

United Nations Global Compact Communication on Engagement 2016



United Nations
Global Compact

Our values are right at the heart of this institution



Introduction from the Vice-Chancellor



The University of Winchester is delighted to submit this Communication on Progress for the United Nations Global Compact (UNGC). As a university we are proud that our values of freedom, justice, truth, human rights and collective effort for the public good are at the heart of our institutional mission.

We are pleased to be able to demonstrate a whole array of activity right across our institution, inspired by the dedication and passion of our staff and students to making the world a better place, and a clear commitment to principles in the UNGC.

In keeping with the principles which underpin the UNGC, we offer evidence of the exceptional work we have done to promote staff and student wellbeing, university sustainability, our work on Reconciliation and Peace Studies, the Chaplaincy and wider religious provision, commitment to diversity, volunteering, international activity and engagement and our wider Corporate Social Responsibility work. This report draws upon the sector leading activity in each of these areas of our work, as clear evidence of our ongoing commitment and active commitment to the UNGC.

The University of Winchester is a successful institution which is world-leading in values-driven higher education. Our values underpin all that we do – our

teaching and learning, our research, and our flourishing partnerships which are increasingly global in reach. At the heart of our strategy we explore sustainability – both for our University and for our planet. As a university we have reflected on issues such as climate change, population growth and poverty and ask ourselves these questions:

- what are our responsibilities, given our focus on values-driven higher education?
- How can we maximise the benefits of our research for the common good?
- How well are we equipping our students to contribute to society and the economy?

Our approach is rooted in compassion – manifested in our commitment to a university community where all individuals matter, where wellbeing is paramount and pastoral care is of the highest quality, where we are driven by our pursuit of social justice and the common good, and where people, the

planet, and all living things are held in the highest regard.

Our students are right at the heart of this institution: we treasure them all and will work in partnership with them, ever more creatively, in shaping their education and their future. We are an institution with a long history of equipping students for the professions and for public service. Our graduates leave us with the knowledge, skills, experience and drive to succeed as leaders in whichever profession, field or business they choose to enter. But more than that, their time at university will have given them the opportunity to challenge themselves, think critically, and engage with the biggest questions facing humanity. We believe that creative and critical thinkers are essential to any free society. It is our ambition to nurture graduates who will become the conscience of their communities by allowing them to grow in knowledge tempered by humility resulting in wisdom. Our graduates will leave Winchester with a justified

confidence in their own abilities and the strength to stand up for what they believe to be true.

How do we to achieve this ambition?

We work tirelessly to expand student opportunities to take part in volunteering, to develop entrepreneurship, to travel internationally, to engage in research, and in interdisciplinary study through our new Institute for Values Studies. Our approach is distinctive throughout the student's journey at Winchester. Our induction, our curriculum, our provision of teaching and learning, and even our relationship with students before they arrive and after they graduate will all support and challenge our students to grow as creative and critical thinkers.



*Professor Joy Carter DL,
Vice-Chancellor*



Executive Summary

This report outlines a range of activity from right across the University which demonstrate our commitment to the principles in the United Nations Global Compact.

We have identified a number of areas which demonstrate how we are living out the UNGC principles:

- Staff and student wellbeing
- University sustainability
- Responsible Management Education
- Reconciliation and Peace studies
- Chaplaincy and wider religious activity
- Diversity
- Volunteering
- International activity and engagement
- Ethical investment

We are able to demonstrate a globally leading approach to each of these areas of the University's work.

The University of Winchester story



We exist to make a difference and create opportunities for people, communities and the world around us.

We have been delivering transformational higher education for 175 years. Our mission continues to be to educate, advance knowledge and serve the common good.

We are committed to freedom, justice, truth, human rights and collective effort for the common good.

We are focused on responding to the problems facing humankind. We prepare our students to make a difference and our research is focused on making the world a better, safer place.

All of this is because we value intellectual freedom, social justice, diversity, spirituality, individuals and creativity.

Intellectual freedom

Our primary aim is to develop and nurture values-driven people capable of critical thinking, committed to changing the world for the better and enthused with a life-long love of wisdom and learning.

We believe that research and knowledge exchange are essential activities in a

university, underpinning all its teaching, and thus we expect all our full-time staff to be engaged in such activity producing measurable outputs. We also take delight in involving our students in research projects through our research apprenticeship scheme.

Social justice

Our aim is to realise social justice by offering people the means to succeed and supporting improved quality of life in the UK and abroad through our research and innovation. From our Christian foundation we have concern for those who are oppressed, marginalised or disadvantaged. We have always been committed to widening participation in higher education.

Diversity

We strive to be an institution that is radically hospitable to people and to ideas. We welcome students and staff from over seventy different countries. We are proud to be hospitable to students and staff with disabilities and aim to become world-leading providers of training for support for students with dyslexia. We are a Stonewall Diversity

Champion and hold the Bronze award from the Gender Equality Unit.

Spirituality

We cherish our Christian foundation which underpins and sustains the life of our institution. In a world in which faith is often represented as anti-intellectual, exclusive and judgemental, we seek to model faith which is reflective, self-critical and hospitable to people of all faiths and none.

Individuals matter

The well-being of our staff and students is a key priority. We strive to ensure that everybody experiences how they matter as individuals and has the opportunity to thrive and to flourish. The development and satisfaction of staff is important to us. We value our students' views.

Creativity

We are an engine room of creativity and productivity for Hampshire and beyond. We recognise that creativity is essential to people flourishing. We take pride in being a place of beauty that inspires awe and contemplation.

Staff and student wellbeing



The University has a range of initiatives to support staff and student well-being, which demonstrate our commitment to building a strong community across the University.

- The provision of a wide range of Student Services to ensure students have access to a range of support and to ensure we have comprehensive pastoral support for staff and students.
- A commitment to and activity to support for Dignity at Work for staff across the University.
- Foundation Music which is an extra-curricular programme involving students, staff, and the wider community to allow partnerships to flourish across the University, but also to support the wellbeing of staff and students through music.
- Radical Hospitality, an initiative that invites anyone from across the University to join together, meet, network and eat a free lunch together on a number of occasions throughout the academic year.
- Pets as Therapy come onto campus to provide an opportunity for students to relax, particularly at critical periods of the academic calendar including assessment

deadlines and examinations periods.

- The provision of a University gym, fitness and wellbeing classes to support both physical and mental wellbeing of those at the University.
- We also provide free counselling and advice to all staff as a commitment to provide an environment which allows all those in our community to thrive.

Student Mentoring Schemes

The Study Skills Service at The University of Winchester currently co-ordinate two study skills student mentoring schemes:

- the SMART Buddy scheme for home, EU and PGCE students
- the SMART Companion scheme for international (non-EU) students.

The schemes utilise the skills and experience of our second and third year students, and feed back has reflected benefits for both mentors and mentees.

SMART Buddies (Study Skills Mentors)

Our SMART Buddies have been specially selected and trained to guide students in the transition to academic life. They meet with their mentees every week to discuss study skills such as reading, referencing and preparation for assignments, working together to develop a work study routine and techniques to meet the challenges of higher education. Through their own experience and training, mentors aim to help mentees reach their potential and enjoy an enriched university experience. 17 SMART Buddies were recruited for the 2015-16 academic year and 87 students have already been allocated to a Buddy since the start of September 2015.

SMART Companions (Study Skills Mentors for International Students)

Our SMART Companions have been specially selected and trained to guide international students towards an enjoyable and rewarding University of Winchester study experience. They meet with their international students

each week to share tips and advice regarding how to meet new people and join university activities, develop written and spoken English and enhance their academic skills. The scheme offers international students the opportunity to benefit from a regular contact to help in the transition to UK higher education. 15 SMART Companions were recruited for the 2015-16 academic year and 48 students have been allocated to Companions since the start of September 2015. This exceeds the total number of students who took part in the scheme last academic year.

Disability Support - Accessible and Inclusive Learning

The University values individuals and strives to ensure that each individual can access learning regardless of situation. The University has a high percentage of students receiving Disabled Students' Allowance (DSA) – 13.5% of student body – with more requiring support but not being eligible for DSA. As a result of this, and the desire to be as inclusive as possible, the University has developed an Accessible and Inclusive Learning policy. This aims to make learning more accessible resulting in fewer individuals requiring bespoke, tailored support as

the learning environment will be flexible enough to already meet their needs. The University is supporting this policy with a new Inclusive Support Co-ordinator post; this role provides advice and guidance to staff as they seek to make their teaching increasingly inclusive.



Student Listeners

The Student Listeners project was launched this year in recognition of the role students might play in supporting and encouraging one another on a day-to-day basis during their time at university.

Student Listeners are available to talk with students informally about anything that is concerning them.

All student listeners have been carefully selected and trained. Their training enables them to listen effectively, communicate sensitively, maintain confidentiality, respect boundaries and recognise when and how to encourage referral to professional support services.

The student listeners receive fortnightly on-going support and supervision from

the University Counselling Service this enables them to consolidate their training, develop skills and to ensure that they are not over-committed.

The project is managed by the Student Union and supported by the Counselling Service.



Foundation Music

All Foundation Music (FM) activities are extra-curricular, voluntary and inclusive. As well as offering audition and fee free membership to 7 choirs, 11 instrumental ensembles, tuition, careers and skills development events, and leadership opportunities, FM offers a host of opportunities for students to engage with communities outside the University.

As part of our annual programme, we offer at least 2 events which engage with the interfaith communities of Hampshire.

Space for Peace (brainchild of Professor June Boyce-Tillman) has been running for 6 years and has become a flagship event for interfaith dialogue and

companionship for Winchester residents and those from further afield.

As well as encouraging interfaith communities to work together for peace through music, we engage with a large variety of schools from the area in most of our community events. For each of our interfaith and youth driven events, we recruit a group of student volunteers to be 'Choir Companions'. These volunteers provide guidance and support to a particular group or individual throughout the event and are the linchpins holding the logistics of these large scale events together. The students gain valuable experience in music making, events management, community outreach, working with children and elders, minority groups

We encourage all of our members to try something new whilst they are here. Whether that be trying a new instrument or genre of music, having a go at conducting, managing or coordinating an ensemble or event, or helping out at one of our more challenging large scale projects, the emphasis of all FM work is to bring people together, promote wellbeing, elevate the profile of the University within the wider community and present quality, accessible music.



University sustainability

The University Sustainable Development Policy commits to:

- Increase awareness of environmentally sustainable development within the University and externally, including through collaboration with the local and regional communities.
- Create and maintain an institutional culture of sustainability.
- Practice institutional environmental sustainability, operating in ways that maximise social and economic benefit while minimising adverse impacts on the local and wider communities.
- Develop curriculum content for all students which develops environmentally sound, socially just and economically viable concepts of sustainable development.
- Support and encourage interdisciplinary research on sustainability.
- Invest in staff development, value stakeholder involvement and promote social inclusion and equity.
- Work with schools to help them

practice, teach and promote sustainable development.

- Work in co-operation with local, regional, national and international organisations to help promote a sustainable future.

Hallmarks of our commitment to sustainability include:

- We have the 6th highest reduction in carbon emissions intensity (per m²) in the UK higher education sector.
- We use 100% recycled paper.
- We have a huge range of discounts and initiatives for green travel such as free loans for staff for train travel and bicycles.
- In 2013, the University was awarded the Winchester City Council Carbon Smart Business of the Year Award at the Winchester Business Excellence Awards. We were the first and only organisation to achieve gold certification in Winchester in 2013, and have retained it in 2014 and 2015.
- We host and support Winchester Action on Climate Change and our Vice-Chancellor is their

Patron.

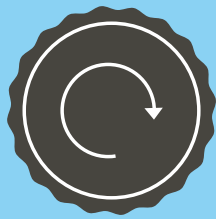
- We are committed to meeting BREEAM excellent standards for all our building projects.

The University is a member of the Carbon Trust's Higher Education Carbon Management programme and a number of initiatives are in place across the campus in an effort to cut our Carbon footprint. The University has the 6th highest reduction in carbon dioxide emissions per square meter in the UK higher education sector, and has committed to reduce carbon dioxide emissions per square meter by 30% below the 2006 levels by 2016.

Our environmental strategy is publicly available and reported on at a senior level within the University on an annual basis:

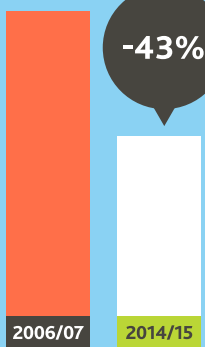
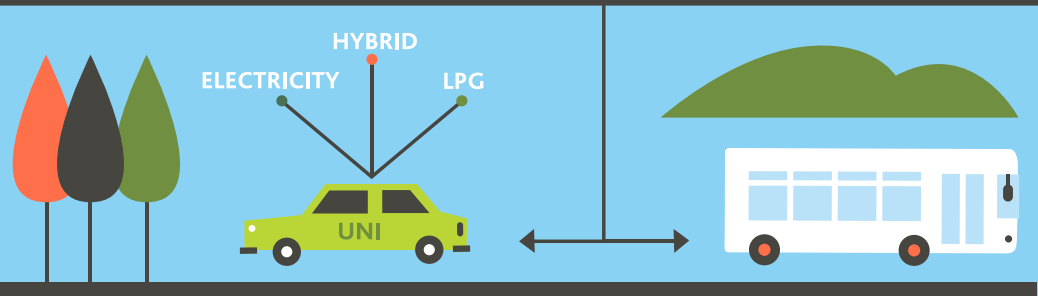
[www.winchester.ac.uk/
Freedomofinformation/
Publicdocuments/Documents/
Environment%20Strategy.pdf](http://www.winchester.ac.uk/Freedomofinformation/Publicdocuments/Documents/Environment%20Strategy.pdf)

The University has also committed to an ethical investment policy which is publicly available:



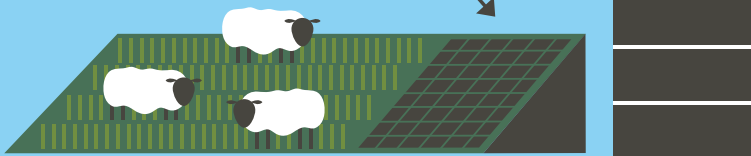
**70% OF WASTE IS RECYCLED
REST SENT TO
ENERGY RECOVERY**

WE PROMOTE GREEN TRAVEL AND ARE SUPPORTERS OF WINCHESTER PARK AND RIDE



REDUCING CARBON EMISSIONS

**ENOUGH
ELECTRICITY
TO POWER
20 AVERAGE
UK HOMES**



OUR LIVING ROOFS HELP TO CREATE LOCAL WILDLIFE HABITATS



ORGANIC EGGS



FREE RANGE CHICKEN



FREE RANGE PORK

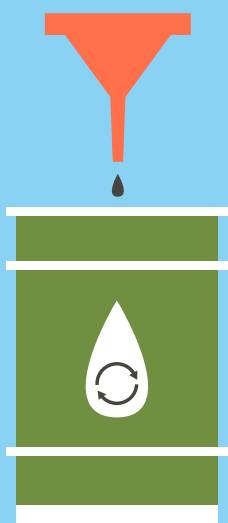


ORGANIC BEEFBURGERS

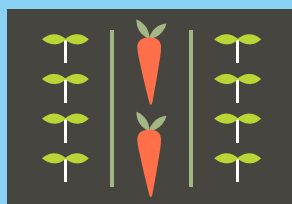


SUSTAINABLE FISH

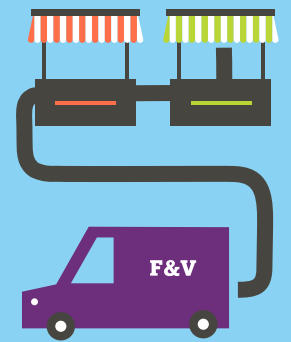
**WASTE COOKING
OIL IS TURNED
INTO BIODIESEL**



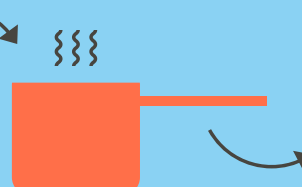
UNIVERSITY ALLOTMENT



FRESH



REDUCING FOOD MILES



**OUR DISHES ARE CREATED USING FRESH, SEASONAL AND ETHICAL PRODUCE,
WITH INGREDIENTS SOURCED FROM LOCAL AND REGIONAL SUPPLIERS**

[www.winchester.ac.uk/
Freedomofinformation/
Publicdocuments/Documents/
Statement%20of%20Ethical%20
Investment%20Policy.pdf](http://www.winchester.ac.uk/Freedomofinformation/Publicdocuments/Documents/Statement%20of%20Ethical%20Investment%20Policy.pdf)

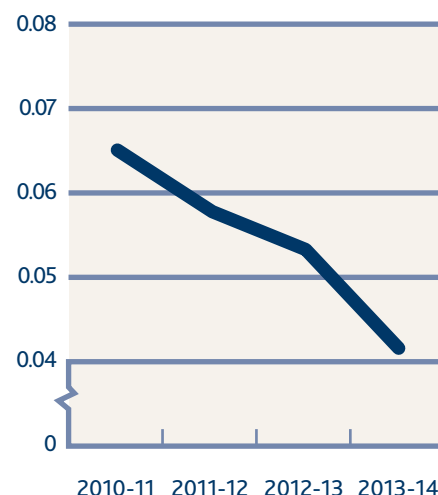
The University also has a publicly available Carbon Management programme which meets the Carbon Trust and Capital Investment Framework requirements:

[www.winchester.ac.uk/
Freedomofinformation/
Publicdocuments/Documents/
Carbon%20Management%20Plan.doc](http://www.winchester.ac.uk/Freedomofinformation/Publicdocuments/Documents/Carbon%20Management%20Plan.doc)

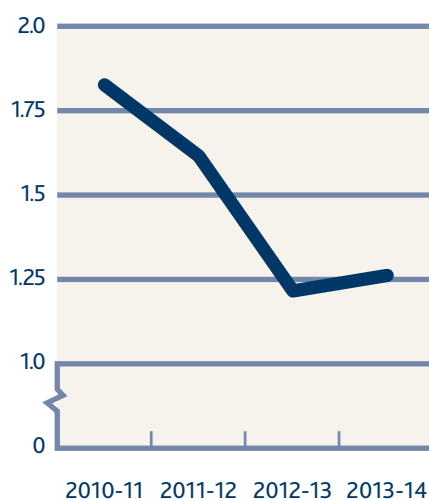
And to complement our environmental work, we have SMART targets to reduce our environmental impact across the following areas:

- Transport
- Biodiversity
- Community Involvement
- Construction and refurbishment
- Emissions and discharges
- Sustainable procurement
- Waste
- Water

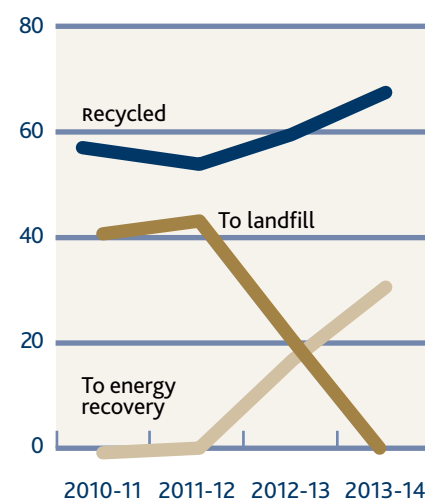
Scope 1 and 2 emissions (tCO₂ per m²)



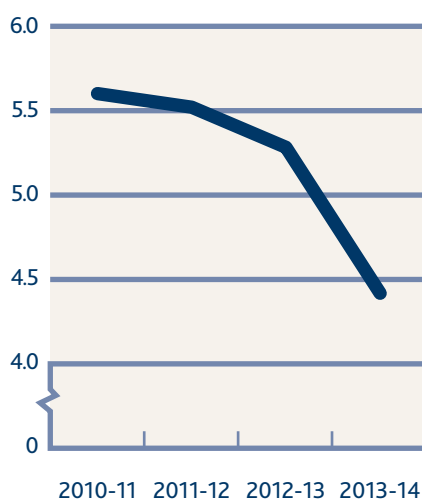
Water consumption (m³ per m² of estate)



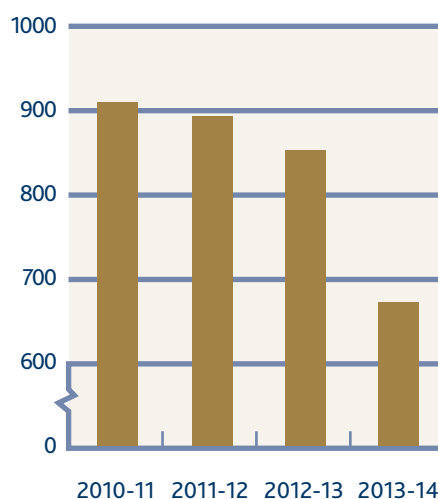
Waste (% of which)



Paper consumption (sheets, million)



Paper consumption (sheets, per FTE)





The Business School

Whilst business and management have been part of the University curriculum for some time, Winchester Business School was established around the time that the Global Compact Principles for Responsible Management (PRME) was launched and is proud to have been amongst the early signatories to the Principles. Thus, from the formation of the Business School, PRME has played a central role in helping to shape our strategies relating to teaching, research and external engagement. In 2012, Winchester Business School established The Hoare Centre for Responsible Management that aims to bring together the private, public and civil society sectors, in order to develop a community of practice, dedicated to the creation of a more equitable and sustainable economy and society through the following activities; developing responsible leaders, conducting practical research, building a responsible management community. Winchester Business School is proud to have played a leading role in the development of the PRME Regional Chapter - UK & Ireland and in assuming the Secretariat for the Chapter, playing host to the Chapter's first Conference and in being home to the Founding and Current Chapter Chairs.

Responsible Management Education

At Winchester, the fact that the Principles align so closely to the values and mission of the University that makes our commitment such a central part of the vision of the Business School. In 2014, a 'Sharing Information on Progress' (SIP) report was submitted to PRME and this can be viewed at www.unprme.org. A recent restructuring of the Business School has also established a Global Issues and Responsible Management Department and as we shape out future we look forward to being part of the continuing development of PRME, locally and globally.



In January 2016, Winchester was invited to be a PRME Champion School (similar to a LEAD Global Compact Company). The mission of the PRME Champions group is to contribute to thought and action leadership on responsible management education in the context of the United Nations sustainable development agenda. Winchester is ready for the challenge and the responsibility this brings.

Catering

The University of Winchester is a Fairtrade university. We are committed to animal welfare and uses free range eggs, chicken and pork in all of its dishes. The University has won awards in recognition of its sustainable catering activities including various Compassion in World Farming (CIWF) awards; Good Egg, Good Chicken and Good Dairy, and three 'Gold' stars with the Sustainable Restaurant Association (first in the UK HE sector). The Soil Association, Food for Life Catering Mark has awarded us 1 Gold, 2 Silver and 6 Bronze awards.

The University's Catering Department aims to provide a healthy sustainable lifestyle, whilst maintaining customer service and value for money. It caters for students, staff and for the general public as part of its conferencing services.

On offer is a range of hot and cold food made using fresh ingredients from local suppliers. Food and beverages are prepared and served by well trained, customer focused staff and we provide a quality service and a great environment.

Reconciliation and Peace studies



Winchester Centre of Religions for Reconciliation and Peace

The Winchester Centre of Religions for Reconciliation and Peace, based at the University of Winchester, is helping to create a free, just and peaceful world by fostering peace and reconciliation. It aims to do this by sharing excellence in knowledge, understanding, skills, relationships, and best practice in reconciliation and peace, with people of all religions and none. It is led by Dr Mark Owen.

Interest in the Centre continues to grow rapidly nationally and internationally. We have worked with, and offered support and help to, religious groups and organisations, academics, NGOs, policy makers, and peace-builders from a wide range of countries including Nepal, Myanmar, Bangladesh, Thailand, Syria, as well as the UK.

Research and Knowledge Exchange

With a view to the strategic development of the Centre, and in order to build on the success of the last Research Excellence Framework result, the Centre has identified several principle areas of research focus.

Its work on the post-conflict peace-building process in Nepal continues to be an important project for the Centre, but since the April 2015 earthquake the focus for religious and community leaders in Nepal has shifted from peace-building to disaster recovery.

The centre continues to liaise with key partners in the development and implementation of the 'Religious Peacebuilding Assessment Framework'; a method being devised by the Centre which can be used to assess the potential of religious peacebuilding in any given conflict or context. This strand of research has the potential for significant impact and remains a primary focus of research for the Centre.

Partially as a result of the Centre's success in Nepal, Dr Owen was invited to visit Myanmar in November, and subsequently the Centre has been asked by two peacebuilding organisations to undertake a piece of work to identify the religious dimensions of conflict in Rakhine, Myitkyina and Mithila states. This work will feed directly into the Monitoring and Evaluation of interfaith peacebuilding projects in the areas. Drs Owen and King will return to Myanmar in January to undertake this research.

Professor Simon Keyes is in the early stages of developing a proposal for the establishment of a new 'Centre for the Study and Practice of Reconciliation in the Middle East' with staff at the University of Damascus. Several students from the Middle East are currently pursuing their studies on the WCRRP's MA Reconciliation and Peace-building Programme, including two from Syria. Working with suitably qualified students from areas of conflict is a key part of the process of laying the foundations for the establishment of a centre of Reconciliation in the Middle East in the long-term.

The highly influential European Council of Religious Leaders has confirmed that they wish the Centre to act as a research and strategy arm for the organisation. The Centre has recently written and submitted a briefing paper on the European migration situation, and are working with ECRL to develop projects to respond to the challenges that mass migration inevitably brings, in particularly around the issue of 'Freedom of Religion'.

In parallel with these core research areas the Centre is undertaking a number of additional tasks and projects.



A proposal for a new 'Listening Space' at the University has been drawn up. The Listening Place will be an innovative, small-scale meeting space which provides an unusual liminal environment for experimental dialogue, inter-religious, group work and creative thinking projects. It will offer a new learning and research facility for staff, students and people from the local community. Activities in the Listening Place space will be underpinned by training in facilitation and dialogue processes to enable participants to explore beyond conventional patterns of discourse and thought. The space will be free from traditional meeting room associations and religious symbolism, in which people from diverse backgrounds feel welcome and at ease.

On behalf of the University the WCRRP is facilitating the University's partnership with the 'Peace Jam Foundation'. In March 2015 we welcomed our first Nobel Laureate Professor Jody Williams, Chair of Peace and Social Justice, University of Houston, to the University, and we are delighted to be welcoming Rigoberta Menchú Tum to the University 11th-13th March 2016. Rigoberta was awarded the Nobel Peace Prize in 1992 for her work as a peaceful advocate of

indigenous people's rights in Central America and for her leadership among indigenous peoples worldwide. She was also a founder member of the Nobel Women's Initiative in 2006.

The Centre is working with SGI UK to plan and deliver a conference at the University on 'Buddhism and Conflict Transformation' in July 2016.

In consultation with Religions for Peace UK the Centre has been developing a national survey to consult Muslim communities in the UK on government approach to radicalisation and violent extremism. However with the new counter-terrorism legislation and a greater onus on Schools and Universities to implement Prevent the Centre has also just started exploring with Hampshire County Council, Prevent Officers, teachers and parent governors what the implementation of Prevent might look like in an educational context, with a view to developing resources in these areas.

Dr Owen and Professor Keyes are keen to develop a consultancy and project dimension to the Centre, to

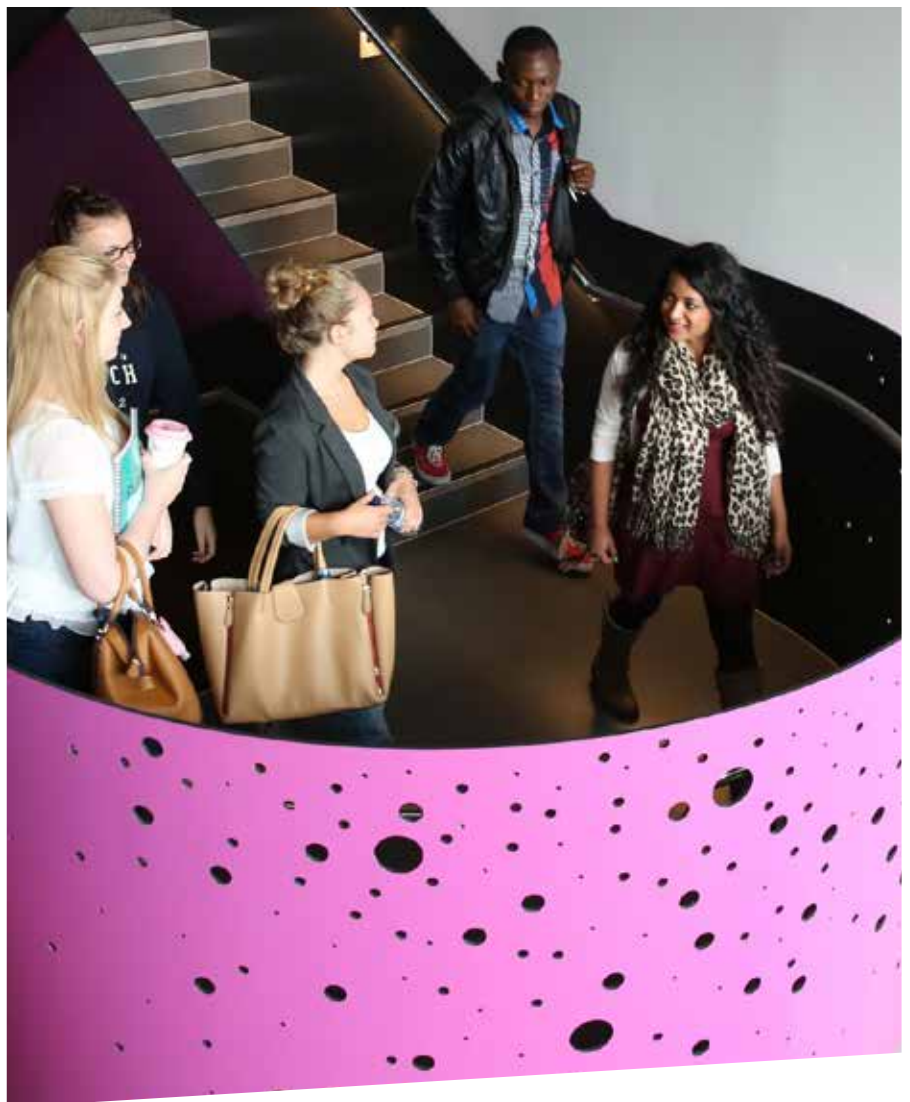
which staff would contribute and MA/ PhD students could use to participate in on-going practical and research projects. Professor Keyes has carried out several small pieces of work under the auspices of the Centre this year, and the development of this area will be a focus in the coming year.

Despite its growing international profile the Centre remains dedicated to being seen as a resource for local communities and organisations interested and active in peacebuilding and reconciliation. As one example in September 2015 the Centre hosted a successful conference at the University in partnership with South East England Faiths Forum, which explored current issues in relation to the role of religious education in schools.

The Centre's usual programme of seminars and talks continued throughout 2015, with guest speakers including Jonathan Powell on 'Talking to Terrorists', and Rabbi Natan Levy and Rev. Andrew Ashdown on Jewish/ Christian dialogue.

Learning & Teaching

Recruitment on the MA Reconciliation and Peacebuilding for 2014-15 has been very successful with current numbers at 28. In the latest intake the Centre welcomed students from South Sudan, Somalia, Syria, Nigeria, Oman, Yemen and Indonesia, as well the UK. This fascinating mix of backgrounds and experience hugely benefits all of those involved in the programme, and in turn means the programme will have a direct and tangible positive impact on those who need it most.



Chaplaincy and wider religious activity



As well as being a central hub for students to receive spiritual and pastoral care, the Chaplaincy offers a number of initiatives which are open to all students, and indeed the wider university community.

The King Alfred Award: a programme enabling students to organise themselves to explore some of the biggest questions in life: what are your most basic values? How should we live in a time of ecological crisis? What is a wise sexual ethic for today? What should I do with my life, and how can I know?

The Winchester Girls: The Chaplaincy supports eight teenage girls in Kisoro, Uganda, through their secondary education by raising the money for their school fees. We do this through regular giving at our services, and through fund-raising events which also promote awareness of the issues surrounding female education and development in Africa.

Big Questions: The Chaplaincy regularly hosts events for the whole university community to explore major issues such as the ethics of abortion or warfare, as well as specifically theological concerns such as the nature of prayer or final judgement. We also contribute to teaching across the University, liaising

with departments such as Law, Politics, Vocal and Choral Studies, Social Work and Education to look at the ethical, spiritual and religious issues raised by their work.

Inter-faith relations: The Chaplaincy offers a Muslim Prayer Room (recently refurbished) for our small number of Muslim students, and in the renovated Chapel there will be a 'Quiet Space' specially designed to give students of all faiths and none a place to be still and contemplate. We're also looking into the possibility of providing basic teaching on meditation to those of all faiths and none.

The Winchester Basics Bank: the chaplaincy operates as a co-ordinating and collecting point for donations to the Winchester Basics Bank, which provides free food and other basic essentials to families in need in the local area.

Diversity



Diversity is one of the University's values, and we are proud to be able to demonstrate an array of activity to show our commitment to this.

This section of the report outlines some of the key University initiatives in support of our commitment to diversity.

OUTlist

The University of Winchester's OUTlist consists of members of our diverse community, including students, academics, support staff and others affiliated with the University who either identify as a sexual minority or are heterosexual allies of those who do. The University is also a Stonewall Diversity Champion.

Dignity at Work

The University is committed to ensuring a working and learning environment in which the dignity of individuals is respected. To this end, the University operates a zero tolerant policy and any behaviour which undermines the dignity at work of any colleague is unacceptable.

The Dignity at Work network exists as a means of supporting staff who feel that they are experiencing unacceptable behaviours from colleagues which

negatively and disparagingly affects their sense of themselves as people and professionals. This may be in terms of workplace bullying, homophobic or sexist attitudes or behaviours or any other similar expressions of oppressive behaviour in the workplace. The network, through its Coordinator and team of volunteer Dignity Contacts drawn from across the University seeks to first and foremost offer initial advice help and support. It operates independently as an alternative means of support to the support available from the recognised trade unions and from Human Resources.

The University has a group of trained Dignity at Work Contacts, to whom a recipient of alleged harassment (or in certain circumstances the alleged perpetrator) can go and speak in complete confidence. Staff may choose to go to any one of these contacts – not necessarily the one in their own Faculty or Department. They are there to listen, and to offer help and support. Staff are encouraged to discuss the matter as early as possible with a Dignity at Work Contact. Speaking

to a Dignity at Work Contact does not invoke formal action but will assist individuals by providing support and in considering options open to them.

The University is proud to celebrate, mark and participate in Diversity Week which is organised in October, as well as Black History Month.

For the last 5 years, the University has been a Stonewall Diversity Champion which means we became part of a good practice forum in which employers can work with Stonewall and with each other on sexual orientation issues. Becoming a Champion also highlights the University's commitment to working to support lesbian, gay and bisexual staff.

Volunteering

Main highlights from our Volunteering activity in 2014/15:

- 1392 students and staff volunteered during 2014/15 - an increase of 8% on the previous year
- 331 students took the accredited volunteering module - an increase of 55% on the previous year
- We worked with 275 voluntary organisations who all advertised opportunities to students and staff during the year
- Our Employer Support Volunteering Scheme provides an important link into our local area, and opportunities for students to gain experience

Significant volunteering activity in 2014/15:

- Staff from the Faculty of Humanities and Social Sciences took place in an Employer Support Volunteering day at Abbeyfield Winchester Society (Twyford) - exterior painting + gardening project.
- Various workshops in the

- curriculum were delivered to encourage students to take part including for year one Business Management, Health Community and Social Care, and Sociology.
- At the annual Age UK Christmas meal event 16 students and 25 staff volunteered to serve Christmas lunch to elderly members of the local community
 - Trussell Trust Christmas box collection (with Chaplaincy) – 95 filled boxes were provided for the charity.
 - Introductory sessions were held for students interested in volunteering with Dementia Friends and the National Autistic Society.
 - A fashion show was organised by volunteering module students and run on campus to raise funds for National Childbirth Trust (NCT); it raised over £700 and the organisation were really pleased and keen to work with Winchester students again.
 - Wells for India – a new charity for the volunteering module – offered excellent opportunities for our students including social media, and marketing projects.
 - Stanmore Community

- Association recruited a volunteering module student to work at a large event promoting the Community and relationships within city.
- Teams of Film Production students worked on producing films for charities such as Wetwheels, Canine Partners, Citizens Advice Bureau, Ellen MacArthur Cancer charity.

Some examples of volunteering projects currently taking place (2015/16):

- Enham Trust – Fashion: Media and Marketing students are currently organising a fashion show aimed at showing disabled people that high street fashion can be wearable for them.
- Age UK – ongoing successful Psychology project using the Wii Fit to promote activity in the elderly when they visit the lunch clubs.
- Spurgeons – ongoing successful volunteering scheme for students to volunteer at Visitor's Centre welcoming and spending time

with families and children visiting the prison.

- Wessex Cancer Trust – variety of projects working towards 35th anniversary celebrations in 2016.
- Future film projects as part of the volunteering module include, Social Care in Action, The Watercress Line – Canadian Pacific restoration project supported by the National Lottery Heritage fund, Winchester Go LD, and Wessex Cancer Trust.

result of their involvement, with 86% inspired to take further action. Particular highlights include the #UpForSchool campaign delivered on campus by students passionate about international education rights, a series of 'community action' community clear-up days run in partnership with the city council, and 35 student tutors tackling local educational disadvantage through the Schools Plus programme.

Winchester Hub

Launched in partnership with the University in January 2014, the Winchester Hub, part of the national charity, Student Hubs, provides students with opportunities and support to engage meaningfully in their community. This is through student-led volunteering projects, structured incubation support for social enterprise ideas, events, campaigns and training on various social issues, and summer internship placements in the social impact sector. Last year, 100% of students who engaged with the Winchester Hub felt both more motivated and equipped to tackle social and environmental challenges as a



International activity and engagement

At the University of Winchester we are keen to encourage the internationalisation of our student population and of our curriculum and teaching.

The perspective we seek is achieved by internationalising our learning, teaching and research, by creating a welcoming environment for international students and by creating an international environment for our home students.

An international university

The University of Winchester values international agreements such as the Bologna Accords which have integrated UK higher education into the European community and so help our students to experience education in a different context and help our graduates to be more mobile in the job market.

We have academic staff from all over the world. Their different intellectual approaches, as well as the different cultures they originate from, once again enrich the diversity of the University. Our staff research has an international dimension both in terms of its scope and its quality.

We welcome international partnerships with other universities and groups such as charities and non-governmental

organisations. They bring great benefit to our teaching, learning and research.

Through our partnerships we ensure that the broadest possible base of knowledge exists in the University and that we are as aware of global perspectives as we can be. Our focus on internationalisation makes us outward-facing.

International students

The University of Winchester warmly welcomes international students from America, Europe, the Far East and elsewhere. They make a vital contribution to the diversity of the University and to the diversity of Winchester as a city. They bring fresh perspectives to bear upon issues and they show us that different points of view matter. Our intellectual environment is therefore enriched by the multiple cultures which we encompass within the community of the University. This means that studying at Winchester, whether you are an international or a home student, makes you part of a global community.

Study abroad

We are very keen to encourage our home students to take part in the study abroad opportunities which we provide in the United States, Europe, Japan and elsewhere.

Studying abroad raises the bar for students, encouraging the independence and self-reliance which employers tell us they want. It makes students distinctive and broadens personal horizons in every possible way. It also gives students first hand experience of other cultures, and in doing so makes them realise how their background and their history fits with those of other people.

At Winchester we seek ways to give more students opportunities to experience this, for instance by organising visits of a shorter duration than the traditional formats allow.

Ethical investment



The University is committed to an ethical approach to our investments. We will not knowingly invest in businesses whose activities and practices pose a risk of serious harm to individuals or groups, or whose activities are inconsistent with the University's mission and values.

This would include, inter alia, avoiding investment in firms with material links to:

- human rights abuse (eg child labour, political oppression)
- environmentally harmful activities (eg pollution, destruction of habitat)
- socially harmful activities (eg tobacco, gambling)

The University believes that recognising ethical and environmental considerations in investment decisions will enhance financial returns in the long term.

In order to give effect to its commitment to this policy the Senior Management Team will:

- review on a regular basis whether any investment is contrary to the University's mission and values
- consider representations from any group or individual that the University should not invest in, or should divest from, specific investments
- review the operation of this policy annually

Moving forward

Following the September 2015 agreement of the United Nations Global Goals for Sustainable Development (SDGs), to be achieved by 2030, it is recognised that Universities have a key role to play in achieving the SDGs through their influence on current and future leaders and communities in business and society, principally through research, education, campus and extra curricula activities and external engagement.



The University of Winchester can identify its role in relation to a number of the Global Goals, for example the SDG's on Poverty, Health & Wellbeing, Quality Education, Inequalities, Decent Work, Climate Action and Peace & Justice. In moving forward, we recognise

that the SDG Compass (published by the UN Global Compact, the World Business Council for Sustainable Development and the Global Reporting Initiative) will provide a useful guide for setting out our work and activities



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United Nations
Global Compact

This is our communication in progress
in implementing the principles of the
United Nations Global Compact and
supporting broader UN goals.

We welcome your feedback

