



## Environmental and Sustainability Policy

<b>Policy review area</b>	Staff & Students
<b>Lead manager</b>	Chief Executive and Principal
<b>Approval level</b>	Board of Directors through Board of Governors
<b>Start date</b>	March 2022
<b>Review cycle</b>	1 year
<b>Next review</b>	February 2026

## **Environment and Sustainability**

1. It is essential that sustainable development and environmental management are at the core of all activities. Acquire Learning College endeavours to be a major contributor to society's efforts to achieve sustainability through:
  - a. the environment in which its staff work
  - b. the skills and knowledge that they acquire and put into practice and
  - c. its own strategies and operations.

### **Definitions**

#### **Sustainability:**

2. Meeting the needs of the present, without compromising the ability of future generations to meet their own needs, sustainable development must address environmental, economic, and social factors and the interrelationships between them.

#### **Environment:**

3. Surrounding conditions, influences, or forces, by which living forms are influenced and modified in their growth and development.

### **Objectives**

4. The objectives of this policy are to:
  - a. Ensure that all environmental risks are assessed, managed, and controlled.
  - b. Promote and adopt best practice within the Acquire Learning College and its business.
  - c. Maintain and develop Acquire Learning College in a sustainable manner.
  - d. Keep the staff and stakeholders informed on matters of the environment.
  - e. Develop good working relationships with relevant external authorities and bodies.
  - f. Develop managers and staff by providing training and information on environmental management and sustainability.

### **Policy Statement**

5. Acquire Learning College recognises the importance of the role it must play in the environmental stewardship of its properties and in promoting principles of sustainability in its business activities. Acquire Learning College will manage and control its environmental risks in a sustainable manner by complying with relevant legislation and adopting, where appropriate, best practice. Acquire Learning College will also endeavour to integrate the principles of sustainability into its strategies, policies, and procedures.

6. In accordance with the policy statement Acquire Learning College will:

- a. Control its environmental risks:
- b. Meet the requirements of environmental legislation and commit to a process of continual environmental improvement.
- c. Promote and adopt best practice:
- d. Establish environmental controls to set targets and indicators, measure environmental performance and report progress.
- e. Promote and adopt sustainable initiatives.
- f. Maintain and develop Acquire Learning College in a sustainable manner:
- g. Develop a sustainable procurement policy to ensure social, ethical, and environmental scrutiny of products and services whilst achieving best value.
- h. Maximise energy efficiency, use of renewable resources and use of low carbon technology.
- i. Minimise waste generation and facilitate repair, reuse, and recycling over disposal of wastes.
- j. Maintain biodiversity and enhance Acquire Learning College grounds.
- k. Promote sustainable travel to and from Acquire Learning College.
- l. Promote continual improvement in maintenance practices and establish sustainability guidelines for internal and external design teams and contractors working on new build and refurbishment projects.

Collaborating with external authorities and bodies:

- a. Develop good working relationships with all relevant external authorities.
- b. Develop links with appropriate environmental bodies and associations.
- c. Report any incidents as required.
- d. Development of managers and staff:
- e. Provide appropriate training and/or information to staff as required.

#### **Current activities in support of our Environmental and Sustainability Policy**

7. Acquire Learning College is continuing its commitment to the environment which is particularly important to us as an organisation and is also valued by the people we employ and others we engage with. We occupy a building that has been designed with the latest technology to make best use of natural light and energy. We're committed to the reduction of our carbon footprint and minimising our impact as a company on the environment.

Environmental measures include:

- a. Energy (Electrical & Gas) is supplied on a green tariff.
- b. Energy efficient lighting systems with PIR sensors.
- c. Energy efficient lamps throughout the building.
- d. Maximising our use of environmentally aware suppliers.
- e. Recycling plastic, cans, and bottles.
- f. Recycling of printers and fax toners.
- g. Shredding and recycling all our paper waste.

## **Implementation, Monitoring and Review**

8. Responsibility is shared by the whole organisation, and everybody is encouraged to recognise their potential contribution to the achievements of the company's sustainability goals. In addition, to ensure compliance with environmental legislation the following responsibilities have been allocated:
  - a. The Chief Executive Officer and Principal has the corporate role of providing leadership for the company's environmental responsibilities.
  - b. The SMT is responsible for environmental compliance. However, the authority to ensure compliance with legislative requirements and this Policy is devolved to all managers.
  - c. Managers who have responsibility for ensuring the Sustainability Policy is implemented within their own areas of responsibility.
  - d. An Action Plan is updated on an annual basis reporting the achievements in the commitment to Sustainable Development and identifying future objectives in the perspective of continuous improvement.
  - e. The Policy will be reviewed on a three yearly basis or as required by changes in the law, regulation or as directed by the Chief Executive Officer and Principal.

## **Quality Assurance Principles**

9. The Action Plan and Performance indicators will be updated on an annual basis to monitor continuous improvement. The Sustainability Policy will be reviewed every three years routinely, or in line with organisational or legislation changes.

## **Equality Impact Assessment**

10. Promoting and sustaining a fair and equal society is a concept which is embedded in the definition of Sustainable Development. Fairtrade and locally sourced products are preferred where possible to support local or marginalised producers, workers, and their communities.

## **Related Policies**

Health and Safety