COBIS Council of British International Schools

Our Commitment to CSR & Wellbeing at COBIS

Updated Sept 2026

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 26/27:

- During 2026/27, we will source a new sustainability and carbon benchmarking partner to strengthen our environmental reporting and carbon reduction strategy.
- Investing in offset initiatives in line with our measured annual carbon output
- Incorporating targets connected to CSR & Wellbeing into the COBIS Operational plan for 26/27, 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 2026/27 year
- Running regular team contact/away days to foster connectivity in a remote working environment
- Offer CPD for the COBIS network on mental health and wellbeing topics, and to support wellbeing.
- 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.)
- Commitment 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, with items escalated to SLT where appropriate
- Incorporate our sustainability and CSR commitments into the COBIS recruitment process
- A review of staff benefits to ensure these are fit-for-purpose and supportive for the Executive team.
- Biannual Wellbeing consultation/survey with all staff, and cascading of results to staff and Board.