



TITLE		REF [as per register]	VERSION
Environmental Sustainability Policy		PF010	5.0
APPROVAL BODY: [as per policy register]		DATE	REVIEW DATE
Corporation		9 th January 2024	30 th January 2026
LEAD PERSON	Group Director of Property, Environment and Sustainability		
EQIA DATE	9 th January 2024	DPIA DATE	9 th January 2024

POLICY TITLE

1.0 Policy Statement

1.1 This policy provides Activate Learning staff and wider stakeholders on the expected standards and methodology to be used to deliver Environmental Sustainability at Activate Learning.

1.2 In delivery of its business activities and actions, Activate Learning recognises its corporate and social responsibilities to reduce environmental impact locally, nationally and globally; and is committed to deliver operational practices over the duration of this policy to ensure that Activate Learning is a highly sustainable organisation.

2.0 Purpose

2.1 The Activate Learning strategic plan 21-25 promotes sustainability as a key driver for organisational development. This policy responds to this requirement and details how Activate Learning will become a leading environmentally sustainable college; demonstrating through decarbonisation, governance and environmental best practice how it will achieve net-zero carbon reduction by 2050 in line with current government legislation. In addition, the adoption of the United Nations sustainability goals, green skills development and wider environmental impact management is integral to our organisational development and environmental performance.

3.0 Scope

3.1 To achieve our outcomes, we will implement a multi-faceted approach to reducing our carbon footprint and improving our learning and working environments. Areas for specific intervention will include:

1. **Energy and carbon management** - encouraging energy efficient practices and investing in our estate and wider operations to reduce carbon emissions.
2. **Sustainable buildings** - making full and efficient use of available space and designing, maintaining and upgrading buildings in line with sustainable building philosophy and best practice.
3. **Sustainable purchasing** - embedding sustainable and lifecycle considerations into procurement of goods and services.
4. **Education and wellbeing** - increasing awareness, training and participation in environmental sustainability by the staff, students and stakeholder communities to develop a cohesive sustainability management culture.
5. **Waste and material resources** – encouraging efficient use of resources, reducing waste and improving the re-use and recycling of materials prior to disposal.
6. **Water** - reducing water consumption through water efficient practises and technologies
7. **Sustainable travel** - reducing emissions resulting from travel to college by learners, staff and other stakeholders associated with Activate Learning business operations.
8. **Biodiversity** - enhancing wherever possible wildlife habitat, flora and fauna to improve the local environments and improve wellbeing. - putting in place appropriate controls to prevent pollution and enhance our communities.

4.0 Responsibilities

4.1 **All Activate Learning Employees** - We all share a duty to promote and deliver a sustainable organisation and work collaboratively to ensure that we improve sustainability through decarbonisation and improvement in the operational efficiency of our environments, so that we can achieve local, national and global sustainability targets.

4.2 **The Corporation** has the overall responsibility to set sustainability objectives and approve sustainability policy that will meet legislative and strategic corporate requirements. The corporation will nominate a link governor to provide oversight of this policy and support the implementation of our agreed sustainability goals.

4.3 **Chief Executive Officer** (CEO) and the Group Executive team (GET) have overall responsibility to the corporation for the implementation of this sustainability policy and for embedding sustainable practices within the organisation. The Chief Operating Officer (COO) is given specific responsibilities to lead and report on sustainability and act as the Chair of the Group Sustainability Committee.

4.4 **The Sustainability Committee** is an executive committee of Activate Learning established to drive excellence in environmental and sustainability practice across the group and implement policy. The Sustainability Committee is chaired by the Chief Operating Officer (COO). It comprises of members representing group curriculum and business support staff, governance, and learners who provide the collective oversight to implement the sustainability projects and measures required to reduce our corporate carbon emissions and address legislative, corporate and statutory requirements.

5.0 Commitment Statement

5.1 As an education and training institution we are fully committed to minimising the environmental impact we make on the environment resulting from the delivery of our business. Activate Learning is committed to ongoing sustainable development; ensuring that a more sustainable future is delivered, for the benefit of current and future generations. We are committed to: -

5.2 Manage and reduce our carbon emissions to achieve net Zero Carbon by 2050 across the organisation and set ambitious milestones to measure and communicate progress towards meeting this target. We will develop an implementation plan, record and publish progress.

5.3 Implement the AOC climate action roadmap for FE Colleges as a management plan to decarbonise our organisation and become a leading sustainable college: We will develop our curriculum offer, staff, learners, procurement, travel and estates procedures to reflect the sustainable best practices required to meet our carbon net-zero targets.

5.4 Work with our communities to deliver green skill development training to support low carbon industries, reduce waste, increases biodiversity and create sustainable environments which supports health and wellbeing.

References

- FE Carbon reduction roadmap
- Activate Learning Strategic Plan 2022-25
- Activate Learning Property Strategy 2022-25

Appendices

Appendix A - FE Carbon reduction roadmap