

## CareerCentral Statement of Principles

Our mission is to provide impartial, inclusive and impactful careers education, information, advice and guidance and accessible opportunities for all students to develop experience that empowers them to develop professional autonomy and control of their working lives.

- 1) We are independent and impartial, and will support students to develop career critical thinking and self-direction, regardless of their chosen fields or areas of interest.
- 2) We work on behalf of and for the benefit of our students. Our purpose is to support all students and graduates to be prepared for the next step of their individual career.
- 3) We work to support our students and graduates to be the leaders of the future, and empower our students to decide the right roles, sectors and next steps that fit with their own interests and intentions.
- 4) We work with a wide range of external organisations and individuals to demonstrate career options for our students to aid their understanding, choice and reflection. We don't advocate any particular career choice or work on behalf of any career field or sector. We do not endorse any sector, organisation or type of role, but advocate for student centred choice.
- 5) We vet advertised roles and present a spread of opportunities based on the course profiles and interest of our students. We advertise employment roles that are paid in line with National Minimum wage through the employer's PAYE scheme, so don't advertise self-employed opportunities, commission only work or cash-in-hand payment arrangements.
- 6) A minority of institutions choose to ban organisations working in particular sectors from campus events or advertising vacancies. UEA has carefully considered this, and on balance, we advocate the principles stated above and support the opportunity for our students and graduates to drive change and influence organisations through proactive engagement and employment. We are committed to regularly review our work with all organisations based on the impact for and interest of our students.
- 7) We generate developmental entry-level roles open only to our students and graduates through the UEA Internship Programme. We advocate payment for Placements, where the role is integral to a taught course.

We'll ensure the success of our students and graduates today and tomorrow by:

- ✓ Providing informed, effective, and technology-enabled support when, where and how our students and graduates need it
- ✓ Delivering guidance and aiding exploration that supports students to approach their future with confidence and resilience
- ✓ Facilitating experiences that prepare our students and graduates for the changing world
- ✓ Collaborating across the team as well as with colleagues across UEA and with employer partners to create opportunities that facilitate graduate success

CareerCentral is an active member of the [Association of Graduate Careers Advisory Services](#) (AGCAS) and has successfully secured the AGCAS Membership Quality Standard. We follow the [AGCAS Member Code of Ethics](#).

Reviewed: March 2025

Senior Team Sign-off: Senior PVC SEE Prof. Emma Sutton-Pavli

A handwritten signature in blue ink, appearing to read "Emma Sutton-Pavli". The signature is stylized with large, flowing loops and a prominent initial "E".