

## Corporate Social Responsibility Policy

Yorkshire English School will take into account its economic, social and environmental impact in everything we do.

### Yorkshire English School will:

- Monitor and look at ways of protecting the environment by minimising our pollution of land, air and water
- Keep our wastage to a minimum and dispose of any waste in a responsible manner
- Increase awareness among staff, learners, partners and suppliers of environmental issues and possible solutions
- Monitor our energy and water consumption in order to set realistic targets to manage their use
- Increase awareness among staff and learners of alternative methods of transportation to encourage the reduction of CO2 emissions
- Monitor staff, clients, partners and suppliers' satisfaction with regular surveys to ensure we are meeting their expectations
- Include a range of people from different backgrounds and different points of view, without regard for gender, age, race, nationality, religion, disability or sexual orientation

### Yorkshire English School will:

- Recruit staff according to our equal opportunities policy
- Monitor and assess staff satisfaction in order to maintain a good working environment
- Give our staff the opportunity to develop their skills and to progress in their career, with training and personal feedback
- Assure a fair and equitable remuneration policy
- Fight against any form of discrimination to assure dignity and respect of staff and their personal lives and provide a safe place to work, with freedom from bullying, harassment or favouritism and respect for privacy and dignity

### Learners

### Yorkshire English School will:

- Monitor the wellbeing of our learners during their stay
- Offer the best educational programmes and support our clients during their studies
- Guarantee the highest quality of our academic offer and cultural and social programme
- Promote environmental education and sustainable development as part of the academic programme
- Encourage tolerance and understanding for all learners in school and assist them in understanding the ethos of the school

## Local Communities and Society

### Yorkshire English School will:

- Commit to donating unused or out of date course books to local charities
- Take part in local or national initiatives promoting humanitarian values
- Try to give both time and money to the communities of interest through charities and sponsorship donations and through encouraging and enabling colleagues to volunteer their time to causes it supports
- Monitor and assess its suppliers' policy towards human rights and labour rights
- Promote exchanges with local communities to better learn their culture and social norms
- Sourcing and buying locally and making sure small businesses are paid on time