

COGSBP09

Promote Organisational Corporate Social Responsibility within Sustainable Business Practice



Overview

This standard is about supporting the implementation of organisational corporate social responsibility (CSR) policies and guidelines. It includes being able to determine effectiveness of CSR policy, identifying opportunities for improving its application, and promoting CSR both internally and externally to an organisation. The standard promotes the benefits of a positive approach to the development of CSR.

Target Group

This standard would be appropriate for:

- 1 A middle or senior manager with responsibility for implementing CSR policy
- 2 An owner/manager of a business seeking to improve CSR for the organisation
- 3 An individual with a specific brief to improve CSR
- 4 A consultant providing advice on the implementation of CSR

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Performance criteria

- You must be able to:*
- P1 monitor the relevant national and international legal, regulatory, ethical and social requirements and the effect they have on your area of responsibility, including what will happen if you don't meet them
 - P2 support the implementation of organisational CSR policies and procedures to make sure your organisation meets all the necessary requirements
 - P3 make sure relevant people have a clear understanding of the policies and procedures and the importance of putting them into practice
 - P4 monitor the way policies and procedures are put into practice and provide support
 - P5 encourage a climate of openness in support of CSR
 - P6 support the correction of any failures to meet the requirements
 - P7 support the further development of policies and procedures to reduce the likelihood of failures in the future
 - P8 provide full reports about any failures to meet the requirements

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Knowledge and understanding

You need to know and understand:

- K1 the requirements and importance of corporate social responsibility (CSR)
- K2 legal, regulatory and ethical requirements in your sector, both national and international
- K3 current and emerging social attitudes to management and leadership practice and the importance of being sensitive to these
- K4 particular current and emerging social concerns and expectations that are relevant to your sector
- K5 the ways in which other organisations deal with current and emerging social concerns and expectations
- K6 the culture and values of your organisation and what effect they have on corporate governance
- K7 organisational CSR policies and procedures and their application
- K8 procedures to follow if CSR policies and procedures are not being met
- K9 the processes for maintaining the relevant policies and procedures and making sure they continue to be effective and sustainable
- K10 the different ways in which people may not meet the requirements and the risks of these actually happening
- K11 the procedures for dealing with people who do not meet the requirements, including requirements for reporting

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