

Manchester Care & Repair

Statement Corporate Social Responsibility (CSR)

Manchester Care & Repair aims to be a responsible corporate citizen in every aspect of our business. We aim to have a positive social, environmental and ethical impact and to enhance this year on year.

As a non-profit organisation established to benefit the community and with charitable aims, we recognise that corporate social responsibility is a wider concept, challenging us to consider the welfare of all stakeholders and our impact on the environment as ethical action. Our Mission and Values are set in this context.

During the last three years of significant organisational change our business has been committed to establishing a clear direction and effective policies which embed the values and good practices associated with Corporate Social Responsibility.

The following offers some of the highlights of the ways we are playing our part in the corporate responsibility agenda.

Our Ethical controls are extensive

- Clear Mission and Values statement
- Board – Code of Conduct
- Board Governance review
- Board/Executive – declaration of conflict of Interest
- Board / Executive – declaration of interest
- Employee Code of Conduct
- Financial Regulations
- A Rehabilitation of Offenders Policy alongside our Employee and Volunteer Criminal Record Disclosure procedures
- Dignity at Work
- Whistleblowing policy
- Risk Management

As a responsible employer

- Annual Training Plan and budget
- 'Family friendly' policies
- Health and Safety Policy
- Equality & Diversity Policy
- Staff Recognition Scheme
- Investors in People accreditation
- All Board decisions identify impact on staffing
- Annual staff satisfaction survey
- Annual Staff away day
- Staff Consultative committee
- Healthsure Scheme

Playing our part in the Community

- As a local employer
- We uphold an active Equality and Diversity policy
- Our services are designed to meet the needs of older and vulnerable people
- We consult users and stakeholders on our service
- We aim to increase our impact beyond the requirements of the statutory funding we receive
- Providing volunteer and work experience opportunities
- we engage local contractors (30)
- attract inward investment from national grant sources

Environmental

- Environmental Statement of Intent issued in 2006
- Recommendations of a Groundwork survey of our site carbon impact implemented
- Committed to reduce our carbon footprint by efficient work scheduling, reduced wastage and consumption