

Ethical Employability Statement 2025-26

The University's commitment to ethical standards encompasses operating in a fair, equitable, sustainable and socially responsible manner, protecting human rights, civil liberties, freedom of speech, freedom of expression and academic freedom, fairly and transparently.

Our **University Strategy's** mission is to:

“drive sustainable social and economic development, through outstanding teaching, research and innovation”

The **University Strategy's** vision is for:

“a world of inclusion and equality of opportunity where people want to, and can, make a difference”

The University of Bradford Careers and Employability Services (CES) is committed to upholding the University of Bradford mission and vision and is committed to promoting ethical careers and recruitment to ensure students and graduates of the university are given outstanding and impartial Careers Education, Information, Advice and Guidance (CEIAG).

This Ethical Employability Statement is a shared agreement on what is important and right, and can guide the actions and interactions of students, graduates and staff. Identifying our principles helps to identify expectations, align behaviour, encourage integrity and avoid knowingly promoting those related employability roles that have detrimental effects on sustainability and society.

Impartiality is core to careers education, information, advice and guidance. Career and Employability Services is committed to supporting students in making well-informed career decisions. This includes supporting students and graduates to align their career plans with their personal aspirations and ethical considerations.

Careers and Employability Services is committed to promoting fairness, equity, and inclusion in the world of work. We actively seek to partner with organisations that demonstrate a commitment to ethical, inclusive, and non-discriminatory recruitment and employment practices. In addition, we offer support to employers in adopting and enhancing these practices, helping to ensure that opportunities are accessible to all.

CES CORE ETHICAL CAREERS AND EMPLOYABILITY PRINCIPLES:

- **GREEN JOBS**

The CES team will actively promote 'green jobs' through career guidance and employer engagement.

- **CAREER VALUES**

The CES team will not knowingly promote career and job roles which are detrimental to the sustainability of the environment or have a detrimental impact on society. These careers include the following:

- Those that support compulsive behaviours such as tobacco, alcohol and gambling.
- Pornography
- Mining Companies
- Fossil fuel companies listed in the Carbon Underground 200
- Arms companies i.e. controversial weapons or sales to regimes. **

***There is a meaningful ethical distinction between promoting careers in controversial arms sales and advertising roles within military services or other reputable organisations. Advertising arms sales often involves encouraging involvement in industries that profit from the proliferation of weapons, which may be sold to regimes or actors involved in human rights abuses or conflict escalation. This can raise ethical concerns.*

In contrast, promoting careers in the military typically emphasises service, duty, and national defence. While the military does involve the use of weapons, its role is often framed within a broader context of security, peacekeeping, and lawful engagement under governmental oversight. Ethical debates may still arise around the actions and policies of specific military campaigns, but these differ fundamentally from the commercial motivations behind arms trading.

- **ONLINE PLATFORM**
Use of an online platform which allows the CES team to scrutinise contributions from third parties and stakeholders and to guard against modern slavery and reduce the risk of fraudulent adverts or money laundering scams
- **FAIR PAY**
CES actively works with employers to promote internships and work placements which pay students the national living wage.
- **LEVELLING UP**
CES support and actively work with students, graduates and employers to ensure students and graduates from underrepresented groups are given the support and skills to succeed on a 'level playing field'.
- **COMMITMENT TO WEST YORKSHIRE**
The CES team is committed to working with a number of stakeholders including local authorities, not for profit organisations and external companies to ensure that the local community can grow within economic strength and skills.
- **SUSTAINABILITY**
The CES team is committed to supporting sustainability across the university and within careers guidance and activities. This includes operating a paperless service when appropriate, promoting careers that impact on the sustainability of the environment and working with the wider university community to support sustainable projects.
- **TRANSPARENCY**
Students, graduates, staff and stakeholders are encouraged to offer feedback regarding the career and employability services they experience. This feedback and actions are promoted through a number of platforms including online reports and within assessment of quality kite marks including Matrix.

Please also see the University's Ethical Framework for more information: [Ethics - Committees - University of Bradford](#)

This statement will be reviewed annually with support from students, staff and stakeholders.

Next update due: **June 2026**

Approved by



Pro Vice-Chancellor (Learning, Teaching and Experience) 24th June 2025