

## Ethical Employability Statement 2024-25

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 help identify expectations, align behaviour, encourage integrity and avoid knowingly promoting those related employability roles that have detrimental effects on sustainability and society.

### **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
  - Arms companies i.e. controversial weapons or sales to regimes
- **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 work with employers to promote internships and work placements which pay students the national living wage.

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- **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 are 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 are 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. 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: **August 2025**