

# Goldsmiths Sustainable Careers Policy

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# 1 Introduction

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Goldsmiths has made a commitment through the Green New Deal to address the climate emergency and ensure a green recovery post the Covid-19 pandemic. In conjunction with this, The Students Union has already passed a motion in support of Fossil Free Careers, and will not allow oil, gas, or mining companies access to SU-organised events, or to lend the SU name, logo or endorsement to events which include these companies, and we will refuse the presence of oil, gas and mining companies in any SU-controlled physical or digital space. We also believe that arms companies and tobacco companies should be included in this policy.

In the context of this, Careers and Employability in collaboration with the Students Union and with the endorsement of Goldsmiths Senior Management, have set out the following Sustainable Careers Policy which sets out our approach to sustainable careers. This will underpin the Employability Framework, a supporting framework of the Education and Student Experience Strategy.

This policy has also been designed to be compliant with our professional body, Association of Graduate Careers Services (AGCAS) Code of Ethics which states:

Impartiality – embedding the principle of impartiality into the design and delivery of career development services so that students and graduates have the freedom to develop their own career paths. Any conflicts of interest will be declared as soon as they are known.

The Careers Service operates under this code and will continue to support students to develop their employability and achieve the career aspirations of their choice.

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## 2 Scope

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- 2.1 This policy will inform the work of the Careers Service, specifically with respect to the employers that are engaged in careers activities and events.
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## 3 Key Principles

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**These principles set out Goldsmith's position with respect to sustainable careers and organisations that contribute to the climate emergency.**

### **3.1 Creating relationships with sustainable employers**

- 3.1.1 We will include a specific focus on creating relationships with sustainable employers in pillar 2 of the Employability Framework.
- 3.1.2 We will contribute to Goldsmiths Green New Deal curriculum area by sourcing more sustainability placements in placement modules and continuing to support placement modules in sustainability-focused degrees e.g., MA Ecology, Culture and Society.
- 3.1.3 We will continue to generate volunteering opportunities in sustainability.

### **3.2 Vacancy advertising**

- 3.2.1 In accord with Goldsmiths Students' Union, we believe that advertising any positions with these companies undermines the work that we are doing to end the recruitment pipeline of fossil fuel companies. Even companies who are "investing" in alternative energy sources are still actively contributing to the climate crisis, and research has shown that there can be "no new coal, oil, or gas projects from 2021 for us to have an even chance of keeping global average temperature rises below 1.5C" (People & Planet, 2023). In order to prevent these companies from continuing to damage our planet and harm its people, we need to end the recruitment pipeline as a whole. To this end, Goldsmiths Careers Service will restrict all job vacancies from oil, gas, mining, arms, or tobacco companies being advertised on Career Space and SkillSpace. There should be no exceptions to this.

### **3.3 Careers fairs and events**

- 3.3.1 Fossil fuel, arms and tobacco companies will not be able to attend careers fairs either physical or digital.
- 3.3.2 We will highlight sustainable employers (those that have positive ESG policies in sustainability) and employers promoting vacancies in the sustainability space in careers fairs.
- 3.3.3 Careers will create specific sustainable careers events e.g., through our "Working in..." series.
- 3.3.4 We will encourage companies to adopt sustainable recruitment practices e.g., materials at careers fairs.
- 3.3.5 We will encourage companies to include sustainability content in their delivery to students.

### **3.4 Extracurricular activities**

- 3.4.1 We will look at how we can encourage students to reflect on sustainability in the Gold Award
- 3.4.2 We will support the generation of the sustainability briefs for the Connected Curriculum L5 and other modules as appropriate.

- 3.4.3 Careers will source internships in the area of sustainability or in organisations with a strong sustainability focus.
- 3.4.4 We will showcase careers resources on sustainability careers through our communication channels to students.
- 3.4.5 Careers will promote the creation of student enterprises in the sustainability area e.g., through programmes such as Hack for Good and Ingenuity

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## 4 Review

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- 4.1 This document will be reviewed on an annual basis.

### Document history

Version	Date	Details	Author	Approved
1.0	22/05/24	Approved by Academic Board 22/05/24	Yasmina Mallam- Hassam	Approved