

**CORPORATE
SOCIAL
RESPONSIBILITY
POLICY
2026-2028**

- **POLICY AND RESOURCES COMMITTEE**

PART I

**Corporate Social Responsibility Policy
(ADCCC)**

1 Summary

1.1 The council's Corporate Social Responsibility Policy was last updated in 2015.

1.2 This report provides details of the amendments that have been made.

2 Recommendation

2.1 That: Policy and Resources agree the reviewed and updated Corporate Social Responsibility Policy (CSR) 2026.

2.2 That: Policy and Resources agree to delegate authority to the Associate Director for Corporate, Customer and Community to make future small amendments to the policy.

Report prepared by: (Freddy Chester, Partnerships Officer)

3 Details

3.1 The Corporate Social Responsibility (CSR) Policy outlines the councils ambition as a socially responsible and environmentally sustainable organisation and its commitment to ensuring sustainable development for both communities and businesses within the area.

3.1.1 The Introduction (Section 1.0) has been reworded and updated to include the objectives within the new Council Plan.

3.1.2 The Aims (Section 3.0) have been reworded and the priorities of the policy have been reviewed and updated. The policy contains 4 priorities that correlate with the themes of this CSR policy. The new objective places more emphasis on the council's efforts to achieve net zero and reduce its impact on the environment. Greater emphasis was placed on the council's responsibility to its workforce and the role that staff can play. The role that procurement can play in CSR and an emphasis on more localised suppliers and the social value suppliers provide. The final objectives highlighted the role that the council plays in strengthening communities and addressing inequality within the district.

3.1.3 The theme of Community (Section 5.1) has been reworded with new objectives to provide greater clarity. The number of objectives assigned to this theme is now 6, an increase from the previous 4 objectives.

3.1.4 The title of the theme has changed from Workplace to People (Section 5.2). Objectives have been reworded and expanded to provide more clarity on the council's actions to support staff.

3.1.5 Environment (Section 5.3) has been reworded with new objectives to provide greater clarity. The number of objectives assigned to this theme have reduced from 14 to 7 with previous objectives being reworded to reflect the Councils Climate strategy.

- 3.1.6 The title of the theme has changed from Marketplace to Procurement (Section 5.4). The number of objectives assigned to this theme has reduced from 8 to 7 objectives. The objectives have been reworded and greater emphasis has been placed on local suppliers and social value to reflect the council's procurement policy.
- 3.1.7 Section 6.0 is a new section added to the policy which summarises how the council will implement the new policy to ensure its effectiveness.
- 3.1.8 Section 7.0 Monitoring and Reporting is a new section added to the policy to explain how the council will measure the success of the policy. This proposes that Strategy and Partnerships will produce a CSR performance report be published within the KPI Annual report, highlighting achievements, challenges, and improvement areas.

4 Options and Reasons for Recommendations

- 4.1 Recommendations are proposed to show that the council is socially responsible, environmentally sustainable and recognises that CSR is a vital part of the council's community activity to help ensure Three Rivers is a great place to live, work and visit.

5 Policy/Budget Reference and Implications

- 5.1 The recommendations in this report are not within the Council's agreed policy as the report intends to update the council's Corporate Social Responsibility Policy and how the council is committed to ensuring sustainable development for both communities and businesses within the area.
- 5.2 The recommendations in this report are within the council's agreed budgets.
- 5.3 The purpose of this proposed policy is to update the council's Corporate Social Responsibility Policy.
- 5.4 The proposed policy will impact on the following performance indicators:
- CCS01 District carbon emissions reported as tCO₂e equivalent
 - CCS02 Carbon emissions from Council operations reported as tCO₂e equivalent
 - HR04 Employee Satisfaction levels
 - HR05 Employee Motivation levels

- 5.5 The impact of the recommendations on this/these performance indicator(s) is:

The proposed policy will support the Council's performance indicators. Under the Environment theme, it contributes to reducing the Council's direct environmental impact by actively managing waste, emissions and the consumption of natural resources. The policy also promotes diversity and equal opportunities for all. By encouraging professional development and supporting employee health and wellbeing, it is expected to have a positive effect on motivation, satisfaction and overall organisational performance.

Financial, Legal, Equal Opportunities, Community Safety, Customer Services Centre, Communications & Website, Risk Management and Health & Safety Implications

None specific.

6 Financial Implications

6.1 None specific

Legal Implications

6.2 None specific

7 Equal Opportunities Implications

7.1 Relevance Test

Has a relevance test been completed for Equality Impact?	Yes
Did the relevance test conclude a full impact assessment was required? Across all protected characteristics, no negative impacts were identified. In the case where future risks arise, appropriate mitigations have been outlined within the impact assessment to ensure the policy remains inclusive, proportionate and compliant with equality duties. These mitigations provide assurance that the policy can be implemented without disadvantaging any protected groups.	No

7.2 Impact Assessment

Across all protected characteristics no negative impacts were identified. The assessment concludes that the policy aims to be positive and inclusive, promoting equal opportunities, wellbeing and community engagement.

What actions were identified to address any detrimental impact or unmet need?

8 Staffing Implications

8.1 Staffing impacted when taking paid volunteering day leave.

9 Environmental Implications

9.1 Reduction in the council's direct impact on the environment by actively managing our waste, emissions and consumption of natural resources.

10 Community Safety Implications

10.1 None specific

11 Public Health implications

11.1 The council will create a workplace that encourages diversity and equal opportunities for all. It will actively encourage professional development and support employee health and wellbeing.

12 Customer Services Centre Implications

12.1 None specific

13 Communications and Website Implications

Annual report to be shared with staff and members

14 Risk and Health & Safety Implications

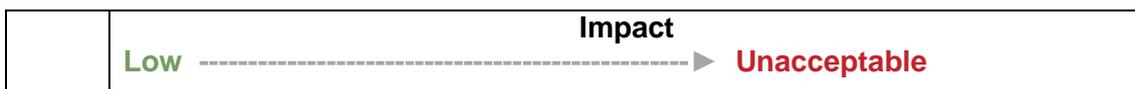
14.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

14.2 The subject of this report is covered by all service plans across the council. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Nature of Risk	Consequence	Suggested Control Measures	Response <i>(tolerate, treat, terminate, transfer)</i>	Risk Rating <i>(combination of likelihood and impact)</i>
Failure to agree Policy	Delay in new policy and failure to deliver our Corporate Social Responsibility effectively.	Current Policy from 2015 still in place	tolerate	4

14.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

Very Likely Likelihood ↓	Low 4	High 8	Very High 12	Very High 16
	Low 3	Medium 6	High 9	Very High 12
	Low 2	Low 4	Medium 6	High 8
	Low 1	Low 2	Low 3	Low 4



Impact Score

- 4 (Catastrophic)
- 3 (Critical)
- 2 (Significant)
- 1 (Marginal)

Likelihood Score

- 4 (Very Likely (≥80%))
- 3 (Likely (21-79%))
- 2 (Unlikely (6-20%))
- 1 (Remote (≤5%))

14.4 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

Data Quality

Data sources:

Procurement Strategy 2023-2026

Climate Emergency and Sustainability Strategy 2023-27

Data checked by:

Freddy Chester, Partnerships Officer

Data rating: Tick

1	Poor	
2	Sufficient	/
3	High	

Background Papers

APPENDICES / ATTACHMENTS

1 Corporate Social Responsibility Policy 2026-28

