

Our Commitment to CSR & Wellbeing at COBIS

Updated August 2022

COBIS is committed to the wellbeing of our staff and our network, and to being socially accountable and conscious of the kind of impact we as an organisation are having on all aspects of society, including economic, social, and environmental.

Our commitments for 22/23:

- CSR and Wellbeing is incorporated in the COBIS Strategic Development Plan 2022-2025
- Continuing our partnership with the Planet Mark, which includes gaining Y4 Planet Mark certification, and developing a unique Global Ambassador scheme for adopters of the Planet Mark from within the COBIS Network
- Continuing to offer the Employee Assistance Programme, which enables staff to access free, confidential third-party support and advice around a range of topics.
- Promoting a flexible working culture for all staff, with SLT modelling best practice in terms of work/life balance
- Allocating 'Wellbeing' days for all COBIS Exec for the 2022/23 year
- Running regular team contact/away days to foster connectivity in a remote working environment
- Run and schedule CPD for the COBIS network for 22/23 on Mental Health Resilience, emotional regulation and distress management, Work/life balance and anxiety management.
- Welcoming 2 new COBIS Charity Partners for 22/23
- Committed to donate via formal process to other additional registered charities
- CSR & Wellbeing champions and other interested parties in the Exec to meet termly to discuss progress
- Incorporate our sustainability and CSR commitments into the COBIS recruitment process
- Running a work/life balance workshop for the COBIS Executive team