment to the United Nations Sustainability Development Goals (UN-SDGs).

For example, there are designated Careers Fairs for Green Jobs each academic year and a number of Sustainable 'business challenges' and 'employability modules' including the Hospital of North Staffordshire sustainability campaign poster competition and the Enterprise-Mobility's sustainable Car-Club challenge.

4. Education and Awareness

The University continues to embed ethics and sustainability as a core theme in the curriculum, whereby at each study level students have space to reflect and explore this theme as part of their subject.

In L3 developing awareness of UN-SDGs, in L4 developing knowledge and further understanding, in L5 developing the skills (e.g. communication, navigation) to respond to UN SDGs to discipline content, in L6 progressing to analysis and evaluation on UN SDGs context.

and in L7 and L8 becoming solution focussed and testing and evaluating implementation of UN SDGs.

The University is committed to organising events, workshops, and seminars on ethical and sustainable career options, like the Career Fair dedicated to Green Jobs and employer-led business challenges among others.

The University is committed to harnessing future-facing pedagogies that enable students to apply their discipline knowledge to real-world issues, effect change through interdisciplinary learning and build confidence to communicate their contribution.

5. Career Development Services

The provision of career counselling services emphasises ethical and sustainability considerations. It provides students and graduates with access to resources that help them explore ethical and sustainable careers e.g. Careers Portal and the EDGE Award.

6. Partnerships and Networking

The University's employer partnerships aim to focus on ethical and sustainable organisations to create internships and job opportunities in alignment with the principles of this policy and the University's strategy.

This includes interactions with the University's alumni network which aim to connect students with professionals in ethical and sustainable industries.

The University strongly supports collaboration with employers and organisations who are aligned with the United Nations Sustainable Development Goals (UN SDGs) values and principles <https://sdgs.un.org/goals> which are also supported and embedded in Academic Strategy and our innovative curriculum.

7. Measuring Impact

The University is committed to set KPIs to measure the effectiveness of this policy in guiding students towards ethical and sustainable careers as well as to establish mechanisms for students and alumni to provide feedback on their experiences.

8. Compliance with Laws and Regulations

The University is committed to complying with all applicable laws and regulations related to career guidance and recruitment and with the guidance on impartiality and freedom of speech of the Association of Graduate Careers Advisory Service Professionals (AGCAS)*.

9. Review and Updates

This policy will be reviewed periodically and updated as needed to align with evolving ethical and sustainability practices.

10. Communication and Training

The University will continue to communicate the policy to students, staff, faculty and employers. It will form part of the Sustainability training currently offered by the University to all staff including Careers Advisors and relevant teams to stay updated on ethical and sustainability career trends.

11. Conclusion

The University is commitment to ethical and sustainable careers for the betterment of people and the planet and it encourages active participation from all stakeholders in achieving these goals.

**Note on the principle of impartiality and freedom of speech informed by AGCAS (Association of Graduate Careers Advisory Service Professionals)*

Impartiality is core to careers education, information, advice and guidance. HE careers professionals support students to make well informed decisions about their career and to align their career plans with their values and ethics. As a profession, impartiality is core and written into the AGCAS code of ethics. All Careers Services encourage students and graduates to investigate whether future employers match their own values.

Document updated and approved by the University of Staffordshire, Legal Department (Monica Bhakri Monica.Bhakri@staffs.ac.uk) on 21 January 2025.