

Careers & Enterprise: Ethical Careers Framework

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April 2025

UWE BRISTOL CAREERS & ENTERPRISE: ETHICAL CAREERS FRAMEWORK

1. Introduction: Ethical Careers Framework

- 1.1 At UWE Bristol, we are committed to empowering our students and graduates to make informed career choices that align with their personal values and can contribute to a sustainable future. This Ethical Careers Framework sets out the guiding principles and specific UWE commitments that shape the support we provide, ensuring all individuals can explore career opportunities which are aligned with their interests and values, and they can learn how they could contribute to a more just, inclusive, and sustainable world.

2. Our Commitment

- 2.1 UWE will provide careers and enterprise services that:
 - 2.1.1. Empower students to critically evaluate the ethical, social, and environmental impact of various sectors and employers, including issues such as sustainability, inclusion, and corporate ethics and responsibility.
 - 2.1.2. Support students in making intentional, values-driven career choices that align with their beliefs, passions, and long-term aspirations.

3. Strategic Themes

- 3.1. **Inclusivity and Equity:** We are committed to inclusive practice and widening participation. Our careers support is designed to be accessible and equitable for all students and graduates, regardless of gender, ethnicity, disability, socio-economic background, or other identity factors. We are actively working to challenge barriers and to provide fair access to opportunities.
- 3.2. **Sustainability and Social Responsibility:** We promote careers that make a meaningful, positive impact on both people and the planet. As part of this, we encourage students to critically engage with the environmental, social, and governance (ESG) practices of potential employers, and to reflect on how organisational values align—or clash—with their own ethical and sustainability principles.
- 3.3. **Informed Ethical Decision-Making:** We support students to reflect critically on the ethics of different industries, employers and roles, to help identify opportunities that align with their values. Some employers and sectors come under scrutiny due to their working practices or impact on people and the planet. We empower individuals to ask the right questions, research company values, and make thoughtful, informed choices.

4. How We Will Achieve This

- 4.1. **Sustainable Career Resources:** We continue to develop and promote resources focused on green careers, ethical practices of employers, and value-led job search strategies. These are available to all students through our online platforms and in-person services.
- 4.2. **Employer Engagement and Partnerships:** We are committed to strengthening our relationships with organisations that demonstrate ethical leadership, inclusive practices, and a genuine commitment to social and environmental sustainability. While many

employer partnerships are shaped by student and institutional priorities, we continue to work towards prioritising and promoting opportunities with values-led employers.

- 4.3. **Vacancy Promotion Standards:** All roles advertised through UWE Bristol CareerHub must meet our minimum ethical criteria. For example, we do not advertise unpaid internships (unless they are exempt under UK law) and require all roles to pay at least the National Minimum Wage. All UWE-funded internships must pay the Real Living Wage. You can find more information about our employer terms and conditions here: <https://recruitingtalent.infohub.uwe.ac.uk/content/terms+and+conditions>
- 4.4. **Financial Access:** We provide an Employability Bursary for eligible students to ensure that finance is not a barrier to accessing meaningful, career-building experiences such as internships, placements, or skills development. This forms part of our broader commitment—outlined in our [Access and Participation Plan](#)—to ensure students from all backgrounds can access, and are prepared for, high-quality experiences of work.
- 4.5. **Inclusive and Sustainable Employability:** We promote UWE Bristol's [Climate Education course](#) and work to champion inclusive employability practices that reflect our values around equity, sustainability, and social responsibility.
- 4.6. **Ongoing Review and Accountability:** We will review this framework every two years, considering student feedback by working closely with UWE SU, emerging trends, and evolving standards of ethical practice in the labour market.

5. Working with Us

The UWE Careers and Enterprise offer is based wholly within UWE Bristol and is not part of any other combined careers service. Our multidisciplinary experts collaborate across a range of specialist functions, from career coaching and consultancy; work-based learning and outward mobility; enterprise and entrepreneurship, and through our engagement with civic, community and employer partners, to offer a diverse range of services and opportunities both within and outside the curriculum, including positive action and other targeted initiatives.

We are currently working with the following third-party employer providers to supply services: [CareerHub](#), [Handshake](#) and [Abintegro](#).

6. Careers & Enterprise Staff

To provide the best experience to our students in accessing the right support as quickly and effectively as possible we provide a consolidated online enquiry service: <https://www.uwe.ac.uk/study/career-development/careers-contacts>

The following section outlines the structure of our Careers Service, designed to deliver tailored support across all Colleges and student groups.

Names & Job title	Contact
Head of Careers and Enterprise Development (Library & Learning Services) <ul style="list-style-type: none"> Lloyd Williams 	Careers@uwe.ac.uk
Head of Student & Graduate Talent (Research & External Engagement) <ul style="list-style-type: none"> Colette Percival 	Careers@uwe.ac.uk
Careers and Enterprise and Development Managers <ul style="list-style-type: none"> Gareth Hughes Jo Bliss Kate Dwyer Mhairi Threlfall Paula Tynan 	Careers@uwe.ac.uk
Student & Graduate Talent Managers <ul style="list-style-type: none"> Rob Nisbett Kathryn Goodfellow Jamie Darwen 	Careers@uwe.ac.uk
Enterprise & Incubation Manager <ul style="list-style-type: none"> Leanne Newton 	Careers@uwe.ac.uk

7. Governance

The implementation and monitoring of this framework is the responsibility of the **University Learning and Teaching Student Experience Executive Committee (LTSEC)**. The framework will be reviewed every two years to ensure it remains relevant, effective, and aligned with both institutional priorities and current legislative requirements.