Our commitment

Middlesex University takes its social responsibility seriously. We aim to uphold high standards in our dealings with our communities, our students, staff and partners. We are committed to ensuring our staff and students are able to learn and work in a socially responsible environment.

In this report, we outline the social responsibility objectives we have set ourselves and report on what we are doing to achieve them.

About Middlesex University

We teach 40,000 students on Middlesex courses at our campuses in London, Dubai and Mauritius, Malta and with prestigious academic partners across the world.

We have a reputation for the highest quality teaching, research that makes a real difference to people's lives and a practical, innovative approach to working with businesses to develop staff potential and provide solutions to business issues.

Our expertise is wide ranging, from art and design, business and health and education; to law, media and performing arts and science and technology.

Aims

Our corporate social responsibility (CSR) aims are ambitious and cover everything we do. They provide the basis for specific initiatives set out in action plans and are organised into five broad areas of impact:

- Our staff
- Our students
- Our local communities
- Our business partners
- Environmental Management

There are twenty objectives under these headings with the full version available in the appendix to this report. In summary:

Our staff

1. Creating a balance between work and family life; as well as providing opportunities for career and skills development

2. Providing a safe and healthy environment for staff

3. Respecting the rights and dignity of our staff and treating everyone fairly and without discrimination

4. Respecting the privacy of our staff

Our students

5. Providing a fulfilling and rewarding student experience including consistently high quality learning environments, teaching and support to enable students to succeed

6. Facilitating participation in university education from the widest possible range of backgrounds, ethnicities and nationalities

7. Providing a safe and healthy environment for students

8. Respecting the rights and dignity of our students and treating everyone fairly and without discrimination

9. Respecting the privacy of our students

10. Supporting student CSR initiatives

Our local communities

11. Providing a safe and healthy environment for visitors

12. Understanding the needs of, and working with, the local community

13. Encouraging staff and students to engage in voluntary activities

14. Encouraging staff and students to support charitable and community based organisations

Our business partners

15. Dealing with our business partners with transparency and fairness

16. Ensuring sustainable and socially responsible purchasing of goods and services

17. Ensure our partners both adopt and share best practice in sustainable and socially responsible policies.

Environmental management

18. Achieve accreditation under the recognised environmental management system, EcoCampus

19. Managing our construction projects, facilities and student residences safely and sustainably

20. Supporting student-led environmental initiatives.

Monitoring and review

The University has established a new approach to monitoring and reviewing our progress in achieving our corporate social responsibility aims and objectives. The Corporate Social Responsibility Committee ensures that social and environmental considerations are integrated into all that we do.

The Committee incorporates the former University Ethics Committee, providing a coordinated and consistent approach to social responsibility University-wide.

We will communicate our activities to all of our stakeholders through a variety of channels to a range of audiences. Communications will highlight progress against our objectives as well as encouraging the involvement of our stakeholder community in initiatives to promote sustainable and responsible behaviour.

Communications will range from official reporting or press releases on significant achievements, through to promoting events on University and external websites as well as engagement through social media.