

At bksb, supporting people is important to us. It's not just through our products that we uphold this philosophy, it's through everything that we do.

Our Corporate Social Responsibility strategy takes a five-strand approach. We aim to support those outside of our organisation as well as those within it. Each element of our strategy has been carefully analysed by stakeholders, both internal and external, so that we can make the maximum impact within the wider community.

Social Action



bksb systematically reinvests in the education system – this is a particularly important part of our strategy. The majority of our profits are ploughed directly back into projects and organisations that help individuals to better themselves and fulfil their potential.

In addition to this, as a company we are committed to supporting local and national charities through fundraising activities. Just some of the activities we took part in for 2014 included a charity football match, and black-tie dinner – both in aid of a local cancer charity, and Save the Children's Christmas Jumper Day.

Inclusion



bksb is committed to promoting a culture that respects the diversity and difference across our society and community. Our aim is to develop an inclusive environment which treats individuals with dignity and respect. We strive to make our services accessible to all and tackle inequality by removing discriminatory barriers for our workforce and our clients.

- We aim to ensure that we meet the needs of every individual and group we come into contact with regardless of age, disability, sex/sexual orientation, race, religion/belief, marriage/civil partnership, pregnancy/maternity, or gender reassignment.
- bksb is available via a number of platforms and a wide range of organisations, such as colleges, training providers, prisons and charities, hold licenses. We make a distinct effort to make our solutions inclusive, with a wide range of learning levels available, and special features for visually impaired learners and students with learning difficulties built into our online platform, bksbLIVE.
- We ensure our software and marketing materials reflect the communities it is used within.
- We have a diverse workforce at bksb, with an excellent mix of male (40%) and female (60%) staff. Although there is a low ethnic diversity in Mansfield – almost 97% of the town's population are White British, our staff members are diverse in terms of ethnicity. With 70% of staff classified as White British, our workforce is more in line with the national figures (80.5% White British).

Wellbeing



We aim to create and sustain a healthy, happy and engaged workforce at bksb. We provide a pleasant working environment for all our employees, who also receive a generous annual leave entitlement.

- There are numerous opportunities for bksb staff to continue their professional development. CPD training sessions are available for free throughout the year and we run an annual 'staff development week'.
- We encourage our staff to lead a healthy lifestyle – employees are given the chance to attend free weekly

exercise/sports sessions.

- One of the most common causes for absence in many organisations is mental health issues. We promote access to mental health support services and our employees have access to a number of stress management sessions
- At bksb our staff are not just colleagues, they're friends too, and we enjoy holding regular team building sessions to maintain the excellent level of team morale and communication that exists in the work environment.

Environment



Caring for the environment is important to us at bksb, and we have put several measures in place to ensure that our carbon footprint remains low.

- Environmental factors were a huge consideration when choosing a new location for our head office in May 2012. Our headquarters at the i2 Centre, Mansfield, are energy efficient, with solar panels installed on the roof and a BREEAM rating of 'Very Good'.
- In addition to this, we don't send any waste directly to landfill, and our waste management contractors (ICS Waste Management) have a highly respectable landfill diversion rate of 87%.
- We employ Educational Specialists in every region of the country to minimise travel and keep our carbon footprint to a minimum.

Safety



We ensure that all of our employees work in a safe environment – be that within our offices, at exhibitions or out on the road. At bksb, we make sure that reasonable caution and steps to protect our employees and users from risks are taken.

- Our Safety policies comply with all relevant health and safety laws, and we go beyond regulation where appropriate.
- We carry out regular risk assessments of our offices and immediate surrounding areas, and supply safety/risk guidance to each of our employees.
- We have a fully trained first aid representative, in case of emergencies.

If you would like more information about our Health and Safety procedures please email us.