



UNIVERSITY OF
LEICESTER

UN Global Compact Communication on Engagement

General Period covered: From: March 2021 - May 2024

Statement of continued support by the Vice Chancellor (3rd June 2024)

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 Nishan Canagarajah

President and Vice Chancellor

The SDGs at Leicester: Impacting the Global Goals by DEGREES

Our mission: "Diverse in our makeup and united in our ambition, we change lives through education and research"

Our vision: "We will provide inspiring education and research, working in partnership with our communities to become a truly inclusive university"

At the core of the University is our mission, our vision and our values. These are what will guide us into our second century and beyond and determine how we'll do that. Supporting that are our strategic themes. These themes are World-changing Research, Research-inspired Education and Our Citizens. And finally, as a University, we have a set of guiding principles that will ensure we can act in a way that is inclusive and sustainable for all. Our guiding principles relate to Health & Wellbeing, Equality & Diversity, Environmental Sustainability and Operational Excellence.

The University of Leicester is proud to be working alongside signatories and institutions internationally 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 socially 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](#)
- Providing a free globally available [open online course on sustainable development](#), which has had nearly 15,000 enrolments since its 2018 launch.
- 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
- At institutional level Athena Swan Silver award holder, demonstrating our commitment and progress to advancing gender equality in higher education.
- Various College level and a number of School level Athena Swan awards

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 stringently 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 the University's business. We have also partnered with local sector colleagues to ask the UK Home Office to do more to monitor (via the framework agreement) suppliers/supply chains in terms of modern slavery; compliance with the legislation and follow through on mitigations/commitments detailed in tender submissions.

Our HR policies and procedures reflect UK employment law.

The Policies and regulations of the University support human rights:

- Equalitie, Diversity & Inclusion
 - Dignity and Respect at Leicester Policy and Framework
 - Reasonable adjustment guide
 - Dignity and Respect Policy (PDF, 173kb)
 - Staff Procedure (PDF, 508kb)
 - Third Party Proc edure (PDF, 468kb)
 - Definitions document (PDF, 507kb)
 - Personal Relationships Policy (PDF, 250kb)
 - Student Sex Work Policy (PDF, 196kb)
 - Student Sex Work Toolkit (PDF, 261kb)
- Modern Slavery
- Sustainable Procurement
- Safeguarding 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
- Standing Together
- Free legal advice clinic

Measurement of Outcomes

- Diversity data

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

- Human Resources policies
 - [Dignity at Work Code of Practice](#)
Maternity, paternity, adoption & childcare
 - [Childcare support resources](#)
 - [Staff and Student Transitioning Guide](#)
 - [Staff Health & Wellbeing](#)
- [Sustainable Procurement](#)

Implementation

- [University Equality, Diversity & Inclusion Committee \(EDIC\)](#) is chaired by the Provost and Deputy Vice-Chancellor, meets three times a year and reports to The People, EDI and Wellbeing Committee. EDIC will take executive responsibility for the development and implementation of the Equity Diversity and Inclusion strategy.
- [People, EDI and Wellbeing Committee](#) is the prime mechanism through which the Council seeks oversight and assurance that the University has appropriate and effective processes and plans in place to deliver the people, equity, diversity and inclusion (EDI) and wellbeing objectives of the University; as outlined in the University Strategy and its Guiding Principles.
- Our [Equity, Diversity and Inclusion Strategy](#) (covering 2023-28) is fundamental to the vision and mission at the University. Our ten-year strategy, shaping our Second Century, places EDI at the heart of who we are, our commitments and how we will achieve these.

The University has 5 staff equality forums/networks:

- [Multi-Ethnicity Staff Forum](#) - The Multi-Ethnicity Staff Forum provides a platform and opportunity for staff to exchange information, ideas and raise awareness of equity related diverse experiences within the University in a confidential and safe space. It also provides an opportunity to exchange information and ideas, discuss any issues and best practice, help change University policy and cultures, networking, and raising awareness of issues related to multi-ethnicity staff within the University, in a confidential and safe space.
- [Carers & Parents Network](#) - The aim of the Carers and Parents Student and Staff Network is to provide a forum where staff and students who have any caring responsibilities to come together. The Network hosts information workshops and social events, as well as inviting guest speakers to present on a range of topics relevant to members of the Network.
- [Disability Staff Forum](#) - The Disability Staff Forum is made up of staff who identify as disabled, and are committed to advancing equality, diversity and inclusion at the University of Leicester. The University of Leicester has signed up to the Disability Confident scheme [Disability Confident Scheme](#) and is a member of the [National Association of Disabled Staff Network](#).
 - Facilitating an active Disabled Staff Forum with meetings at least 3 times a year, plus a dedicated email address and private Yammer group.
 - Events, including a celebration of the UN International Day of Persons with Disabilities on 3 December each year.

- Advocacy on behalf of disabled staff by offering support to each other and providing a safe space for staff to air their concerns.
 - Progressing disability issues within the University by working with and feeding back to the Disability Equality Action Group.
 - Working alongside other Equalities Fora (Women's, Multi-Ethnicity and LGBT+) in representing staff equity issues on the University's EDI Committee.
 - Support for and advancement of a reasonable adjustments guide for managers.
 - The championing of and input into disability confidence training for staff and managers.
 - Collaboration with Estates and AccessAble to ensure our campus is safe and accessible for all.
 - [The Lesbian, Gay, Bisexual and Trans \(LGBT+\) Staff Forum](#) The LGBT+ Staff Forum is made up of staff who are committed to advancing diversity and inclusion at the University of Leicester for all who identify as LGBT+. It acts as a support mechanism for interested staff and their allies, and organises events, changes University policy and works closely with the University EDI Team, Students' Union and organisations from the local community. The Forum are also interested in our university impact on the world: what we teach, research and publish that touches on LGBT+ lives.
 - [The Women's Staff Forum](#) supports the work and careers of women at the University of Leicester. There are still a range of women-specific challenges in higher education that result in women not participating and advancing their careers on an equal footing with men. The forum was set up in 2014 to help overcome these challenges. With a focus on information, inspiration and voice, our meetings provide a platform for staff to raise and discuss women-specific issues of working in higher education, and to feed these issues into conversations across the University.
- Gender equality activities
 - [Athena Swan](#) - Athena Swan is a charter scheme, which recognises a higher education institute's commitment to the advancement of gender equality. The University first gained its institutional Athena Swan Bronze Award in September 2008, and it was renewed in 2011 and 2014. An institutional Silver Award was obtained in 2018. The achievement of an institutional Athena Swan Silver Award recognises a significant record of activity in addressing gender equality challenges and implementing actions across the institution. It demonstrates impact and continued work in advancing gender equality.

In addition, Various College level and a number of School level Athena Swan awards view full details here [University of Leicester and College Athena Swan awards](#)

View also our [institutional Athena Swan 2019 Silver application \(PDF, 3.3mb\)](#), we will be submitting for Silver renewal in May 2024.
 - [Womens Leadership programme](#)
- Socially responsible employer
 - [Trades Union recognition](#)
 - [Electronics watch founder member](#)
 - [Netpositive Engagement Tool](#)
 - [AccessAbility Centre](#)
 - [Staff Health & Wellbeing](#)
 - [Chaplaincy](#)
- Mandatory staff training - Equality, Diversity and Inclusion (EDI) is vitally important to both our mission as a University and to our institutional values. We would like to ensure that every University employee understands and supports our approach to advancing EDI. Our two mandatory online modules form part of the learning and development provision that we believe will help best equip staff to support inclusivity in all that we do as a University:

- [Equality, Diversity & Inclusion](#)
- [Challenging Unconscious Bias](#)
- We have been a [Stonewall Diversity Champion](#) since 2013 and we remain committed to working closely with our staff and student LGBT+ community to drive cultural change.
- [Internships and Careers Support](#)

Since 2020, the Procurement Unit has asked a standard tender question as to bidders' interest in taking on a University intern/placement. This is detailed in the latest version of the Sustainable Procurement Guidance.

- [Student employment opportunities](#)
- [Small Business Charter Award](#) – The University of Leicester School of Business have been Small Business Charter accredited since 2014. The Small Business Charter is a national accreditation awarded by small businesses to business schools who excel in supporting small businesses, student entrepreneurship, and the local economy. The procurement unit supported this by detailing its efforts in building SMEs' tendering capabilities and removing barriers from them competing for University contracts, as well as the University's ultimate spend with SMEs.
- [Help to Grow Management Course](#) - created to support SME leaders to increase the resilience and performance of their businesses. Developed by a team of small business experts at Small Business Charter accredited business schools (including the University of Leicester), it has already helped thousands of SMEs across the UK and Ireland. The School has delivered the fully funded Help to Grow: Management course to business leaders from over 300 organisations in the East Midlands and East of England since September 2021, supporting them to innovate, build resilience, develop efficiencies, discover new opportunities and grow productivity.
- **Measurement of Outcomes**
- [Pay Gap report](#) (Includes information on gender ethnicity, disability and sexual orientation)
- [Athena Swan](#) – Silver award
- [Disability Confident Leader](#) - The University has been recognised for advancing disability equality by progressing from Disability Confident Employer status in July 2020, to Leader in May 2024.
- [Race Equality Charter Mark](#) - In 2022, the University of Leicester were awarded with a Bronze Race Equality Charter Mark. Our submission and our Race Equality Charter Action Plan ensure progress towards our commitment to developing an anti-racist University.
- [Stonewall](#) – top 100 employer in Stonewall's Workplace Equality Index (2019)
- Regional [LGBT+ Inclusion Award](#) holder

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

“We care about the environment and are committed to minimising the impact of our operations on the natural world for future generations.” - Environmental Sustainability Guiding Principle

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

Implementation

- Overseen by the [Environmental Sustainability Delivery Group and Strategy Board](#)
- [Carbon Management Plan](#)
- [Biodiversity Action Plan](#)
- [Sustainable Procurement Guidance](#)
- [Waste and recycling](#)
- [Travel Plan](#)
- [Sustainable Constuction](#)

Measurement of outcomes

- [Travel Plan report](#)
- [Carbon & Energy reporting](#)
- [Estates Management Record](#)

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

- Governance policies
 - Financial Regulations
 - Whistleblowing
 - Prevention of procurement fraud
- Code of Practice concerning Freedom of Speech
- Registrations and Declarations of Interest
- Whistleblowing Policy
- Ethical Giving Policy
- Research Code of Conduct
- Data Policies
 - Data Protection
 - Freedom of Information Policy
 - Information Security
 - Records Management

Implementation

- Compulsory staff training
 - Fraud awareness
- Policy on the acceptance of gifts, hospitality and benefits by members of staff
- Prevention of Bribery and Corruption
- Response to fraud
- Code of Conduct and Declaration of Interests

Measurement of outcomes

- Staff training completion (within Personal Development Discussion documentation)
- Declaration of interests register