

## *Commitment on Sustainability*

King's Careers & Employability (KC&E) strives to uphold, support and develop education, resources, partnerships and initiatives that align with our broader Climate & Sustainability policies and aspirations. We work closely with colleagues to ensure that careers education is at the heart of King's Climate & Sustainability Action Plan.

*A broader overview of our University commitment and response to the climate emergency can be found [online](#).*

### Focus on Climate & Sustainability Careers

- We also host annual events focussing on the broad spectrum of careers in the climate and sustainability field including environmental careers, international development, renewable energy, equality, poverty and CSR often as part of King's Climate & Sustainability Month.
- We maintain a digital careers education 'pathway', *Focus on Climate & Sustainability Careers* providing users with access to a range of information, resources and content curated to showcase opportunities in climate and sustainability.

### Employer Activities & Initiatives

- We encourage employers to be proactive in discussing their own measures towards creating a sustainable environment, as it remains an area of great interest to our audience.
- We are signatories of the Sustainable Recruitment Alliance, an initiative that we hope will encourage graduate recruiters to consider taking a greener, more sustainable approach to their recruitment activities and processes.

### Supporting the UN Sustainable Development Goals



We are committed to supporting the 17 UN Sustainable Development Goals across our delivery, through the following:

## Goal 3: Good Health and Well-being

- We support and advise students on how to maintain positive mental and physical health through balancing academic, work and career management planning.
- Working with our Student Advisory Board, we do not endorse students undertaking more than 20 hours of work alongside full-time studies (15 hours for PhD students).
- We do not advertise commercial opportunities that require students to take medication (e.g. participation in drugs trials).
- We actively promote a range of experiential and work-related learning activities including part-time internships, flexible temporary work, virtual internships and self-paced business projects.

## Goal 4: Quality Education

- We strive to ensure our full services are accessible and available to all our service users, inclusive in their focus and provide a diverse range of content and opportunities.
- We operate many of our appointments digitally, enabling service users to benefit from our careers education and advice wherever they are in the world, and flexibly around their timetable, work and other commitments.
- We run many employer activities and experiential workshops in evenings, ensuring that service users can balance their career thinking around academic study.
- We uphold and embed the principles of impartiality into the design and delivery of careers education, employer engagement and work-based learning provision equipping our service users with the options to explore and develop their own career path and employment.
- We regularly review and external accredit our provision, holding the AGCAS Quality Standard and ensure our team maintain their own commitment to study, education and research alongside their employment with us.
- We deliver an annual **Careers in Climate & Sustainability Networking Night** enabling users to interact with organisations proactively promoting their roles in the sector, alongside various employer panels and masterclasses.
- We deliver an annual **Sustainable Global Experiences** programme in partnership with Global Mobility, which includes participants engaging in Carbon Literacy training.

## Goal 5: Gender Equality

- We maintain a commitment to gender equality across our work, including partnerships with employers and providers who maintain a core focus on this global goal.
- We ensure that all employers advertising on our vacancy board are transparent in publishing their salaries (within £5k ranges) so these are accessible by all our service users.
- We regularly review our events and interventions to determine the gender balance in participants against our University norms, adapting and introducing new provision where any opportunity gap is identified.
- We hold regular events in support of International Women's Day each March, with employers who uphold this commitment vocally in their own work.
- We recognise that this commitment equally includes support for non-binary individuals and disadvantaged male students where an awarding or outcomes gap is identified.

## Goal 8: Decent Work and Economic Growth

- We are committed to promoting sustained inclusive and sustainable economic growth and decent work for all by helping our service users find and secure fulfilling employment.
- We support all our users to make career choices that provide meaningful and productive work, aligned with their attributes and values.
- We actively advocate for delivery of best practice experience in all opportunities we promote, alongside our own work-based and work-related learning provision, including upholding the AGCAS Work Experience Standard and NACE Position Statement on Unpaid Internships.
- We do not advertise unpaid or commission-only opportunities, except for those exempt under government legislation in the UK, or deemed as genuine work shadowing or insight opportunities and maintain a Fair Work Policy outlining what we will not advertise.
- We provide detailed guidance to employers on how to recruit, including clear guidance on EDI and mental health & wellbeing.
- We monitor organisations on the basis of user feedback, maintaining a transparent complaints process.

## Goal 9: Industry, Innovation and Infrastructure

- We are committed to fostering innovation by promoting enterprising opportunities to our students, encouraging their skills development, and promoting sustainable opportunities through our events and vacancies.
- We proactively utilise artificial intelligence to innovate our provision, enhance service user education and leverage this throughout our delivery.
- We actively encourage employers engaging in campus delivery at King's to utilise public transport, including informing us of their intended travel when booking activities so we can report and track this data.
- We provide employers with access to a Carbon Footprint Calculator to review the carbon footprint entailed when they engage in activities with us.
- We deliver many activities using digital technologies to reduce global travel, including virtual careers fairs, webinars and speed meets where these are conducive to the broader aspiration of our work.

## Goal 12: Responsible Consumption and Production

- We are committed to consuming and procuring sustainable products in our shared offices, including Fairtrade consumables and recycled products where possible.
- We maintain separate recycling and waste bins at our major events on campus, encouraging employers and attendees to separate their waste.
- We no longer print physical copies of our information content and resources (except where requested for accessibility reasons) and do not hold printed employer content in our Strand Careers Centre.
- We no longer support employers with large panel displays, lighting rigs and equipment at our fairs.
- We actively encourage use of QR codes in place of printed materials and request employers do not bring free merchandise to our events (unless it is sustainably resourced and speaks to this messaging).
- We cater for all our on-site events against institutional sustainable procurement policies, alongside providing reusable water bottles to fill up and wooden cutlery.



- We have switched to providing individual lunch vouchers to delegates attending fairs, allowing individuals to choose their own food from our cafes and restaurants, minimising waste.

## Goal 13: Climate Action

- We believe that everyone has a role to play in safeguarding future generations' right to an intact, healthy and biodiverse environment. If as individuals we make small changes in our behaviour, the collective impact can be significant.
- We have developed our King's Skills for the Future which encompasses consideration for sustainability and climate in their foundational skills.

## Goal 17: Partnerships for the Goals

- We are committed to working with like-minded suppliers and providers to assist us in developing our vision and mission, including active engagement across our professional and membership bodies to discuss and enhance our practice.

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### Updated: December 2023

*King's Careers & Employability is a member of the Association of Graduate Careers Advisory Services (AGCAS) and as such upholds their codes of best practice in graduate recruitment.*