**University of Stirling**

**Ethical Careers Policy**

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| **Review Schedule** | |
| Document Title | Ethical Careers Policy |
| Document Type | Policy |
| Document Owner | Student Skills and Employability |
| Approved By | Lynsey Joyce, Head of Work-Based Learning & Employer Engagement  Megan Davies, Head of Careers |
| Date of Implementation | May 2024 |
| Version Number | V2 |
| Review Interval | Annual |
| Date of Last Review | May 2025 |
| Date of Next Review | May 2026 |

### **Introduction**

The University of Stirling’s Careers Service and Work-Based Learning & Employer Engagement Team frequently acts as a bridge between students, graduates, and third-party organisations, taking our responsibility to social and climate justice seriously, striving to be selective about the organisations we engage with.

We are committed to ethical recruitment and environmental sustainability. This is demonstrated by our recent pledge to the [Sustainable Recruitment Alliance](https://sralliance.co.uk/), as their first Scottish university member, where we put sustainability at the heart of what we do from promotion of vacancies, careers events and working with organisations that share the same sustainability values as ourselves.

The Careers Service and Work Based Learning Team, as part of Students Skills and Employability (SSE), have promised to the following:

* We will review our early talent recruitment, identifying opportunities to cut waste and make carbon savings.
* We will reduce accordingly, taking real and measurable action to ensure the sustainability of anything we do in the early talent space.
* We will report our activities annually to the Sustainable Recruitment Alliance allowing the Alliance to build an impact report.

**Note:** This policy applies to services provided and activities delivered by Careers and Work-Based Learning & Employer Engagement Team within Student Skills and Employability only.

This policy should be read in conjunction with our [Vacancy Handling policy](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.stir.ac.uk%2Fmedia%2Fstirling%2Fservices%2Finternal%2Fcareers-and-employability%2Fcareers%2Fdocuments%2FVacancyHandlingPolicy.docx&wdOrigin=BROWSELINK) which further outlines guideline adherence for all vacancies advertised by our service.

### **Our Commitment**

Through this Ethical Careers Policy, Careers and Work-Based Learning & Employer Engagement Team in Student Skills and Employability commit to:

* Providing our students with high-quality services and access to opportunities whilst actively supporting activities which directly and indirectly support sustainability.
* Not actively engaging, working, or partnering with organisations in the fossil fuel industry, unethical mining industry, arms industry and/or tobacco industry.
* Not knowingly devising marketing campaigns nor proactively advertising job roles or opportunities which contribute to the detrimental effects of the fossil fuels, mining, arms and tobacco industries. Instead, we will reserve our promotional activities and campaigns to highlight the broad variety of sustainable careers and opportunities to our students.
* Whilst roles may be uploaded by third parties onto Stirling TARGETconnect through our automated approval system in line with our [vacancy handling policy](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.stir.ac.uk%2Fmedia%2Fstirling%2Fservices%2Finternal%2Fcareers-and-employability%2Fcareers%2Fdocuments%2FVacancyHandlingPolicy.docx&wdOrigin=BROWSELINK), any opportunities from organisations in fossil fuel industry, unethical mining industry, arms industry and/or tobacco industry sent directly to SSE for promotion on Stirling TARGETconnect, requiring manual approval will not be uploaded and will be declined. In addition, we will endeavour to remove any opportunities uploaded by companies in these excluded sectors that have been auto approved should we be made aware of them.
* We may engage in activities with a subsidiary department of a third-party employer within one of the listed excluded sectors, where an opportunity can be provided that supports the transition towards a net-zero carbon neutral future such as a renewable energy subsidiary within an energy organisation or supports social justice development. We will endeavour to assess the authenticity of a company’s work towards decarbonisation and a just transition on an individual basis to prevent proactively partnering with key players in the fossil fuel industry.
* We will actively provide information and guidance to students enabling and encouraging them to filter and tailor the communications and alters they receive from Stirling TARGETconnect to ensure they align to opportunities in their areas of personal interest.
* We will seek ways to showcase and champion organisations and vacancies that promote sustainability or have established green initiatives, with the aim of encouraging other organisations and businesses to follow suit.
* Organisations from the fossil fuel, mining, arms or tobacco industries will not be permitted to attend our careers or employer-led events on campus. They will not be granted any access or attendance at careers fairs and other recruitment events.
* We will decline any sponsorship and/or advertising opportunities with organisations in the industries listed.
* We seek to facilitate collaboration that contributes to the betterment of society and the environment.
* Any new relationships with third party employers will be informed of this Policy and we will engage with them to ensure that regard is given to the requirements of the Policy within the terms of collaborative work going forwards.

This list of industries we will not engage with is not exhaustive. Engagement with any organisation may be limited or rejected where there is an ethical conflict of interest with the wider University.

These exclusions will never impact or influence the impartiality of factual, evidence-based careers education and guidance which our professional Careers Consultants provide to students.

All students are entitled to receive impartial one-to-one careers guidance from the Careers Service on any industry of their choosing in line with the [AGCAS Code of Ethics](https://www.agcas.org.uk/AGCAS-Member-Code-of-Ethics).

### **Careers Events and Workshops**

The Careers and Work-Based Learning & Employer Engagement Teams run engagement events on campus and online throughout the year, providing opportunities for third party employers to engage with students and graduates.

We encourage third party employers to reduce their environmental impact when attending events and provide the following guidance to all: [Sustainability Guidance for Employers](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.stir.ac.uk%2Fmedia%2Fstirling%2Fstudent-life%2Fcareers-and-employability-service%2Fdocuments%2FSustainability-Guidance-for-Employers-(1).docx&wdOrigin=BROWSELINK)

We will continue to review the third-party employer involvement in the delivery of careers events to reduce environmental impact.

### **How to contact us**

We are committed to providing transparency and promoting continuous improvement through feedback. Full contact details for our teams can be found [on our website](https://www.stir.ac.uk/staff-profiles/student-academic-and-corporate-services/careers-and-employability-service/work-based-learning/).

Alternatively, you can contact our shared mailboxes at [employers@stir.ac.uk](mailto:employers@stir.ac.uk) or [ask@stir.ac.uk](mailto:ask@stir.ac.uk)

If you believe that there has been any breach of this policy, please send full details to [employers@stir.ac.uk](mailto:employers@stir.ac.uk) to allow for this to be fully investigated. A response will be issued within 5 working days.

### **Policy Review**

This policy will be reviewed annually with a commitment to expanding our contributions to this area.

**Date of next review: May 2026**