



UNIVERSITY OF
LEICESTER

UN Global Compact

Communication on Engagement

General Period covered: From: March, 2018 To: February, 2019

Statement of continued support by the Vice Chancellor (25th March 2019)

To our stakeholders:

I am pleased to confirm that the University of Leicester reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to share this information with our stakeholders using our primary channels of communication.

Professor Paul Boyle

A blue ink handwritten signature, appearing to be 'Paul Boyle', written over a horizontal line.

The SDGs at Leicester: Impacting the Global Goals by DEGREES

Developing education for good with research excellence and engagement

At the heart of the UK, Leicester is a leading university committed to international excellence, world-changing research and high-quality, inspirational teaching. Celebrating diversity among our staff and students; widening participation in higher education; engaging with local, national and international communities - all of these are part of what we do and who we are.

The University of Leicester is proud to be one of just a handful of UK universities working alongside more than 9,500 companies and institutions across 160 countries putting the principles of the UN Global Compact into action to make our strategies and operations more sustainable.

We are committed to embracing, supporting and enacting within our sphere of influence the UN Global Compact's core values in the areas of human rights, labour standards, the environment and anti-corruption.

Through our research and educational resources, through helping to increase understanding and awareness of responsible citizenship, and contributing towards shaping the business leaders of the future we're helping the UN Global Compact deliver its core aims.

Our work to support the UN Global Compact includes:

- Developing and sharing rigorous methodology to measure our [academic contribution to the UN SDGs](#)
- Leading the Anthropocene Working Group of the International Commission on Stratigraphy, the body that is considering the Anthropocene as a potential addition to the Geological Time Scale
- Providing a free globally available [massive open online course on sustainable development](#)
- Becoming a founder member of [ElectronicsWatch](#), which monitors adherence to workers' rights legislation throughout IT hardware supply chains
- Chairing the DEFRA Air Quality Expert Group
- Being one of 10 Universities to take part in the UN [10x10x10 IMPACT Champions](#) movement, specifically [HeForShe](#), with the aim of engaging and encouraging men and boys to take action against the gender inequality which women across the world face.

SUSTAINABLE DEVELOPMENT GOALS



Human Rights Principles

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses

Assessment, Policy and Goals

The University of Leicester is strictly concerned about Human Rights, there is no room for discrimination under any condition.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships. We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our HR policies and procedures reflect UK employment law.

The Policies and regulations of the University support human rights:

- Equalities, Diversity & Inclusion:
 - Dignity at work policy
 - Reasonable adjustment guide
- Modern slavery
- Sustainable Procurement
- Widening & Participation
- Child Protection Policy
- Health & Safety

Implementation

- Health & safety Committee
 - Training
- Access & Participation Plan
 - Member of the REACH Partnership
 - Founder Member of the East Midlands Widening Participation Research and Evaluation Partnership
- Socially responsible employer
- Free legal advice clinic

Measurement of Outcomes

- Equalities monitoring
- Pay scale gender equity

Labour Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour;

and **Principle 6:** the elimination of discrimination in respect of employment and occupation

Assessment, Policy and Goals

“‘Discovering People’ is the part of the strategic plan which ensures that the University of Leicester is a great place to work, a place in which people are encouraged and supported to flourish.”

Human Resources policies include:

- [Dignity at Work Code of Practice](#)
- [The Equality Act](#)
- [Maternity, paternity, adoption & childcare](#)
- Gender Transitioning Guide
- Staff Health & Wellbeing

The current [Procurement Strategy \(2017-20\)](#) hooks onto the University’s Strategic Plan ‘indicator of success’, that,

“Our University is known for taking social responsibility seriously and making a significant contribution to our local and regional communities and partners.”

- [Sustainable Procurement Guidance](#)

Implementation

- University Equality, Diversity & Inclusion Committee
 - [BAME Staff Forum](#)
 - [Carer & Parent Network](#)
 - [Disability Staff Forum](#)
 - [LGBT+ Staff Forum](#)
 - [Women’s Forum](#)
- [Gender equality activities](#)
- [Socially responsible employer](#)
 - [Trades Union recognition](#)
 - [Electronics watch](#)
- [Fairtrade](#)
- [Netpositive Engagement Tool](#)
- [HeforShe member](#)
- [AccessAbility Centre](#)
- [Staff Health & Wellbeing](#)
- [Chaplaincy](#)
- [Mandatory staff training](#)
 - Equality, diversity & inclusion
 - Challenging unconscious bias
- [Internships](#)
- [Student employment opportunities](#)

Measurement of Outcomes

- [Equalities monitoring](#)
- [Staff & student equality data](#)
- [Athena swan](#) – Silver award
- [Disability Confident Employer](#)
- [Race Equality Charter](#)
- [Stonewall](#) – top 100 employer in Stonewall’s Workplace Equality Index

Environmental Principles

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility;

and **Principle 9:** encourage the development and diffusion of environmentally friendly technologies

Assessment, Policy and Goals

“The University of Leicester will continue to embed environmental sustainability within Estates operations, to reduce carbon emissions and to encourage and facilitate staff, students and visitors to do the same.”

- [Environmental Sustainability Policy](#)
- [Biodiversity Policy](#)
- [Sustainable construction Policy](#)
- [Sustainable Food Policy](#)
- [Ethical Investment Policy](#)
- [Waste Management Policy](#)

Implementation

- Overseen by the [Environmental Management Working Group](#)
- [Carbon Management Plan](#)
- [Biodiversity Action Plan](#)
- [Sustainable Procurement Guidance](#)
- [Travel Plan](#)

Measurement of outcomes

- [Annual Sustainability report](#)
- Travel Plan report
- [Carbon & Energy reporting](#)
- Carbon saver standard – awarded triple gold in 2018

Anti-Corruption Principles

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Assessment, Policy and Goals

“The University of Leicester:

- **is committed to carrying out its academic and business activities in an honest, open and ethical manner; and**
- **is committed to observing the provisions of the Bribery Act 2010, in respect of its conduct both in the UK and internationally.**
- **will have zero tolerance to any aspect of bribery and corruption both within the University and in respect of any third parties with whom we have dealings.”**

Examples

- Finance policies
 - Financial Regulations
 - Whistleblowing
 - Prevention of procurement fraud

Implementation

- Compulsory staff training
 - Fraud awareness
- Global legal compliance checking software used ahead of awarding a contract to the preferred supplier

Measurement of outcomes

- Staff training completion (now within Personal Development Discussion documentation)