



Corporate Social Responsibility Policy

1. Introduction

Corporate Social Responsibility (CSR) is the concept whereby WiEducate integrates social and environmental concerns into their business operations and into their interaction with their stakeholders on a voluntary basis. WiEducate is committed to adopting best practice in this area.

CSR developed in the private sector where companies recognised that, as well as making a return for their shareholders, they could at the same time contribute to social and environmental objectives. Public bodies are in a different position than companies and, in developing policies, are expected to take into account the possible impact on society and the environment. A recent European Union paper stated 'Corporate social responsibility has important implications.... for public authorities, who should take them into account in determining their own actions'.

WiEducate is fully committed to the principle of CSR and intends that CSR should become embedded, where appropriate, into its policies and practices, to the benefit of staff, people we support, as well as the wider community.

WiEducate aims to be recognised as an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. It is committed to the following core values in all aspects of its work, including the fulfilment of its social responsibility:

- Clear direction and strong leadership
- Customer focus
- Respect for people
- Open communication
- Working to deliver best value
- Openness and transparency
- Equality
- Probity
- Development of positive working relationships with others
- Commitment to the highest ethical standards of service
- Valuing and harnessing the diversity of WiEducate staff

2. CSR Strategies

WiEducate will seek to achieve corporate and social objectives by focusing on five strategic areas:

- Equal Opportunities - maintaining and promoting our commitment to the fulfilment of and on the promotion of equal opportunities.
- Good Relations – WiEducate has developed and maintained good relations with other providers and professionals.
- Workplace – addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance and health & well-being initiatives.



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- Community Impact – encouraging and assisting staff to greater involvement in team/individual projects in support of the wider community.
- Environment – further developing environmental management practices that minimise waste and maximise efficiencies.

3. Guiding Principles

WiEducate recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include people we support, employees, the community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback, complaints and compliments that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our policies, strategies, targets and performance to our stakeholders in our continual commitment to sustainable development.
- WiEducate will, where reasonable, make the necessary resources available to realise our corporate responsibilities. The responsibility for delivery lies with all employees.

4. Partnership Focus

- We shall strive to improve our environmental performance through implementation of sustainable development and environmental policies.
- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We will record and resolve complaints in accordance
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continued development.
- We shall provide safeguards to ensure that all employees and people we support are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.



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- Contracts will clearly set out the agreed terms, conditions and the basis of our relationship.

5. Reporting

CSR activity undertaken by WiEducate staff will be reported to the Directors on a regular (at least annual) basis. In addition, CSR activity will be publicised both through the internal newsletter.

