

COMMUNICATION ON ENGAGEMENT (COE)

University of Wolverhampton

Period covered by this Communication on Engagement

From: August 2022 To: July 2024

Part I. Statement of Continued Support by the Chief Executive or Equivalent

17th April 2024

To our stakeholders:

I am pleased to confirm that the University of Wolverhampton reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we outline some of the actions we have taken in support of the UN Global Compact and its Principles as suggested for an organisation like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Our values and behaviours link closely to the principles of the Global Compact:

- Inclusive – we are welcoming, respectful, collegiate and supportive
- Ambitious – we are imaginative, confident, innovative and deliver excellence
- Accountable – we take pride in what we do and how we do it, take responsibility for our actions and operate with transparency and integrity
- Resilient – we have a positive outlook, we are adaptable and recover from setbacks

Sincerely yours



Professor Ebrahim Adia
Vice-Chancellor

Part II. Description of Actions Please use the box below to describe the actions your organization has taken in support of the Global Compact. It is strongly recommended that the actions taken are related to one or more of the specific activities suggested.

As the University of Opportunity we are committed to maintain a safe and inclusive campus for all our staff, students and visitors. We have a zero-tolerance approach towards any form of unlawful discrimination, prejudice, bullying and harassment, and are committed to ensuring all people are treated with dignity and respect regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

The University is a Fairtrade University in a Fairtrade City. One of our core values as an organisation is to be ethical - and our commitment to Fairtrade is just one of the ways in which we demonstrate this.

The University of Wolverhampton is committed to improving our practices to ensure there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners.

We have developed and implemented a Modern Slavery Policy which is accessible on our Governance webpages. <https://www.wlv.ac.uk/about-us/corporate-information/wlv-policies/modern-slavery-and-human-trafficking-policy/>

The University uses specified, reputable employment agencies to source labour, using a rigorous procurement process, which is committed to assisting in the eradication of unethical business practices including bribery, fraud, corruption and human rights abuses, such as modern slavery and child labour, before it accepts any workers from that agency.

The University of Wolverhampton has incorporated its policies and procedures for Anti-Bribery, Staff Interests, Fraud, and Whistleblowing into one policy. Our Transparency Policy (<https://www.wlv.ac.uk/about-us/governance/legal-information/corporate-compliance/transparency/>) encourages all of our workers to report any concerns related to the direct activities at the University. This covers any circumstances that may give rise to an enhanced risk of slavery or human trafficking. This is also relevant where anyone may be concerned about the activities of contractors.

Various University procedures, including the Dignity at Work and Study policy and the Staff Expectations Document make it clear to employees and workers the actions and behaviours expected of them when representing the University. <https://www.wlv.ac.uk/staff/media/departments/human-resources/policies-and-procedures/Dignity-at-Work-and-Study-Policy.pdf>

As the University of Opportunity, it is crucial that we do everything we can to enable all individuals to succeed. This is not simply about promoting acceptance of equal opportunity for all, that is giving everyone the identical opportunity but is more about recognising the different journeys people have in front of them, understanding and meeting their needs.

Our vision is to create an inclusive work and study environment by:

- Identifying and addressing Institutional, structural and cultural inequalities to ensure both staff and students can reach their full potential.
- Ensuring all staff and students are treated with respect and dignity in a safe environment.

- Creating a diverse workforce that reflects local demographics and our student population, at all levels within the University.
- Utilising and valuing the diverse skills, experience and knowledge of our staff and students.

We have a comprehensive strategy which is supported by a range of policies and procedures:

<https://www.wlv.ac.uk/about-us/corporate-information/equality-diversity--inclusion/policies-and-governance/>

We are a Living Wage employer.

The University of Wolverhampton recognises its responsibilities towards protecting the environment for future generations. The University is committed to promoting the conservation and sustainable management of the environment and to minimising the environmental impact of its activities to bring about a continual improvement in its environmental performance. We aim to:

- Embed the principles of sustainable and environmental development in its values, strategies, operations and organisational learning
- Implement policies and procedures that contribute to a reduction in the University's carbon footprint (The University of Wolverhampton Vision has set goals to become Carbon Neutral and to achieve Zero Waste by 2030)
- Increase awareness of sustainability and environmental responsibilities amongst staff, students, contractors and suppliers; and to provide suitable sustainability and environmental training for appropriate personnel
- Where appropriate, integrate the education for sustainable development into the core subjects of academic programmes and provide the opportunity for students to learn about sustainable development using the approach of Global Citizenship
- Work pro-actively with clients, the broader community, government and other stakeholders to progress sustainability and environmental initiatives and exchange best practice
- Maintain the grounds and buildings of the University Estate in a sustainable and environmentally sensitive way and wherever possible to reduce impacts on biodiversity
- Reduce our consumption of primary raw materials (water, energy etc.) and implement the principles of reduction, reuse and recycling across all of its activities so as to minimise the volume of waste sent to landfill
- Encourage the use of modes of transport by staff, students, contractors and suppliers that minimise environmental impact and promote the use of technologies and alternative means of working in order to eliminate the need for travel where possible
- Work towards a recognised sustainability and environmental standard such as ISO14001 or Ecocampus
- Design, operate and maintain environmentally sustainable facilities, and embed sustainable development best practice into the management of the University Estate
- Develop an Environment and Sustainable Procurement Policy which will recognise the University's responsibility to procure goods and services in an ethical and environmentally responsible and sustainable manner with a view to minimising the University's environmental impacts both locally and globally
- Report annually on our sustainability and environmental performance and set realistic targets against which the improvements can be measured and monitored

Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

Please see examples of specific activities and indicators below:

- The International Youth Council (IYC) Climate Summit 2024, is being held at the University of Wolverhampton over 3 days in July 2024. The summit is an opportunity for young leaders to engage, exchange ideas, and collaborate on pressing environmental challenges and objectives include raising awareness, exploring innovative solutions, encouraging collaboration, and inspiring youth to contribute to the Sustainable Development Goals (SDGs) <https://internationalyouthcouncil.org/conferences/>
- The D.I.I.verse Hub is a centre of excellence for Diversity, Inclusion & Intersectional approaches from the University of Wolverhampton's Faculty of Education, Health & Wellbeing. The Hub provides bespoke training packages to challenge inequality in the areas of health, education and community. Through a team of academics, practitioners and activists, the Hub supports colleagues in working towards a more equitable society. <https://www.wlv.ac.uk/about-us/corporate-information/equality-diversity--inclusion/diiverse-hub/>
- The university hosts a number of staff networks as part of staff wellbeing: Global Majority Staff Network; LGBTQ+ Staff Network; Women's Staff Network; Disability Staff Network <https://www.wlv.ac.uk/staff/services/humanresources/staff-wellbeing-hub/staff-networks/>
- The university is collaborating with Wolverhampton City Council in the Green Innovation Corridor, which aims to build on Wolverhampton's growth as a centre for sustainable construction and create skilled jobs for local people in the emerging green economy. <https://www.wlv.ac.uk/news-and-events/latest-news/2023/november-2023/leader-welcomes-20m-green-innovation-corridor-boost-for-wolverhampton-.php>
- The university is home to a number of specialist centres whose remits link closely to the Global Compact Principles:
 - The Institute for Community Research and Development (ICRD) undertakes research across four key themes, which are: Social and Community Wellbeing; Criminal Justice and Violence Prevention; Tackling Inequalities through Heritage and the Arts; and Migration and Mobilities. <https://www.wlv.ac.uk/research/research-centres/icrd/>
 - The Centre for Sikh and Panjabi Studies is the first of its kind in the UK, founded in the home of the second largest UK-based Sikh population. The first Guru of the Sikhs, Guru Nanak Dev Ji, is heralded as the pioneer of Inter-faith relationships, and the Centre is based on his principles around inter-religious dialogue and mutual respect. <https://www.wlv.ac.uk/schools-and-institutes/faculty-of-education-health-and-wellbeing/centre-for-sikh-and-panjabi-studies/>
 - The Centre for International Development and Training (CIDT) is a specialist in capacity strengthening services for international development agencies, projects and programmes. We offer practical solutions with capacity strengthening at the heart of all that we do. CIDT is a social enterprise within the University of Wolverhampton, with five decades of experience in 140 countries. <https://cidt.org.uk/>