



SOTERIA
— PEOPLE —
PROTECT - ENVELOP - NURTURE

SOTERIA PEOPLE

**POLICY
DOCUMENT**

**Corporate Social
Responsibility (CSR)**

Corporate Social Responsibility (CSR) Policy

1. Introduction

At Soteria People Ltd, we are committed to making a positive impact on society through responsible and ethical business practices. As a specialist recruitment company supporting the children's residential care sector, we recognise our responsibility to safeguard vulnerable children, support the communities we serve, and operate in an environmentally and socially responsible manner.

This policy outlines our commitment to:

- Ethical recruitment practices
- Safeguarding and child protection
- Employee welfare and diversity
- Community engagement and social impact
- Environmental sustainability

2. Ethical Recruitment & Safeguarding

We uphold the highest standards of ethics and integrity in recruitment, ensuring that all placements are conducted in a manner that prioritises the safety and well-being of children.

We follow Safer Recruitment guidelines to ensure that only qualified, vetted, and compassionate professionals work in children's residential care settings.

We conduct Enhanced DBS Checks, rigorous reference checks, and thorough safeguarding assessments for all candidates.

We refuse to engage with any individual or organisation that does not align with child safeguarding best practices.

We maintain zero tolerance for bribery, corruption, discrimination, or exploitation within our recruitment processes.

3. Employee Welfare & Diversity

Soteria People Ltd is committed to providing a safe, inclusive, and supportive workplace

for all employees.

We promote diversity, equality, and inclusion in recruitment, ensuring fair treatment of all candidates and staff, regardless of gender, ethnicity, disability, religion, or background.

We provide ongoing training to recruitment consultants and staff on safeguarding, safer recruitment, and ethical hiring practices.

We offer a healthy and flexible work environment, supporting our employees' mental health, well-being, and professional development.

We ensure compliance with all UK employment laws, including the Modern Slavery Act 2015, to prevent exploitative practices.

4. Community Engagement & Social Impact

As a company specialising in children's residential care recruitment, we are passionate about giving back to the communities we serve.

We support charities, foster care organisations, and children's homes through donations, volunteering, and advocacy.

We collaborate with local authorities, social services, and care providers to promote better outcomes for children in care.

We actively participate in industry events, safeguarding workshops, and community initiatives to enhance child welfare standards.

We offer pro-bono recruitment support for charitable organisations supporting vulnerable children and young people.

5. Environmental Sustainability

Soteria People Ltd recognises the importance of reducing our environmental impact and promoting sustainable business practices.

We minimise paper usage by adopting digital recruitment processes and encouraging electronic document management.

We operate a remote and flexible working model to reduce commuting emissions.

We partner with eco-friendly suppliers and encourage sustainable office practices.

We aim to offset our carbon footprint by supporting environmental initiatives and reforestation projects.

6. Governance & Policy Review

This CSR policy is embedded in our company culture, decision-making, and daily operations.

All employees and stakeholders are expected to uphold and promote the principles outlined in this policy.

The policy will be reviewed annually to ensure alignment with best practices, legal requirements, and social responsibility standards.

Approved by: Robert Taylor
Managing Director
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Leading the way in residential childcare recruitment

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