**University of Liverpool Careers and Employability Team: Ethical careers policy**

**Author/Enquiries**: Iwan Williams, Director of Careers and Employability

**Version**: 1.0

**Date**: April 2023

The Careers and Employability Team at the University of Liverpool has a simple mission; to provide students and graduates of the University with access to the right information, resources and opportunities that will support them in their early career plans and goals. We place personal values – both the ability to explore what these mean for each individual and how to apply them to future decision making - at the heart of our work. We believe that each student and graduate should feel in charge of their own future and feel confident to make informed decisions based on their personal beliefs, priorities and understanding of wider contextual factors. Our delivery across the curriculum, within the Career studio and at our extracurricular events focuses on imbuing these qualities in all we do.

As a team we are a member service of the Association of Graduate Careers Advisory Services (AGCAS) in the UK. This is in addition to individuals within the team also holding their own personal membership to AGCAS. In either situation, as a member we adhere to the AGCAS member code of ethics, [which can be found here](https://www.agcas.org.uk/AGCAS-Member-Code-of-Ethics).

Of the six points within this code of ethics, the two most pertinent to this ethical careers policy are *impartiality* and *integrity*.

**Impartiality:**

As part of fulfilling our purpose, it is not for us to ascribe a moral value to the career goals of our students and graduates. We don’t tell students and graduates which career paths to follow. Our role is to provide accurate information and support to them. As part of this we will prompt students and graduates to consider the pros and cons of any particular career path and we highlight what these might be, but exactly what those pros and cons are is subject to the individual and their perspective.

**Integrity:**

We can be trusted to act in the best interests of students and graduates, and we are transparent in what we do. Any vacancy that we advertise goes through a vetting process and only roles that meet the criteria set out in our [Jobs Posting Policy](https://www.canva.com/design/DAEXttn-cE4/VfiPjO9gdkS80JqxT_DvYg/view?utm_content=DAEXttn-cE4&utm_campaign=designshare&utm_medium=link&utm_source=sharebutton) are approved and promoted to our students and graduates via the Handshake platform

In terms of employer events on campus, we believe that allowing students access to a wide range of employers supports their ability to create connections, professional networks and develop the commercial awareness that encourages informed, value-led decision making. Students are entitled to disagree with the ethics or practices of any organisation and they may choose to express their disagreement at events organised by Careers & Employability by contacting us directly on careers@liverpool.ac.uk – we wish to maintain an open dialogue with students and other stakeholders and will consider each comment carefully and provide a balanced and considered response, as necessary.

Our students and graduates engage with, and ultimately go on to work for, a wide variety of employers both within the UK and across the globe. Our ethical stance is clear in that as part of providing our various services to students, we don’t dictate what any individual’s ethics and career path ought to be. We are there to support and guide students and graduates in their own journey to enable them to make an informed decision.