



## **Corporate Social Responsibility Policy**

### **1. Principles**

We believe that a commitment to the principles of Corporate Social Responsibility (CSR) complements our core aims and values.

Our policy is based on the following principles;

- To minimise the impact and maximise the benefits that our provision has on the environment, the community and our attendees and their wider families.
- To integrate our CSR considerations into the ethos of activities within, and management of, Oaks Rise.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To educate and promote acceptance and understanding of neurodiversity.

In developing our strategy and setting out our policy we aim to deliver consistent improvements in our endeavours every year. As a result, our approach continues to evolve as we learn and grow.

### **2. Community**

Helping to keep families connected within a wider supportive community, whilst encouraging neurodivergent children to develop.

The purpose of Oaks Rise is to support autistic and neurodivergent children in their learning, development and education. Traditional teaching environments have proven unsuitable for our attendees and many have been unable to access learning for long periods. This is isolating, not only for these children, but also their families. We provide a safe space where we facilitate a neurodivergent affirmative approach to development. For some, it may be appropriate to provide support in obtaining formal qualifications which provide a more traditional entry into further education and the workforce.

### **3. Human rights**

Oaks Rise is dedicated to protecting human rights. Most directly, we support and uphold the UN Convention on the Rights of the Child. Specifically the following:

- Article 3: Best interests of the child
- Article 12: Respect for children's views
- Article 23: Disabled children
- Articles 28 and 29: Education
- Article 39: Recovery from trauma and reintegration.

We are a committed equal opportunity employer and abide by all fair labour practices. We ensure that our activities do not directly or indirectly violate human rights (e.g. forced labour) and have a separate Anti-Slavery Policy.

## **4. People**

### **4.1 Promote and develop a neurodivergent community**

We strive to ensure all colleagues enjoy their work and have space and opportunities to share their experience. As far as possible we source expertise and partnerships from other neurodivergent-led and neurodivergent affirming businesses and organisations.

### **4.2 Environmental Management**

We know that our endeavours have an impact on the environment and we strive to manage that impact in a responsible and ethical manner. We do this through identifying significant environmental impacts from Oaks Rise and, as far as possible, putting processes into place to reduce negative effects. Amongst other things this may relate to furnishings, cleaning products, disposable educational resources and reusable equipment. Where possible, understanding the impact of human behaviour on the environment and minimising damage will be included within learning. Additionally, we will ensure that all members of staff and students follow recycling guidelines, where possible use environmentally-friendly technologies, fix or recycle broken items rather than disposing of them. We use environmentally friendly cleaning products and employ an eco-cleaning company to carry out our cleaning.

## **5. Policy Review**

This policy was last updated in August 2025 and is due for review in August 2026.