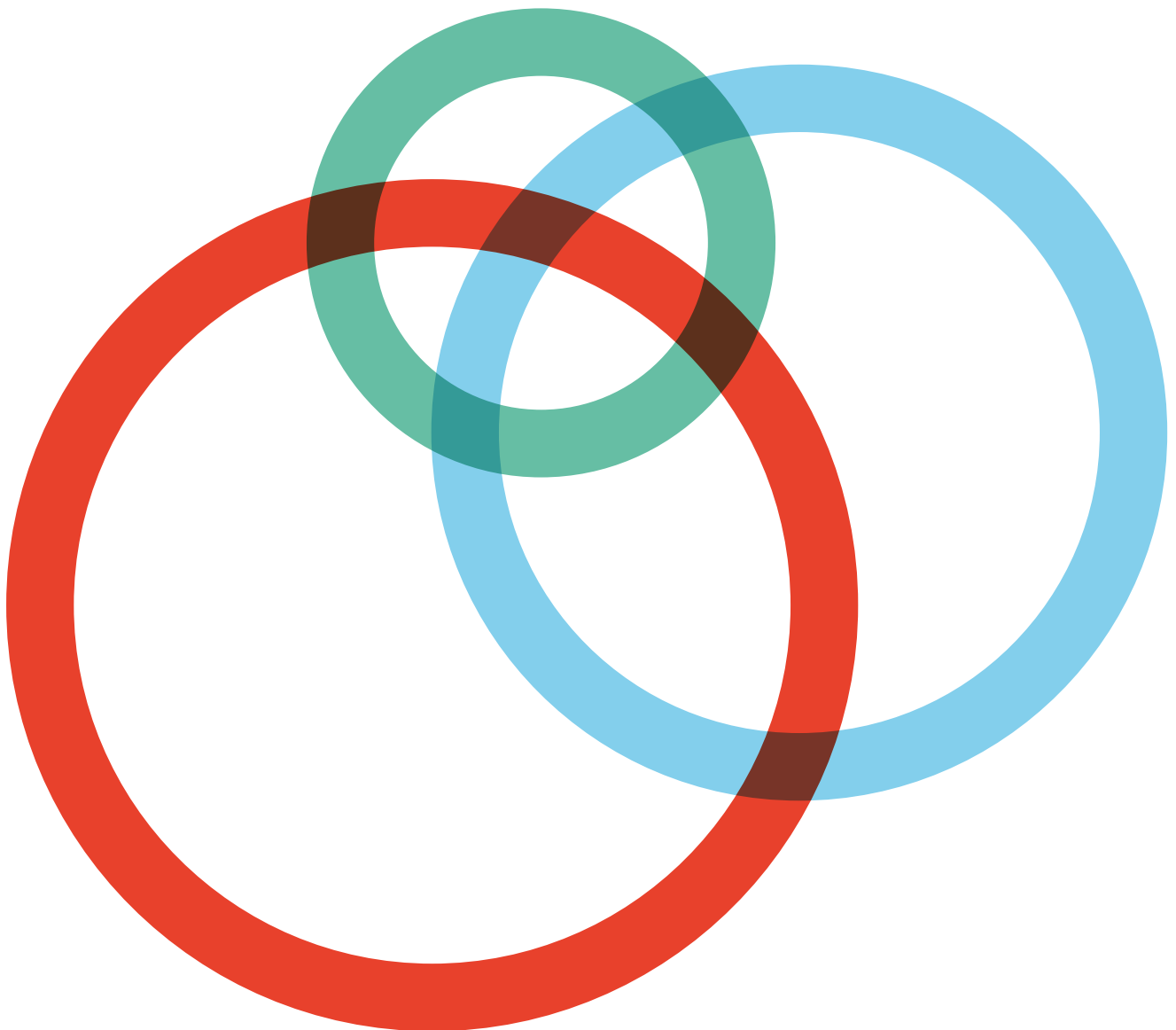


# SOLAS Corporate Social Responsibility Statement

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Our Workplace.  
Our Community.  
Our Planet.





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# SOLAS Corporate Social Responsibility Statement (CSR)



## Section 1

# SOLAS Corporate Social Responsibility Statement (CSR)

SOLAS is committed to excellence in Further Education and Training provision to contribute economic and social wellbeing in Ireland. This statement seeks to integrate Corporate Social Responsibility concerns into our organisation and identify and implement actions and initiatives leading to positive impact in our society and environment.

SOLAS recognises it has Corporate Social Responsibility in relation to issues that are of increasing importance. This applies to the people we employ and do business with, the community we interact with daily, and the planet we live on.

As part of its commitment to CSR, SOLAS has identified three pillars upon which to build its Corporate Social Responsibility.

### **Our Workplace**

Engaging and motivating our employees

### **Our Community**

Creating positive impact in Irish society

### **Our Planet**

Managing our resources to contribute to sustainability

SOLAS through our Corporate Social Responsibility Statement seeks to fulfil all legislative, ethical, and social obligations. This statement, its actions and initiatives is supported and endorsed by the Board and Senior Leadership Team of SOLAS.

## Section 2

# What is Corporate Social Responsibility?

Corporate social responsibility (CSR) refers to organisations taking responsibility for their impact on society. It is a concept whereby they can integrate social, ethical, and environmental concerns into their business operations on a voluntary basis.

CSR goes beyond compliance with legislative requirements. It is a voluntary concept, which is led by organisations. It is a process which maximises the creation of shared value through collaboration with all stakeholders and ensures that the interests of the organisation and the interests of wider society are mutually supportive.

SOLAS can play a supporting role in encouraging sustainable business practices through a smart mix of voluntary policy measures and, where necessary, complementary regulation.

CSR is important for the sustainability, competitiveness, and innovation capability of organisations and the economy. It brings benefits for risk management, cost savings, access to capital, customer relationships, and human resource management.

*(Source DBE: 2019)*

## Section 3

# CSR in the Public Sector

The public sector has a number of distinct roles to play in the CSR agenda:

- Endorsing and supporting the concept of CSR in enterprises
- Adhering to good CSR practice in its own operations
- Relevant regulatory roles

The public sector delivers many services in the community and has various regulatory roles. These are part of their policy remit and separate to CSR activity. All public bodies exist to provide a service to the public or communities. They have a complexity and variety of functions, but all provide a service and are responsible to different sets of stakeholders. The very nature of public service reflects many principles of social responsibility – accountability, transparency and respect for differing stakeholder's interests.

The public sector also has a leadership role to ensure that its own way of operating is in line with good CSR practices in its multiplicity of roles as employer, purchaser, service provider, and is better for society, the environment and for communities.

The public sector also has various regulatory roles that are relevant to CSR. Many of the recommendations outlined in international CSR frameworks are already embedded in national legislation and policies and therefore are often not regarded as CSR activities by companies, given their legislative basis. Examples include Employment and Equality Rights legislation and Company Law. Once legislative and regulatory frameworks are in place, the Government has the continuing role of monitoring their implementation, ensuring that breaches are dealt with properly, and offering opportunities for redress for those who are impacted when the statutory requirements are not complied with.

*(Source DBEI: 2019)*

## Section 4

# Scope

### **SOLAS Corporate Social Responsibility includes**

- Our employees both permanent and contract and the facilities within which our operations are based.
- Local Communities within which our operations are based and the wider community
- Our stakeholders including FET organisations, other Government bodies and departments, and private companies.





## Section 5

# SOLAS CSR Goals

### Our Workplace

- To promote a sense of wellbeing and to encourage employees to live a positive and healthy life style
- To listen and involve employees in shaping and realising organisation goals
- To ensure a safe and healthy environment for our employees, contractors, and visitors
- To promote and encourage behaviours that reflect organisational values and help bring these values to life, for example, collaboration, innovation, and excellence
- To increase and develop knowledge and skills in the workforce
- To promote diversity and inclusion in the workplace
- To provide flexible working options for staff encouraging better work-life balance.

### Our Community

- To support charitable causes both local and wider national and international appeals
- To support local communities where possible through donation or volunteering
- To encourage our employees to contribute to CSR through policies and guidelines.

### Our Planet

- To promote and encourage actions and initiatives by employees and stakeholders that will reduce our negative impact on the local and global environment
- To implement green procurement policies and practices in relation to equipment and consumables
- To implement internal actions in terms of waste management that will reduce the organisations overall environmental impact
- To reduce energy wastage
- To impact our stakeholders through positive environmental interaction.

## Section 6

# Sustainable Development Goals

The Sustainable Development Goals (SDG) otherwise known as the Global Goals are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity. They were set under the 2030 Agenda for Sustainable Development and are adopted by all United Nation Member States. They are interconnected and the success of one will involve tackling issue in another.

SOLAS through its CSR can contribute positively to the achievement of the Sustainable Development Goals to ensure we leave a better society and a more sustainable planet for the future.

### Our Workplace

- SDG 3 Good Health and Wellbeing
- SDG 5 Gender Equality
- SDG 8 Decent Work and Economic Growth
- SDG 10 Reduced Inequalities
- SDG 17 Partnership for the Goals

### Our Community

- SDG 1 No Poverty
- SDG 4 Quality Education
- SDG 8 Decent Work and Economic Growth
- SDG 11 Sustainable Cities and Communities
- SDG 17 Partnership for the Goals

### Our Planet

- SDG 11 Sustainable Cities and Communities
- SDG 12 Responsible Consumption and Production
- SDG 13 Climate Action
- SDG 14 Life Below Water
- SDG 15 Life on Land
- SDG 17 Partnership for the Goals

## Section 7

# SOLAS Actions

Under each pillar SOLAS has both implemented and proposed actions to contribute to the achievement of its CSR goals.

We have also identified internal and external stakeholders who can benefit and/or contribute to these action. It is important that our stakeholders, where possible, are actively involved in the successful implementation of our actions and initiatives.

In **Appendix 1, 2, and 3** we have set out various actions and initiatives under each pillar and their current status. This will be updated periodically.



## Appendix 01 – Our Workplace

Action	Stakeholders	Status
Employee Assistance Programme	Human Resources Unit INSPIRE Workplaces	In progress
Healthy Eating	Facilities Services Catering Contractor Well Being Committee SOLAS Staff Members	In progress
Irish Sign Language	Organisational Development and Support SOLAS Staff Members Irish Deaf Society	Completed
<b>Mental Health</b> <ul style="list-style-type: none"> <li>— Green Ribbon Campaign</li> <li>— Workplace Wellness SOS</li> <li>— See Change Workplace Pledge</li> <li>— IBEC Keep Well Mark</li> </ul>	Organisational Development and Support SOLAS Management See Change Workplace Wellness (Consultants) Suicide or Survive	In progress
Pilates / 10 @ 10	Well Being Committee SOLAS Staff Members	In progress
Social Club Events	Social Club Committee Organisational Development and Support SOLAS Staff Members	In progress
SOLAS Bake Off	Organisational Development and Support SOLAS Staff Members Facilities Services	In progress
SOLAS Choir	Organisation Development and Support SOLAS Staff Members	In progress
SOLAS Values Project	Communications and Secretariat – Values Working Group SOLAS Staff Members Quality Matters (Consultants)	In progress
Sign Language Only Coffee Mornings	Organisational Development and Support Senior Leadership team Staff members	In progress
<b>Training and Development for staff</b> <ul style="list-style-type: none"> <li>— Crucial Conversations (organisation wide)</li> </ul>	Senior Leadership Team All Staff Vital Smarts	In progress
<b>Work Life Balance</b> <ul style="list-style-type: none"> <li>— Flexi-time</li> <li>— Flexi-leave</li> <li>— Flexi working options for staff</li> </ul>	All Staff	In progress

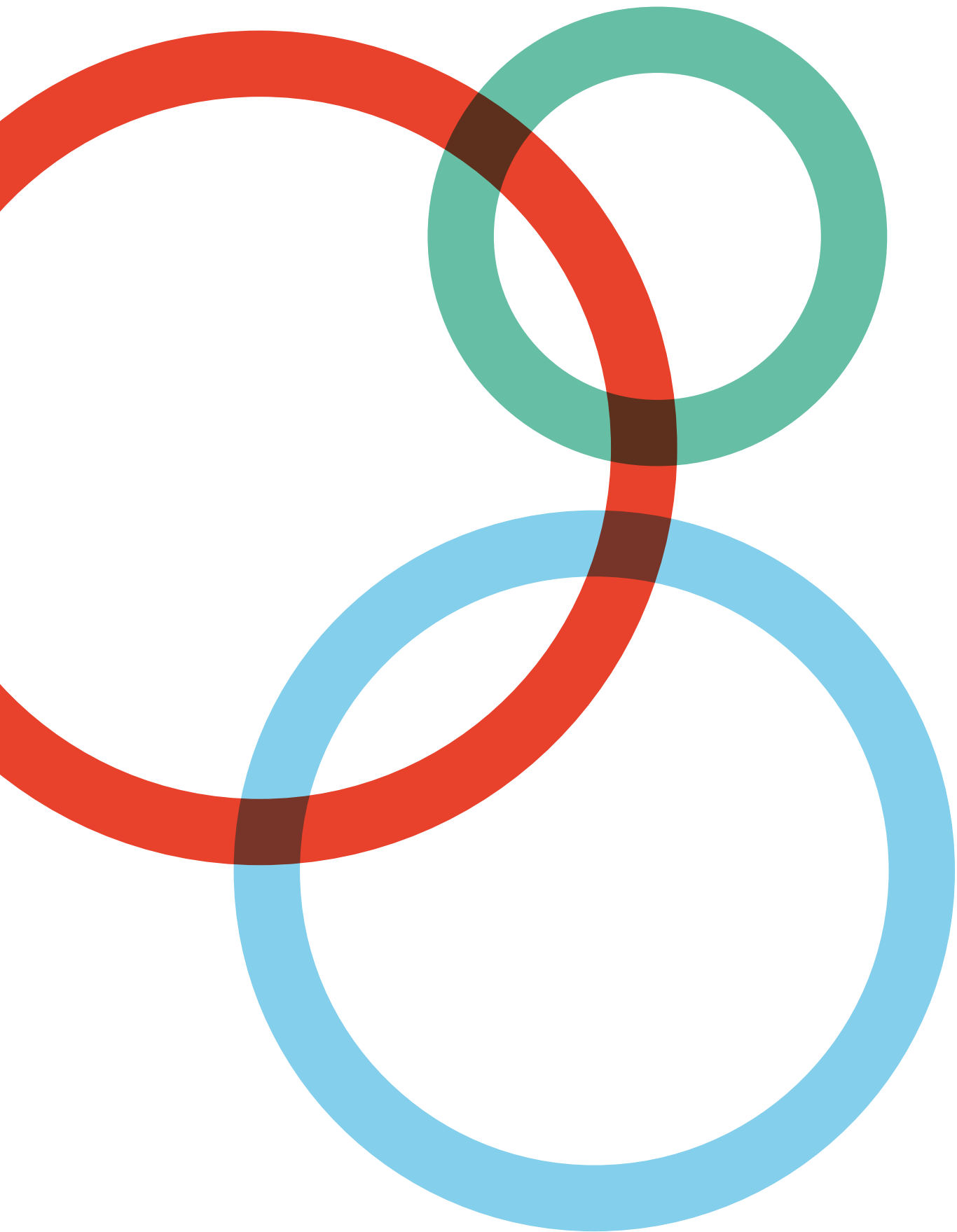
## Appendix 02 – Our Community

Action	Stakeholders	Status
Charity Events & Collections Policy	Organisation Development and Support SOLAS Staff Members Facilities Support	In progress
Computer Recycling	ICT Unit Camara Ireland	In progress
Daffodil Day	Facilities Services SOLAS Staff Members Irish Cancer Society	Annual Event – facilitate an annual charity event in conjunction with Irish Cancer Society Daffodil Day
DSPCA	Facilities Services SOLAS Staff Members DSPCA	Annual Event – facilitated a Christmas Pop up Shop for Dog Rescue in Castleforbes House
SOLAS Choir – Charity	Organisation Development and Support SOLAS Staff Members SIMON Aidlink Turkana (Concert in National Stadium)	Completed – raised funds in conjunction with the Simon Homeless Charity by singing Christmas Carols In progress
SOLAS Choir Collaborations (Active Inclusion) – Mountjoy Prison	Organisation Development and Support SOLAS Staff Members Mountjoy Prison Choir	In progress

## Appendix 03 – Our Planet

Action	Stakeholders	Status
Brunch and Learn Environment and Recycling	All staff Dublin City Council	In progress
Input from Dublin City Council Environment Section	Facilities Services Organisation Development and Support Dublin City Council	Complete
LED Lighting Upgrade	Facilities Services Apleona Electrical Contractors	To be implemented – action plan to refit lighting in Castleforbes House with LED units to reduce energy usage.
Managed Print System	Facilities Services SOLAS Staff Members Ricoh Ireland	Ongoing – procured and installed a managed print system in Castleforbes House. Reduced energy usage, paper usage, and toner consumables.
Reduce Energy Waste	Facilities Services SOLAS Staff Members	Ongoing
Single Use Plastics Removal	Facilities Services SOLAS Staff Members Catering Contractor	Ongoing – introduction of compostable cups and containers in canteen and coffee dock areas. Introduction of extra Cups and steel cutlery in canteen and coffee docks to replace plastic and non-recycle items
Waste Watchers Programme	Facilities Services SOLAS Staff Members Sustainable Energy Authority Ireland (SEAI) Momentum Cleaning Contractors Carroll Catering Manguard Security	To be implemented – action plan to reduce waste of energy, water, refuse etc.





**SOLAS**

**An tSeirbhís Oideachais Leanúnaigh agus Scileanna**  
**Further Education and Training Authority**

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