

University Careers Service - Employer Engagement Statement

Our responsibility

Through collaboration with our colleagues, students and industry partners, Newcastle University Careers Service provides curricular, co-curricular and extra-curricular experiences that spark curiosity and empower all our students to develop their interests, networks, and capabilities for success in their future working lives. It is our policy to be an impartial service and enable a range of employers attend our events so that students can make their own choice about their career pathways.

As members of AGCAS (Association of Graduate Career Advisory Services), the Careers Service at Newcastle University is bound by a professional code of ethics that requires us to act with impartiality in the delivery of career development services. This gives students and graduates freedom to develop their own career paths based on their interests.

Collective responsibility within the University

At Newcastle, we have an institutional vision to be a research-rich, world-leading University, advancing knowledge, providing creative solutions, and solving problems. This vision is based firmly on our core values:

- Equality, diversity, and inclusion
- Social and environmental justice
- Academic freedom.

It is also informed by three aspirational values that guide everything we do: Excellence, Creativity and Impact.

Equality, diversity & inclusion

EDI is one of our core values that underpins all our activities. Guided by the principles as set out in our institution's **Due Diligence & Ethics framework** - that is used for research, strategic educational partnerships and donations, we expect the following from our stakeholders:

- Employers - to be respectful of our core values of equality, diversity & inclusion (EDI), sustainability and environmental protection.
- Students to critically analyse and question employers' own statements and outputs
- Respect for individual agency in students' future employment choices.

Social & environmental justice

Given the civic and global value of sustainable practices and the multi-dimensional impact of climate change and conflict we are committed to:

- Building relationships with industry partners who contribute scientific solutions to a sustainable environment including those providing fossil fuels necessary for our energy transition.
- Building relationships with industry partners who are working entirely in the sustainability field.

- Providing information that helps students research organisations and make career decisions based upon ethic and value systems.
- Supporting our students to understand how societal themes impact sectors and organisational purpose.

This collective endeavour demands of us all to engage with different viewpoints to marshal research and political will to seek constructive solutions.

Academic freedom and student progression

We acknowledge that students may disagree with some of the organisations, sectors, or geographies we may engage with. However, mutual respect and understanding are at the heart of what we do, and all members of the University community are encouraged to express their lawful opinions in a constructive manner that is mindful of the University's core values, is non-discriminatory, and which protects the University's commitment to Freedom of Speech.

Everyone is expected to be respectful of others and their rights to hold and express their own opinions, even while engaging in academic debate involving contradictory or alternative viewpoints. Given the complexity of many issues and the rights of all students to develop their own futures, our role is to empower all our students to explore and develop their future plans which includes having access to employer representatives, events and information that are of interest and relevant to them.

Lawful protest and free speech are fundamental rights. We respectfully ask that these rights are not exercised in a manner that denies the same freedoms to others who hold a different view.

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