# Corporate Social Responsibility & Charitable Activities

NWUPC Ltd has a number of policies covering ethical and corporate social responsibility (CSR) issues in how it operates and conducts its business. The Consortium also wishes its employees to take a pro-active part in their communities and the wider world at individual level. Therefore each member of permanent staff will be encouraged to identify a social enterprise, local community association / body, local or national charity (called the nominated cause) that they are involved with or wish to support and NWUPC will provide resources to enable them to do this to a value of £250 each person annually. More than one cause can be supported with the total resource split between them.

The resources can include, in combination or direct:-

* Up to £250 that can be used for sponsorship, payment for equipment or other services for the nominated cause
* Up to a nominal value of £250 services provided to the cause by NWUPC for instance printing, stationery, photocopying or other resources
* Up to two days leave to pro-actively work for or on behalf of the cause examples are: sponsored runs, rides, walks etc. working as a volunteer in the cause’s premises, organising / working at charity events such as coffee mornings, fetes, shops, etc. Each day granted for such activities will count as £125 of the total £250. Weekend days will not count as part of this and no leave days can be accumulated as in lieu or taken for any other reason than direct support for the cause over and above what the individual would normally provide.

Staff will be required to claim for any of the above and provide evidence for each claim which can include receipts, sponsorship forms and letters from the nominated cause, pictures, leaflets or any other documents that demonstrate how the cause was supported. Where support is given the Consortium may ask the individual staff member to obtain permission from the cause for NWUPC to use pictures and/or other material in its publicity such a newsletters and on the website.

It is not compulsory for a member of staff to have a nominated cause or to partake in activities as detailed above. Whilst any such activities can and will be reviewed for the overall positive effect on staff learning and development no sanction or other detriment will be imposed should no such activities have taken place.