



Name of Policy: Environment, Social and Governance Policy

RESPONSIBLE COMMITTEE: General Purposes Committee

RESPONSIBLE OFFICER: Principal Bursar

LINKED DOCUMENTS: College: Responsible Investment Policy, Public Disclosure Policy, Ethical Donations Policy, Trustee Role and Code of Conduct

LINKED DOCUMENTS: Other: n/a

Annual Review date: First meeting of Hilary Term

Context

St John's College purpose is to be '*a perpetual college of learning sciences, sacred theology, philosophy and good arts.*'

The current strategic plan concludes:

"This Strategic Plan builds on the vision of Sir Thomas White for St John's College by renewing its commitment to education and research and embracing its position as a leading 21st century College in the University of Oxford. Working within the framework of the collegiate University, the College aims to maintain its position at the forefront of global developments in science, technology and the arts and to educate the next generation of leaders nationally and internationally, whilst respecting its staff, students and alumni and sharing its resources equitably in line with its charitable aims."

Environmental

St John's College has committed to achieving net zero carbon and bio-diversity net gain. In order to achieve this, and to determine a challenging timescale, an environmental sustainability action plan has been agreed which sets a base-line of 2018/19 and a detailed set of actions to achieve its vision. The plan covers all activities of the College, including investments, commercial and rural portfolios. Progress on this plan is included on the [website](#).

Social

St John's College will make a positive impact on all people working and studying at the institution (inside the organisation). This is demonstrated by:

- A commitment to the Oxford Living Wage, which recognises the high cost of living in Oxford.
- An agreed set of values for everyone working and studying at St John's College. They show the expectations we have of ourselves and of each other; they guide our day-to-day decisions and interactions.



- A constant and open dialogue with, and between, staff, students and academics on a wide range of issues.
- Support for early career academics.
- The provision of a high-quality [College nursery](#).
- Real and meaningful focus on [equality, diversity and inclusion](#).

St John's College plays an active part in supporting the community as shown by:

- Its financial support and commitment for many (including the Oxford Playhouse, local schools and charities);
- Its focus on access (as demonstrated by all the strands of the [Inspire programme](#));
- The sharing of its assets to the wider community (including exhibitions at the Barn, public access to Bagley Wood, free access to the College and its grounds);
- The research activities of its academic staff, which brings social, cultural, scientific and human benefit.

Governance

St John's College has in place governance structures and processes to ensure that Trustees are exercising their responsibilities in line with best practice charity guidance and an agreed code of conduct. A Remuneration Committee, of external members, provides oversight of all aspects of Trustee remuneration and benefits. The College has adopted a [responsible investment policy](#) building on the work already done on setting a [framework for ethical investment](#). A [whistleblowing policy](#) (public disclosure policy) enables people to raise any concerns they may have. A policy on ethical donations is in place to ensure that proper scrutiny is given to all proposed gifts.



POLICY HISTORY

<i>Date of GB approval</i>	<i>Brief summary of changes</i>	<i>Confirmation that linked documents have updated if necessary</i>	<i>College policy register updated</i>
MT 2022	Policy agreed by Governing Body	Confirmed	Yes (I Burke)
HT 2024	Policy reviewed by GB, updated Nursery link	Confirmed	Yes (I Burke)
HT 2025	Policy reviewed, linked to Trustee code of conduct; agreed by GB	Confirmed	Yes (I Burke)