

Our Commitment to CSR & Wellbeing at COBIS

Updated March 2023

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 23/24:

- CSR and Wellbeing is incorporated in the COBIS Strategic Development Plan 2022-2025
- Continuing a high-value partnership with the Planet Mark, and to promote opportunities for COBIS schools to become Global Ambassadors for the Planet Mark
- Incorporating targets connected to CSR & Wellbeing into the COBIS Operational plan for 23/24 (FORGES), and monitoring these as part of Exec team PDRs
- Reviewing COBIS' corporate travel policy to identify opportunities for carbon reduction or offset where possible
- 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, SLT modelling best practice in terms of work/life balance
- Allocating an additional 2 gratis annual leave 'Wellbeing' days for all COBIS Exec for the 2023/24 year
- Running regular team contact/away days to foster connectivity in a remote working environment
- Offer CPD for the COBIS network on topics such as Mental Health First Aid Awareness; Senior Mental Health Leads in International Schools
- Explore new measures to reduce/offset impact of large events such as the Annual Conference (e.g. tree planting for all registered delegates, recyclable badges, etc.)
- Committed to donate via formal process to other additional registered charities up to £100-£150 annually
- CSR & Wellbeing champions and other interested parties in the Exec to meet termly to discuss progress
- Incorporated our sustainability and CSR commitments into the COBIS recruitment process
- Annual Wellbeing consultation with all staff