

# Training on the Social Aspects of Sustainability

QS Sustainability – Evidence (Students and Staff) | Academic year 2024–2025

---

## Introduction

UIC Barcelona frames training on the social aspects of sustainability around its institutional values and a people-centred approach. For staff (PAS and PDI), mandatory Occupational Risk Prevention (UPRL/PRL) training is provided when required to safeguard wellbeing and safety, including emergency preparedness, first aid and protections for sensitive situations. The PRL management system applies to both staff and students, incorporates periodic training actions and establishes an annual general emergency drill, with students required to collaborate in drills and in possible real emergencies. In parallel, People Management (HR) provides staff development training that supports social sustainability through wellbeing, inclusive culture and responsible people management (internal evidence). UIC Barcelona also organises institutional welcome sessions for newly hired faculty (PDI) and new administrative and services staff (PAS) to ensure consistent onboarding to the university's culture, services and support pathways. Beyond these compulsory components, the university offers a broad range of voluntary talks, workshops and community initiatives for students and staff to strengthen social sustainability awareness and competencies through optional participation.

## Evidence sources

Public evidence: Occupational Risk Prevention Unit (UPRL) webpage

- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

Public evidence: Welcome sessions webpage (new PDI and new PAS)

- UIC link:  
<https://www.uic.es/ca/sessio-de-benvinguda-al-nou-professorat-i-personal-dadministracio-i-serveis>

Public evidence: Social/health and community initiatives (agenda/news/clinic) – links included in section 5.

Internal evidence: People Management training catalogue (PAS/PDI) 2024–2025; PRL course catalogue 2024–2025; MG-PRL-UIC-01, Rev. 03 (11/2020); internal welcome-session report for new faculty (PDI) 2024–2025.

## 1) Mandatory recurring training – Occupational Risk Prevention (PRL/UPRL) (Staff – PAS/PDI)

### Mandatory / periodic training (academic year cycle) – aligned with social aspects

#### • Emergency Plan Training/Briefing (Campus procedures)

- Date: Ongoing (periodic; within academic year)
- Description: Briefing on emergency procedures, roles and response protocols.
- Target group: Staff (PAS/PDI)
- Mandatory: Yes (role-/policy-based)
- Social impact: Improves campus safety, coordinated response and community protection.
- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

#### • First Aid (Art. 19)

- Date: Ongoing (periodic)
- Description: First aid training covering basic response and emergency assistance procedures.
- Target group: Staff (PAS/PDI)
- Mandatory: Yes (as required)
- Social impact: Strengthens emergency preparedness and health protection for the university community.
- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

**• Fire Prevention and Emergency Measures: Prevention, Extinguishing and Evacuation (Art. 19)**

- Date: Ongoing (periodic)
- Description: Training on fire prevention, emergency response, extinguishing basics and evacuation procedures.
- Target group: Staff (PAS/PDI)
- Mandatory: Yes (as required)
- Social impact: Reduces risk of harm and strengthens safety readiness across the campus community.
- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

**• Protection of Especially Sensitive Workers: Pregnancy, Maternity and Breastfeeding (Art. 19)**

- Date: Ongoing (as needed)
- Description: Training on prevention measures and protections for especially sensitive workers.
- Target group: Staff (PAS/PDI)
- Mandatory: Yes (as required)
- Social impact: Supports equity and wellbeing through safe working conditions for sensitive situations.
- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

**• Investigation of Incidents and Accidents in the Workplace (Art. 19)**

- Date: Ongoing (periodic)
- Description: Training on reporting and investigating incidents and accidents to prevent recurrence.
- Target group: Staff (PAS/PDI)

- Mandatory: Yes (as required)
- Social impact: Improves prevention culture and reduces recurrence of accidents in the work environment.
- UIC link:  
<https://www.uic.es/en/university/campus/safety-and-health/occupational-risk-prevention-unit-uprl>

## 2) Mandatory annual dedicated training – Students and Staff

### Annual emergency preparedness and participation

#### • Annual general emergency drill (institution-wide)

- Date: Annual (each academic year)
- Description: Annual general emergency drill established by the PRL system to strengthen evacuation readiness and coordinated response.
- Target group: Students and Staff (PAS/PDI)
- Mandatory: Annual drill established by PRL system; students are required to collaborate in drills and possible real emergencies (internal evidence).
- Social impact: Improves campus safety and coordinated incident response, protecting the university community.
- UIC link: Internal evidence (MG-PRL-UIC-01, Rev. 03, 11/2020)

#### • Student participation in drills and adherence to safe and responsible practices

- Date: Ongoing (reinforced through drills/emergencies)
- Description: Students must follow safety rules and good practices, report risks and collaborate in drills and real emergencies as part of the prevention system.
- Target group: Students
- Mandatory: Required to collaborate in drills and possible real emergencies (internal evidence).
- Social impact: Strengthens responsible habits supporting safe behaviour and responsible practice in learning settings.
- UIC link: Internal evidence (MG-PRL-UIC-01, Rev. 03, 11/2020)

### 3) Staff development training – People Management / Human Resources (Staff – PAS/PDI)

(Internal evidence)

#### • Inclusive culture and equity

- Date: Ongoing (annual offer)
- Description: Training that strengthens inclusive workplace culture and equitable team practices.
- Target group: Staff (PAS/PDI)
- Social impact: Improves inclusion, fairness and wellbeing in the workplace.
- UIC link: Internal evidence (People Management catalogue)

#### • Responsible people management and fair opportunities

- Date: Ongoing (annual offer)
- Description: Training on responsible recruitment/talent practices and ethical engagement.
- Target group: Staff (PAS/PDI)
- Social impact: Supports fair opportunities and responsible organisational practices.
- UIC link: Internal evidence (People Management catalogue)

#### • Team wellbeing, collaboration and communication

- Date: Ongoing (annual offer)
- Description: Team development training strengthening collaboration, communication and cohesion.
- Target group: Staff (PAS/PDI)
- Social impact: Improves workplace wellbeing and service quality through better teamwork.
- UIC link: Internal evidence (People Management catalogue)

#### • Responsible digital/AI adoption in people-centred contexts

- Date: Ongoing (annual offer)
- Description: Training on responsible use of digital/AI tools in HR and people-centred workflows.
- Target group: Staff (PAS/PDI)
- Social impact: Strengthens responsible decision-making and improves service delivery.
- UIC link: Internal evidence (People Management catalogue)

#### 4) Onboarding – Welcome sessions (Staff: new PAS/PDI)

##### • Welcome Session for New Faculty (New PDI)

- Date: 31 October 2024 (annual session)
- Description: Institutional onboarding presenting identity, educational project, research/knowledge transfer and internationalisation; with leadership participation.
- Target group: New academic staff (PDI)
- Social impact: Supports staff wellbeing and effective integration by clarifying culture and support pathways.
- UIC link:  
<https://www.uic.es/ca/sessio-de-benvinguda-al-nou-professorat-i-personal-dadministracio-i-serveis>

##### • Institutional Welcome Session for New Administrative and Services Staff (New PAS)

- Date: 11 October 2024 (annual session)
- Description: Rector's welcome plus briefings from key services (institutional culture, communications, student services, marketing/admissions, alumni/careers, corporate development, chaplaincy).
- Target group: New administrative and services staff (PAS)
- Social impact: Strengthens staff integration and service quality through coordinated onboarding and clear support pathways.
- UIC link:  
<https://www.uic.es/ca/sessio-de-benvinguda-al-nou-professorat-i-personal-dadministracio-i-serveis>

## 5) Optional complementary learning on social aspects (context only; not used as proof of mandatory annual training)

(Students and Staff)

### • Major Depression and Suicide Conference

- Date: 2024
- Description: Conference on depression and suicide prevention.
- Target group: Students, staff and professionals
- Social impact: Strengthens mental health awareness and evidence-based prevention.
- UIC link: <https://www.uic.es/en/agenda/major-depression-and-suicide-conference>

### • Suicide Prevention Awareness Days

- Date: 2024
- Description: Talks, screenings and debates promoting suicide prevention.
- Target group: Students and staff
- Social impact: Raises awareness and supports early detection and prevention.
- UIC link: <https://www.uic.es/en/noticia/uic-barcelona-organises-awareness-days-suicide-prevention>

### • Support Clinic – Psychology and Psychiatry

- Date: Ongoing
- Description: University clinic providing mental health care integrated with supervised student training.
- Target group: Community members and students
- Social impact: Expands access to mental health services and supports responsible professional education.
- UIC link: <https://www.uic.es/en/clinica/support-university-clinic-psychology-psychiatry>

### • Training Cycle: Healthy Sexuality and Strong Bonds

- Date: 8–9 November 2024
- Description: Training programme addressing healthy sexuality and affective relationships.
- Target group: Students
- Social impact: Promotes emotional wellbeing and informed decision-making.
- UIC link: <https://www.uic.es/en/agenda/training-cycle-healthy-sexuality-strong-bonds>

• **UIC Social Day – 9th Edition**

- Date: 13 November 2024
- Description: Annual solidarity and volunteering day with partner organisations.
- Target group: Students, PDI and PAS
- Social impact: Builds active citizenship and supports vulnerable groups.

UIC link: <https://www.uic.es/en/noticia/uic-barcelona-celebrates-9th-uic-social-day>