



Corporate Social Responsibility Statement

YHEC undertakes health economics research with the aim of helping decision makers to improve population health and health-related social wellbeing. We are a subsidiary company of the University of York. All our profits go back into the University (a registered charity), funding developments in facilities, research and education. This statement summarises our approach to social responsibility within our company.

We want our staff to be happy to come to work and to enjoy the work that they do. Putting our people first is a core part of our culture. We have shaped our values around our staff because we believe that this is the best way to drive our business forward.

All YHEC staff are included in setting our business objectives. We invest in staff training and we encourage a two-way dialogue through an open-door culture. We provide opportunities for people with potential to join YHEC, to develop their careers and, as our existing team will tell you, we also seek to promote from within where appropriate because we value the knowledge and expertise of existing staff.

Equality and Diversity

As a subsidiary of the University of York, YHEC is aligned with the [University's equality and diversity policies](#).

The University is committed to developing, maintaining and supporting a culture of equality and diversity in employment in which staff are treated equitably with regard to their personal characteristics. The principles of equality and diversity are at the heart of University life and are supported by policies, procedures, information, training, and guidance. Equality of opportunity and inclusivity is fundamental to the vision and values of the [University Strategy](#). Fostering respectful and inclusive behaviours is central to the [Community without Limits framework](#).

YHEC is also fully committed to these aims and all members of our team have the right to a fair, welcoming and inclusive environment that is free from all forms of harassment and bullying. Dignity and respect are at the heart of the way we work at YHEC. Our policies and practices recognise and value difference, and all staff undergo training to ensure that they understand legal requirements and best practice. YHEC has an Equality, Diversity and Inclusion (EDI) Committee, which all staff are eligible to join, which works to champion EDI objectives and to ensure that EDI policies are implemented successfully and in alignment with YHEC's vision and values.

Health and Wellbeing

YHEC recognises the importance of mental health support for staff; we have six trained mental health first aiders and all staff can access training on resilience and mental health. Staff also have access to 24-hour confidential care support lines and University support, health and wellbeing resources. YHEC has a comprehensive health and wellbeing strategy and three dedicated workplace wellbeing groups, co-designed and co-delivered by staff. Our policies offer a range of flexibilities that enable us to support staff in the context of their individual circumstances.

Charity Fundraising

Every year YHEC's staff nominate and select a charity to support, and undertake a wide range of activities to help raise money for the chosen charity. In the past year, activities have included quizzes, bake sales and physical challenges.

YHEC matches staff fundraising up to £5,000, so for every £1 raised by YHEC staff, YHEC will give a further £1 to the chosen charity.

Charity Giving

YHEC staff can donate to charity via payroll giving; this is a way of giving money to charity without paying tax on it, meaning greater benefit to the charity.

Volunteer Days

YHEC supports voluntary / charitable activities and staff may set aside up to two days (pro rata) per year, in work time, to undertake such activities. As well as being an opportunity for YHEC to benefit the wider community, this contributes to staff wellbeing and happiness. Staff can choose to do the voluntary work individually or as a group activity, and participation is entirely optional.

Procurement

As a subsidiary of the University of York, our purchasing follows the University procurement guidelines and we benefit from the sustainability principles that they follow. The University promotes the use of sustainably minded sources and the consumption of resources in a sustainable way, and builds strong relationships with its suppliers so that its environmental impact can be reduced. Further details are available on the [University's Consumption and procurement web pages](#).

Slavery and Human Trafficking

YHEC follows guidance from the University of York in acknowledgement of Section 54(1) part 6 of the Modern Slavery Act 2015, to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our core activities. A [Slavery and human trafficking statement](#) is available.

Energy Efficiency/Environmental Awareness

YHEC leases office space on York Science Park (YSP). The facilities management teams at YSP and the University of York oversee our building and undertake energy performance assessments. YHEC also has access to [resources on sustainability](#) that the University of York has developed.

Recycling

YHEC provides facilities to enable staff to recycle a wide range of items. Although a fully paperless office is not practical, staff are encouraged to avoid printing unnecessarily.

We use the 'Warp It' resource redistribution network to offer YHEC's unwanted goods and furniture to other University departments and to source items that we need.

YHEC staff can use the relevant University Slack channels to advertise and source items for personal use, and staff in the office can use the nearby British Heart Foundation donation bank for unwanted clothes, books and other small items.