

## Bath Spa Careers and Employability Service – Ethics and Sustainability Position Statement

### **Purpose and Commitment:**

Bath Spa's purpose is to make the world a better place, one student at a time. We achieve this through our education, research, and business practices. We recognize that continual improvement is essential, and we are committed to learning and evolving.

### **Sustainability Policy and Strategy:**

Our [Sustainability Policy](#) aims to minimise our environmental impact and continually improve our performance. Our [Sustainability Strategy](#) outlines how we will achieve this, focusing on seven key themes.

### **Careers and Employability Service Principles:**

The Careers and Employability Service supports Bath Spa's sustainability and responsible investment goals, ensuring students and graduates have access to an impartial service that aligns with their values and aspirations. Our guiding principles include:

- **Employer Relationships:** We do not actively develop relationships with or source vacancies from employers in the oil and gas, fossil fuels, mining, and tobacco industries.
- **Promotion of Vacancies:** We do not promote vacancies from these industries through events, newsletters, social media, sponsorships, or marketing campaigns. We also will not add vacancies to our jobs board on [MyCareer](#) ourselves. However, they may be posted by our third party supplier<sup>1</sup> as part of their core service.
- **Advertising Guidelines:** Vacancies from non-excluded employers may be advertised on [MyCareer](#) if they adhere to our [Advertising Guidelines](#), ensuring impartiality as per the [AGCAS Code of Ethics](#).
- **Job Role Standards:** In accordance with our [Advertising Guidelines](#) and associated [decision tree](#), we approve job advertisements on [MyCareer](#) only if they meet standards such as being paid at the National Living Wage. All opportunities are screened before approval.
- **Sustainability in Career Decisions:** We support students and graduates by providing information about prospective employers' sustainability practices and encouraging transparency. This includes:
  - Self-assessment questions in the employer registration process on [MyCareer](#), published on the employer profile.
  - A resource for informed labour market research.

### **Engagement with Ethical Employers:**

Reflecting our [Social Enterprise Gold Mark](#) achievement, we engage with and source opportunities from employers and suppliers committed to sustainability, ethical practice, and social justice. We prioritize these organizations for internally funded opportunities, such as graduate placements.

### **Sustainable Service Operations:**

Aligned with Bath Spa's [Sustainability Strategy](#) and [Climate Emergency Declaration Pledge](#), we operate a sustainable service by prioritising paper-free promotions and purchasing giveaways from approved, sustainable suppliers. We encourage visiting employers to consider the sustainability of their promotional items.

We recognise this position oversimplifies a highly complex issue, and Bath Spa's [Responsible](#)

[Investment Policy](#) outlines in more detail the University-wide approach to key Environmental, Social and Governance issues.

<sup>1</sup>We are currently working with the following third-party employer provider to supply services: [Target Connect](#)

**Review:**

This position statement is reviewed annually and approved by senior management through the Employability and Graduate Outcomes Steering Group.

Current approval: July 2025 by BSU Employability and Graduate Outcome Steering Group.

## More about sustainability at Bath Spa University

- [Sustainability Strategy](#)
- [Green Awards](#)
- [Climate Emergency Declaration](#)
- [Social Enterprise Gold Mark](#)
- [2020-21 Sustainability Report](#)
- [Responsible Investment Policy](#)

## References

- <https://peopleandplanet.org/resources-training/people-planet-university-league/methodology/ethical-careers-and-recruitment>
- <https://www.agcas.org.uk/AGCAS-position-and-impartiality-and-the-promotion-of-particular-employers-and-industry-sectors>
- <https://www.agcas.org.uk/AGCAS-Member-Code-of-Ethics>
- <https://peopleandplanet.org/resources-training/people-planet-university-league/methodology/ethical-careers-and-recruitment#:~:text=A%20strong%20ethical%20careers%20policy,social%2C%20environmental%20and%20humanitarian%20concerns.>
- <https://www.bathspa.ac.uk/news-and-events/news/social-enterprise-gold-mark-award/>
- <https://www.careers.ox.ac.uk/sustainability-careers-service#collapse2308056>
- <https://www.bathspa.ac.uk/news-and-events/news/social-enterprise-gold-mark-award/>
- Advertising policy: [https://docs.google.com/document/d/17zBFzuGq7zkPZoZd-C\\_11EC2WFccnNu\\_EaK-e6eR0wg/edit?usp=sharing](https://docs.google.com/document/d/17zBFzuGq7zkPZoZd-C_11EC2WFccnNu_EaK-e6eR0wg/edit?usp=sharing)
- Work experience standard: <https://www.agcas.org.uk/AGCAS-Work-Experience-Standard>