



Council
14 May 2015
Corporate Social Responsibility update

Classification	Public
Purpose	For noting
Issue	This paper provides an update of activity relating to the GOSc Corporate Social Responsibility Plan
Recommendations	To note the content of the report.
Financial and resourcing implications	None
Equality and diversity implications	None
Communications implications	None
Annexes	None
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Background

1. Council approved a Corporate Social Responsibility (CSR) policy in January 2014 which set out a framework for how the GOsC would undertake activities to be a socially responsible organisation.
2. The Executive committed to report to Council on an annual basis on the activities undertaken in response to the CSR framework.

Annual report

3. The CSR framework was made up of five areas being:
 - a. Staff and non-executives
 - b. Registrants and stakeholders
 - c. Finance
 - d. The environment, including supply chains
 - e. The local community.
4. The Executive has reviewed the CSR framework and the table below describes where the organisation has undertaken activities against each of the five areas. While this represents a broad range of activities, especially given the size of the GOsC and its limited resources, we believe that there is more that can be done, and the steps we intend to take are set out at paragraph 5-6.

Area	Activities undertaken
Staff and non-executives	<ul style="list-style-type: none"> • New staff receive health and safety training on first day at work • Provide staff with 'at-desk assessments' by registered osteopath • Flexible working arrangements in operation • Training plan in place and reviewed annually for staff and non-executives • Study support mechanisms in operation • Continued the support health and wellbeing of staff through access to osteopathic treatment, private health checks and an employee assistance programme.
Registrants and stakeholders	<ul style="list-style-type: none"> • Service standards published and registrants' views sought on experiences/interactions with GOsC • Continued to consult clearly in a range of accessible formats.

Finance	<ul style="list-style-type: none"> Continued to ensure current pension provider is able to offer staff, if they wish access to ethical funds for their pension investment.
The environment	<ul style="list-style-type: none"> Continued to encourage recycling and, where possible, online working Continued to source environmentally friendly stationery supplies, including energy efficient lighting.
The local community	<ul style="list-style-type: none"> Where possible, we are using local suppliers to provide goods/services.

- The Executive believes that there are five areas where we can undertake further activity that supports the CSR framework. In order to ensure these activities move forward, it is suggested that each one be assigned an owner or owners
- The table below sets out the activities and their owners:

Activity	Owner(s)
Provide basic health and safety/first aid training for all staff	HR Manager/Facilities Manager
Continue to promote the need for a work/life balance	SMT collectively
Explore the use of e-devices for committee meetings	Chief Executive
Continue to encourage recycling and waste reduction, i.e. through double sided printing	Facilities Manager
Forge links with a local school to establish a work experience placement programme.	Head of Registration and Resources/HR Manager

- In addition we intend to have further discussions with staff about any additional areas of work they think might be added to the CSR framework.

Recommendation: to note the content of the report.