



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Ethical Careers Policy 2025-2030

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1. Introduction

The University of Wales Trinity Saint David (UWTSD) is committed to embedding sustainability, responsible leadership, and ethical practice across all areas of its operations and student experience.

This Ethical Careers Policy supports the objectives set out in the UWTSD Group Environmental Sustainability Strategy 2025–2030, particularly strategic priority 2 ‘Education and Employability’, which seeks to ensure that graduates are equipped with the knowledge, skills, and opportunities to contribute positively to a sustainable and responsible global economy, including self-awareness in relation to ethical career decisions and the exploration of career options. Through this policy, the Careers Service aims to align employer engagement, recruitment activity, and careers guidance with the University’s sustainability ambitions while maintaining impartial advice that enables students to make informed decisions about their future careers and to promote a wider understanding of sustainable environments that includes fostering ethical interpersonal practices and healthy workplace cultures..

2. Purpose

The purpose of this policy is to establish a clear framework for ethical practice within the University of Wales Trinity Saint David (UWTSD) Careers Service in relation to employer engagement, recruitment promotion, and student career support.

The policy ensures that careers activities are aligned with the University’s commitments to:

- Sustainability and responsible environmental practice
- Ethical engagement with external organisations
- Fair and inclusive access to employment opportunities
- Transparency and professional standards in careers guidance

The policy supports the University’s wider strategic objectives and sustainability commitments, including its work towards net zero and responsible institutional practice.

3. Scope

This policy applies to:

- The UWTSD Careers Service
- Careers events and employability initiatives organised or supported by the University
- Employers and external organisations engaging with the University through careers services

The policy applies to opportunities promoted through:

- University careers platforms
- Careers events and fairs
- Employer marketing activity supported by the Careers Service

4. Policy

The Careers Service operates according to the following core principles:

4.1 Impartial Careers Guidance

The Service provides student centred, independent and impartial careers guidance, enabling students and graduates to make informed decisions about their career pathways.

4.2 Ethical Employer Engagement

The University seeks to engage with employers whose activities align with responsible environmental, social, and ethical standards.

The Careers Service will therefore look to no longer collaborate or hold relationships with industries/companies operating in industries widely recognised as having significant negative environmental or public health impacts, including:

- Fossil fuel companies listed in the Carbon Underground 200, particularly those involved in coal extraction or tar sands
- Mining companies identified within the Carbon Underground 200 list and the 50 mining companies in the Transition Mineral Mining 50 list.
- Arms companies engaged in sales to sanctioned regimes.
- Tobacco companies and organisations producing tobacco-based products

While opportunities from such sectors do appear through third-party vacancy platforms, the Service will not actively promote these roles. Students may still seek impartial guidance regarding such opportunities during one-to-one careers guidance sessions.

4.3 Promotion of Sustainable Careers

The Careers Service actively promotes career opportunities and employer engagement activities that contribute to:

- Environmental sustainability
- Green skills development
- Social responsibility
- Sustainable economic development

Where possible, careers communications and campaigns will prioritise organisations contributing to these outcomes.

4.4 Fair and Responsible Employment Practices

The Careers Service promotes fair employment practices and equitable access to work opportunities.

4.5 Employer Due Diligence

All opportunities advertised through the Careers Service are subject to appropriate checks to ensure they are legitimate and comply with relevant employment law.

This may include:

- Screening opportunities from third-party vacancy platforms
- Manual checks of employer-submitted opportunities
- Ensuring employers provide safe working environments
- Ensuring compliance with employment regulations

4.6 Inclusion and Widening Participation

The Careers Service supports the University's commitment to widening participation and inclusive career development.

- The Service will actively promote opportunities and initiatives that support:
 - Under-represented groups
 - Students with disabilities

- Students from disadvantaged socio-economic backgrounds
- Gender equality and inclusive employment practices

4.7 Sustainable Operations

The Careers Service seeks to minimise the environmental impact of its operations by:

- Operating as a primarily paperless service
- Minimising printed materials
- Using recycled materials where printing is required
- Encouraging sustainable promotional practices at careers events

External organisations participating in careers events are encouraged to adopt sustainable approaches to promotional materials.

5. Responsibilities

5.1 Careers Service

Responsible for:

- Implementing this policy in careers activities
- Managing employer engagement in accordance with ethical principles
- Conducting appropriate employer and opportunity checks
- Promoting sustainable and inclusive career opportunities

5.2 Careers Staff

Responsible for:

- Delivering impartial careers advice
- Applying the policy when approving employer engagement
- Supporting students in making informed career decisions

5.3 Employers Engaging with UWTSD

Employers working with the University are expected to:

- Comply with employment legislation
- Provide safe working environments
- Offer fair employment conditions

6. Monitoring

The Careers Service will monitor implementation of this policy through:

- Employer engagement procedures
- Vacancy approval processes
- Student feedback
- Annual policy review

Any concerns regarding employer conduct or ethical alignment will be reviewed by the Careers and Employability Service management team.

The Careers Service is committed to transparency and continuous improvement.

Feedback regarding this policy may be submitted to the Careers Service. Staff can be contacted at careers@uwtsd.ac.uk

7. Misuse of Policy

Non adherence to the policy will be reported to the University's Resources and Performance Committee and University Council .

Where concerns arise about non-adherence to this policy, the University may review its engagement with the organisation, which may include limiting or withdrawing access to University careers events, platforms and partnerships, in line with relevant institutional policies

8. Links to other policies / procedures

UWTSO Group Environmental Sustainability Strategy 2025-2030

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Date: 01/06/2026

Document version control

Version No:	Reason for change:	Author:	Date of change:

Current status of Policy: approved

Is the Policy applicable to: HE

Date ratified: 01 / 06 / 2026

Date effective from: 01 / 06 / 2026

Policy review date: 01 / 06 / 2027

For publication: on UWTSD website



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