

# Communication on Progress (COP)

University of Portsmouth Enterprise Limited

Period Covered – 20<sup>th</sup> November 2021 to 20<sup>th</sup> November 2022

## Statement of Continued Support

20<sup>th</sup> November 2022

To our stakeholders.

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

University of Portsmouth Enterprise Limited is a wholly owned subsidiary of the University of Portsmouth and for the purposes of this report, adopts the policies, procedures and values of the University.

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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Sarah Duckering

Director

## Description of actions and outcomes

Actions taken to meet the requirements of the UN Global Compact and outcomes are described below under headings for the four prescribed areas of Human Rights, Labour, Environment and Anti-Corruption.

### Human Rights

**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.

We are focused on building an inclusive culture that makes a positive difference to the lives and experiences of our students and staff. We are determined to create a community based on dignity and respect where everyone is able to thrive and reflect our University values to be ambitious, open and responsible.

Our three objectives are:

- To build a positive, inclusive culture that inspires staff and students to realise their potential.
- To work towards fair representation and fair outcomes for our staff and student communities.
- To develop a robust understanding of our Equality, Diversity and Inclusion (EDI) data to effect sound evidence-based decision making.

Our research aims to make a difference by confronting the major issues and challenges facing the planet and society. To aid in confronting these issues we have developed five research themes to promote cross faculty collaboration and focus on areas that matter.

Our [Democratic Citizenship](#) theme focuses on two distinct areas, Global Justice and Rights and Culture and Heritage.

The Global Rights and Justice Hub is an interdisciplinary network which focuses on research into equality, diversity, gender, migration, development and human rights, rule of law and social justice. Taking an international perspective, the hub is home to leading research across the University's faculties, and recent and current projects have looked at the topics of gender, justice, citizenship, hate crime, the #MeToo movement and the ethics of fashion.

The Portsmouth Culture and Heritage Hub is a research network aiming to connect multi-disciplinary researchers from the University of Portsmouth with stakeholders in local sites of cultural and historical interest in Portsmouth and the Solent, the wider UK and internationally. Interdisciplinary streams include conflict and heritage, heritage and climate change, interpreting the past, empowering communities through culture and heritage and digital heritage.

We have a new [EDI Framework and EDI Governance Structure](#) in place to help us achieve our objectives, which includes providing a greater voice to our staff and student networks and a new steering group with more senior leadership from across the University to drive forward the changes needed. In addition, we have adopted a range of policies and practices that contribute to meeting these principles, including:

[Anti-Slavery Policy](#)

[Equality and Diversity Policy Statement](#)

[Dignity and Respect Policy Framework](#)

[Disability Guidance](#)

[Guidance on Flexible working including maternity, paternity, and adoption](#)

[Safeguarding Policy](#)

[Procurement procedures to avoid complicity in human rights abuses.](#)

The University is committed to becoming a University of Sanctuary and already as part of this work we offer a [sanctuary scholarship scheme](#) for prospective students who are seeking asylum in the UK. The University is also engaged with the City of Sanctuary initiative, a grass-roots humanitarian organisation helping local asylum seekers, refugees and migrants in Portsmouth and the surrounding areas.

Furthermore, our academic staff engage in a wide range of impactful research that specifically addresses Principles 1 and 2, which can be accessed on our [Research Portal](#) ([for example](#)) . We host a webinar series that addresses a breadth of topics with a human rights focus. [Research Futures](#) was originally set up during the global COVID pandemic, however, its popularity has led to it continuing. Topics have included:

- Agency and Inclusive Practices with Members from Ethnic Minority Communities
- Women at Work: Pathways for Dignity and Resilience
- Organizing Solidarity in Times of Disruption
- Combating gender based violence during conflict
- Cultivated Invisibility and Migrants Experiences of Homelessness
- An Introduction to Human Rights at Sea.

In the period March - Dec 2022 we held 9 webinars attracting 180 participants from across the globe.

## Labour

**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.

The University is committed to tackling modern slavery and human trafficking and acting ethically and with integrity in all our dealings and relationships. [This policy](#) sets out how we will fulfil this commitment.

We have an institutional framework for industrial relations and collective bargaining and publish information on [trade union facility time annually](#). We're committed to paying the real [Living Wage](#) for all roles, as set by the Living Wage Foundation.

We actively seek to eliminate discrimination in the workplace, the section on Human Rights details a range of policies and activities that address this area. Furthermore, the University has policies on [Anti-bullying and harassment](#) and [Dignity and Respect, Gender Identity and Expression and, Faith and Belief](#). We have also implemented a [grievance procedure](#) which seeks the resolution of grievances fairly, as rapidly as possible and as near as possible to the point that they occur.

- Participate in institutional framework for industrial relations and collective bargaining
- Taken steps to avoid exclusion of union members from employment.
- Offer a living wage to our employees as set by the Living Wage Foundation.
- Taken steps to enable worker empowerment.
- Our labour policies and practices are available publicly.



We are committed to supporting our staff to develop and have a comprehensive development programme and a policy for [initial and continuing professional development](#).

A [team at UoP](#) has been contracted since 2019 to support the evaluation and learning from The Global Fund to End Modern Slavery (GFEMS). UoP is part of a consortium making up the Monitoring, Evaluation and Learning Unit's (GFEMS MELU). The Global Fund to End Modern Slavery (GFEMS) is a public-private partnership funded by DFID (now the FCDO) and the US Department of State which aims to fill a major international gap in financing efforts to tackle slavery, particularly in developing countries.

Furthermore, we run a comprehensive staff development programme which includes specific training to cover equality and diversity, wellbeing, autism awareness, mental health awareness, hate crime awareness, Islam and the Muslim culture, and trans-awareness.



Staff networks for members of staff and students include LGBTQ Staff Network, Women's Staff Network, Parent and Carer Staff Network, Disability Staff Network, Neurodiverse Staff Network, Race Equality Supporters Network, and Harassment Advisors Network.

In addition to these policies and practices our academic staff engage in a wide range of impactful research that specifically addresses Principles 3-6, which can be accessed on our [Research Portal](#).

Moreover, we have been awarded the [EC Human Resources Excellence in Research Award](#) which is an Award given to organisations which have a robust strategy for improving the career development and management of its researchers.

As part of our commitment to equality, diversity and inclusion, we hold university-level bronze awards for two national Advance HE Equality Charters – [Athena SWAN](#) and the [Race Equality Charter](#). These awards recognise our commitment to building a positive and inclusive culture, enable us to continue to provide an honest assessment of equality, diversity and inclusion at the University, and identify good practice and actions we need to take to continue to improve and drive this forward.

We also work collaboratively with organisations including [Stonewall Diversity Champions](#), Working Families, Mindful Employer, [AccessAble](#), Disability Confident and Advance HE, which provide guidance and advice on equality, diversity and inclusion.

We publish information on the difference between the average (mean and median) earnings of males and females in our Gender Pay Gap report - which can be found [here](#). Equality, diversity



and inclusion underpins all our work and is at the heart of what we are and what we do. Our commitment is not restricted to the minimum legal requirements of equalities legislation, as we aim to deliver best practice whenever possible.

## Environment

**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.

One of our strategic priorities is to become one of the UK's leading universities in environmental sustainability.

We're aiming to become a climate-positive university by 2030, and by continually improving our sustainability practices, we're working towards a low-carbon future to minimise our impact on the environment.



We're already making a positive impact. Our researchers have developed a [plastic-digesting enzyme](#) that could help solve the plastic pollution crisis by breaking down plastic in days, not years. And our research is tackling other vital issues shaping the future, from climate change to low-carbon design. Find out more about our research into our [Sustainability and the Environment](#) theme. Our [Clean Growth UK](#)

partnership – a pioneering network of forward-thinking green businesses – was [a finalist in the Green Gown Awards 2021](#), which recognise exceptional sustainability initiatives being undertaken by UK universities and colleges.

We're working with our partners to assess the climate risks to our city via the [Portsmouth Climate Action Board](#), chaired by Professor Steve Fletcher, Lead of our Sustainability and the Environment research theme. We also run [Portsmouth Climate Festival](#) in collaboration with the City Council.

As a [civic university](#), we're committed to supporting the local community through our research and activities. As



part of [Revolution Plastics](#), we're working with partners to facilitate the city's transition to a sustainable future, particularly in relation to plastic pollution and recycling. We've started a city-wide survey to map Portsmouth's plastic litter and we're working with Portsmouth Football Club to arrange beach cleans.

We encourage all members of our community to live, think and work with sustainability in mind, and make positive changes by using less energy and water, reducing waste, and choosing [sustainable travel options](#). Furthermore we've been certified to the [international standard for environmental management systems](#) since 2012.

In addition to these policies and practices our academic staff engage in a wide range of impactful research that specifically addresses Principles 7, 8 and 9, which can be accessed on our [Research Portal](#).

Outcome of this commitment and our policies and practices include:

- We've reduced our carbon emissions by 50% since 2009
- Our electricity is 100% renewable
- We've increased our recycling rate from 40% to 70% since 2011
- We're aiming for all our new buildings to achieve 'Outstanding' ratings for sustainable design from BREEAM (the world's leading sustainability validation and certification system) and 'A' rating for energy use and carbon emissions
- Our new [Ravelin Sports Centre](#) is one of the most sustainable sports facilities in the UK
- We currently waste only 2% of our food
- We're eliminating single-use plastic from products sold in our campus cafes.

Our most recent Environmental performance report, which provides an overview of how we measure our carbon emissions from the use of energy, water, vehicles and waste disposal, can be accessed [here](#).

## Anti-Corruption

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

We are committed to the highest standards of ethical conduct and integrity in our business activities in the UK and overseas. We do not tolerate any form of bribery, whether direct or indirect, by, or of, our employees, governors, temporary workers, consultants, contractors, agents and subsidiaries or any persons or body acting for it or on our behalf. Senior management is committed to implementing effective measures to prevent, monitor and eliminate bribery. This commitment is described in our Anti-Bribery Policy available [here](#) and our Counter Fraud Policy - which is available upon request.



Examples of this commitment in practice include:

- Implemented management systems addressing bribery and anti-corruption
- Arrange put in place with supply chain and subcontractors
- Providing detailed training on research ethics and research integrity supporting best practice,
- Policy and guidance through our [Ethics Policy](#) which provides a framework for professional practice and decision-making on ethical issues as they arise in the work of the University within research, innovation, learning and teaching,
- Alignment with the UK Concordat to Support Research Integrity
- Adopting UK best practice in our [Procedure for the Investigation of Allegations of Misconduct in Research](#)
- Record facilitation payments and gifts – [Gifts and Hospitality Policy](#) to help to ensure that staff and governors do not place themselves in a position where their professionalism, integrity, impartiality and honesty might be questioned or where the activities of the University are brought into disrepute.
- Undertake Due Diligence on overseas research partners adopting the UKRI recommended template
- Offering a short course and certification in [Prevention of Bribery and Corruption](#).

In addition to these policies and practices our academic staff engage in a wide range of impactful research that specifically addresses Principle 10, which can be accessed on our [Research Portal](#). One example is our [Centre for Counter Fraud Studies](#) who conduct research



into the impact and cost of economic crime, and aims to help improve the way such crimes are detected, prevented, investigated and prosecuted. We're exploring how widespread fraud, corruption and other economic crimes are, assessing existing methods for fighting such crimes, and helping develop new methods to combat them. We're also looking at the different impacts that economic crime can have on victims, from individuals to large-scale organisations, and developing ethical practices for tackling counter-fraud.

Our annual accounts are [publicly available](#) and independently audited. Every academic year our Board of Governors publishes an audit of our financial statements. This is to make sure our financial management is accurate and robust. This publication is a yearly overview of our financial performance including statements on income and expenditure, the university balance sheet, changes in reserves and cash flow.

We have a robust financial strategy that delivers a successful and financially sustainable university.

