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**Corporate Social Responsibility Statement**

Introduction

The commitment of the College to corporate social responsibility is reflected in its vision of “*Inspiring Futures, Realising Dreams”* and which will be achieved by attaining its strategic goals:

* Becoming the most exciting college in the region, providing an inspirational environment for students and securing outstanding outcomes for all.
* Delivering the right skills for individuals and employers, supporting strong and sustainable economic growth.
* Maintaining excellent financial strength and investing in learning.
* Operating a well-run organisation with excellent leadership and efficient systems, and becoming the best place to work.

We recognise that the principles of corporate social responsibility are integral to our strategic goals and we are therefore committed to the activities set out in this policy statement.

Students

We will ensure that our students are taught the values of social responsibility through our tutorial and world of work programmes and that these are measured through our annual student survey.

Engaging our Stakeholders

We will respect the interests of all of our stakeholders, recognising that the College is an important part of the local communities that it serves through its colleges. We will actively consult our stakeholders, and be open and transparent when undertaking such consultation, and we will seek to harness the knowledge and skills of stakeholders to secure outstanding outcomes for our learners.

We will seek to ensure that the College is integral to the economic development of the communities that it serves by working closely with the Local Economic Partnerships and employers, and by providing high quality training and education to meet the needs of the business community.

Sustainable Development

We will take reasonable and affordable steps to manage our operations in order to minimise environmental impact.

More specifically we will:

* Ensure that refurbishment and development plans use sustainable energy technologies
* Minimise energy wastage through automated means, (for example motion detection lighting) and through manual checks and reminders (for example, turning off electrical equipment when not required.)
* Minimise waste transport costs through on site compacting and recycling wherever reasonably practicable.
* Encourage staff to use green transport including by offering “the Ride to Work Scheme“ as part of the package of staff incentives.
* Require our catering franchises to use packaging and utensils that are either re-usable or recyclable.

Community Benefit

We will follow up our investment in Harborne Academy by continuing to provide support, guidance and direction as its Sponsor.

Staff

We will treat our staff with respect and dignity, actively encourage diversity within the workforce and ensure that our equality and safety policies are adhered to.

We will reward our staff fairly and recognise excellence.

We will ensure that our staff are kept informed on key issues and we will provide different mechanisms to encourage their opinions.

Business Ethics

We will conduct our business relationships with integrity and courtesy and honour our commercial commitments, and we will ensure that our procurement arrangements are transparent and fair.

We will observe the seven principles in public life (the Nolan principles) in all that we do:

* Selflessness
* Integrity
* Objectivity
* Accountability
* Openness
* Honesty
* Leadership