



Sustainability & Environmental Policy

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Equality Impact Assessment Form

The completion of the Equality Impact Assessment (EIA) will help us to ensure that our policies, procedures and practices do not discriminate or disadvantage people and also improve or promote equality.

In relation to: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

1. Please explain if you identified any inequalities or possible discrimination in the policy, procedure or practice?

None identified

2. If identified, how have you changed the policy, procedure or practice to remove or mitigate the inequality or discrimination?

None identified

3. Any follow up actions required?

None identified

Sustainability & Environmental Policy

1. Purpose

The purpose of this policy is to set out Shiptley College's commitment to sustainability and the environment.

2. Scope

This policy applies to all Shiptley College academic and support staff.

3. Responsibility

- i. It is the responsibility of all relevant staff to comply with the requirements of this policy and for the Sustainability at Shiptley Board (SASB) to ensure its implementation.
- ii. Policy and practice is overseen by the Director of Physical Resources and the Sustainability at Shiptley Group (SASG).

4. Sustainability – Definition

The following is the most commonly quoted definition. It aims to be more comprehensive than most:

Sustainable development is development that meets the needs of the present without compromising the needs of future generations to meet their own needs. Brundtland (1987 – Brundtland Commission, led by the former Norwegian Prime Minister Gro Harlem Brundtland)

The Brundtland definition thus implicitly argues for the rights of future generations to raw materials and vital ecosystem services to be taken into account in decision making.

5. Policy

Shiptley College is committed to sustainable development and will aim to contribute positively to the environment. We will seek to continuously improve through a programme of activities that will promote sustainable development and minimise the harmful effects of our operations. We will work with others to progress sustainable and environmental initiatives, share best practice and educate ourselves, our students and our stakeholders.

In particular, we will develop a sustainability and environmental management culture that will aim to achieve the following:

- Work within the EAUC's (The Alliance for Sustainability Leadership in Education) Sustainability Leadership Scorecard framework and embed and maintain an action plan to improve sustainability aims across the organisation;
- Promote the UN's 17 Sustainable Development Goals and endeavor to embed these where possible into the curriculum and college ethos;
- Make sustainability part of our culture with students, staff and stakeholders;

- Reuse and recycle equipment and materials where possible, and dispose of waste in an environmentally sensitive manner;
- Promote sustainable procurement methods;
- Promote and manage efficiency in our current operations and in capital projects;
- Promote sustainable forms of transport.

6. Framework for Delivery, Monitoring and Reporting

The framework for delivering the sustainability and environmental management culture will involve all areas of the organisation.

A large part of achieving our objectives in this policy will be through adopting and working within the Sustainability Leadership Scorecard framework and maintaining our action plan to improve sustainability outcomes across the organisation. SASG is tasked with this responsibility and is representative of the College's diversity. It includes staff with responsibility for teaching and learning, programme delivery, student support, human resources, estates & facilities management, purchasing, distribution, cleaning, security, transport, waste management and health and safety. Student representation will also be encouraged.

SASG will report twice a year to SASB on progress on our overall aims and LiFE. The SASB consists of the College Principal; Vice Principal Finance & Planning; Director of Physical Resources, and Physical Resources Manager. A broad summary will also be reported to the Finance & General Purposes Committee of the Corporation.

Each member of SASG will be a sustainable champion who will provide advice and support to colleagues and relevant others.

There are four main areas of focus as follows:

Leadership & Governance
Partnership & Engagement
Estates & Operations
Teaching & Learning

Each of these areas will have a member of SASG to lead implementation.

7. Links to Other Policies and Procedures

Financial Regulations
Slavery and Human Trafficking Statement