

# Careers & Enterprise Ethical Careers Policy

Colette Percival, Head of Careers and Enterprise (Student & Graduate Talent), UWE Bristol

May 2024

# UWE Bristol Careers and Enterprise

## Ethical Careers Policy

At UWE Bristol, we are committed to empowering our students and graduates to make informed career choices that align with their values and contribute to a sustainable future.

This Ethical Careers Policy outlines our dedication to providing support, resources, and guidance to help individuals explore their interests, values, and potential employers in an environmentally and socially responsible manner.

### Core Principles:

1. **Inclusivity and Diversity:** We recognise the importance of diverse and inclusive career opportunities. Our careers and enterprise support aims to be inclusive for students of all backgrounds, ensuring that each student and graduate has access to resources, guidance, and opportunities, regardless of gender, ethnicity, disability, or socio-economic background.
2. **Sustainability and Social Responsibility:** UWE Bristol is committed to promoting careers that contribute to environmental and social sustainability. We will actively support students and graduates to understand how they can explore employers who prioritise sustainable practices, ethical principles, and social responsibility in their operations.

### Key Initiatives:

1. **Sustainability Career Resources:** We will continue to develop a range of resources focusing on sustainable careers, including information on green job opportunities. These resources will be accessible to all students through our career services.
2. **Industry Partnerships:** We will actively seek partnerships with employers who share our commitment to sustainability and social responsibility.
3. **Continuous Improvement:** We will regularly review and enhance our ethical careers policy in response to feedback, changing industry trends, and emerging opportunities. This commitment to continuous improvement ensures that our support remains relevant and effective.

By implementing this Ethical Careers Policy, UWE Bristol aims to empower students and graduates to make informed career choices that align with their values.

## Ways we are already working to support our students:

- Promote best practice by ensuring that all internships funded by UWE are paid at the Real Living Wage.
- All internships, placements, and jobs we advertise must be paid at the national minimum wage or above, in line with our vacancy promotion terms & conditions.
- Employability bursary to support eligible students to access funding to engage in a range of employability activities.
- Supporting the development of UWE Bristol's Climate Education course <https://www.uwe.ac.uk/life/greener-future/climate-education-course>
- Commitments through our Access and Participation Plan to champion and develop inclusive practice, working in partnership with employers and civic and community organisations.

## service Structure

The UWE Careers and Enterprise Service is based wholly within UWE Bristol and is not part of any other combined careers service. As a multidisciplinary team we collaborate across a range of specialist functions, from career coaching and consultancy; work-based learning and outward mobility; enterprise and entrepreneurship, and through our engagement with civic, community and employer partners, to offer a diverse range of services and opportunities both within and outside the curriculum, including positive action and other targeted initiatives.

To provide the best experience to our students in accessing the right support as quickly and effectively as possible we provide a consolidated online enquiry service:

<https://www.uwe.ac.uk/study/career-development/careers-contacts>.

You can find more information about our terms and conditions here:

[UWE - Employer Services - Terms and conditions](#)