

Environmental and Sustainability Development Policy

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Approved by:	SLT	Date approved:	November 2025
	Committee		
	Board		
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External website:	Yes	Status:	Active
Linked policies/ documents			

Environmental and Sustainability Development Policy

1. Policy Statement and Purpose

Newbury College is committed to sustainability and will ensure that it is a thread through all of its activities. The definition to be referred to is

“Sustainability is an ideal state where human activity does not degrade the environment, but maintains natural systems and resources for future generations” EAUC 2022

This policy addresses this challenge within an overarching framework which has our values as the guiding principles.

- **Respect:** We will respect ourselves, others and the environment in which we live and work and educate our staff and students to reduce inequalities. We will support good health and wellbeing in terms of both our staff and students.
- **Aspiration:** We will educate our staff, students and the wider community on their impact on the world and provide opportunities to minimise our impact on climate change. We will work in partnership with other organisations to support the achievement of the Sustainable Development Goals
- **Integrity:** Environmental sustainability will be considered in all aspects of the business, focussing on carbon footprint reduction, energy and resources efficiency, sustainable procurement, and the circular economy. We will comply with all relevant legislation and produce an annual report of actions and results.

Newbury College, partners and stakeholders are committed to act in an environmentally sustainable manner wherever possible in all business dealings, decisions and actions, and is focused on the Sustainable Development Goals, that were adopted by the United Nations in 2015.

2. Sustainable Development Goals

The Sustainable Development Goals (SDG) were agreed in September 2015 by the UN's 193 Member States. The aim is to achieve 17 SDGs by 2030. “The seventeen SDGs are our shared vision of humanity and a social contract between the world's leaders and the people” said UN Secretary-General Ban Ki-moon. “They are a to-do list for people and planet, and a blueprint for success.”

Education plays a big part in achieving these goals, and the FE sector is in a pivotal role to contribute, having contact and communications with so many learners. Where possible we will strive to have an impact on these goals and develop the understanding of our staff and student. The SDGs are:

1. No Poverty
2. Zero Hunger
3. Good Health & Wellbeing
4. Quality Education

5. Gender Equality
6. Clean Water and Sanitisation
7. Affordable and Clean Energy
8. Decent work and economic growth
9. Industry, innovation and infrastructure
10. Reduced inequalities
11. Sustainable cities and communities
12. Responsible consumption and production
13. Climate action
14. Life below water
15. Life on land
16. Peace, justice and strong institutions
17. Partnerships for the goals

3. Implementation

The College has identified key areas to drive the Sustainability policy and framework across the College; Each area will have clear sustainability goals linked to support the SDG within our own framework and will be led by a member of the Senior Leadership Team (SLT).



Estates

- Minimise Energy Consumption.
- The management of waste to minimise our impact on the environment.

Curriculum

- Develop the knowledge of teaching staff.
- Sustainability is embedded in learning.
- Students are involved in climate action.

Finance

- Sustainable financial targets.
- Sustainable procurement.
- Fair and transparent fees for the community.

People

- A safe environment for people to work.
- Terms and conditions that support the wellbeing of our people.
- Develop the awareness of sustainability amongst our staff.

Community

- Engagement with and education of local employers
- Community courses that develop awareness

Assessing the effectiveness of our Sustainability Policy will be undertaken by the Sustainability Committee on an annual basis. This group will meet annually at the beginning of the summer term and will be chaired by the Executive Director, Corporate Services.

The membership of the group includes appropriate representation from all the pillars. Its main function is to provide leadership and commitment to sustainability. It will assist the college in delivering the aims of this policy. The group will be informed by environmental information provided by the leaders of each pillar via an annual review. Plans, targets and updates, highlighting results and achievements as well as further opportunities for improved sustainability will be considered at this time.

Each Pillar will be responsible for planning, setting appropriate local targets and implementing changes within their sphere of influence. This group will be supported by the AOC Roadmap and guidance from the EAUC.

4. Social equity

The College, partners and stakeholders are committed to the promotion of a democratic, socially inclusive, healthy and safe environment with respect for fundamental rights and cultural diversity that creates equal opportunities and combats discrimination in all its forms.

The College is committed to addressing the needs of current generations without compromising the ability of future generations to meet their needs.

The College, partners and stakeholders are committed to enhancing the participation of citizens in decision-making and promoting awareness of sustainable development by highlighting the impact citizens have on the environment and their options for making more sustainable choices.

5. Raising awareness

Sustainability & Environment Action Group will meet at agreed intervals to review the College's environmental sustainability performance and to ensure that environmentally responsible practices are effective and that best practices are being shared. Findings will be communicated to all College Staff, and Governors.

6. Continuous improvement

The College will continuously improve its environmental performance through a cycle of Planning, Action, Performance Measuring and Review. An Action Plan has been produced alongside this policy which sets out priorities and actions for the current year in line with the AOC road map, which will be reviewed annually.

7. Responsibilities

Finance Manager

- Collate records/meter readings to complete the annual Streamlined Energy and Carbon Reporting (SECR) by the 1st March each year.

Sustainability Committee

- Developing annual sustainability goals and reviewing existing policies.
- Proposing and managing initiatives that reduce waste, energy consumption, and promote resource efficiency.
- Ensuring that sustainability efforts align with the College's values and strategic goals.
- Reporting to College leadership on progress and challenges.
- Reviewing and recommending improvements to the College's environmental policies, procedures, and practices.

Senior Leadership Team (SLT)

- Effectively cascades the key values of the policy.
- Sets targets for improving the organisations environmental and sustainability performance.
- Makes provision for adequate resources to enable actions under the policy.

College Leadership Team (CLT)

- Oversee own departmental spending and use of resources.

Nominated SLT member with accountability for sustainability

- Oversees college policies and procedures.
- Communications with staff.

8. Review and Monitoring

This policy will be reviewed tri-annually to ensure its effectiveness and compliance with relevant legislation. The Environmental and Sustainability Development Policy is to be made available to all staff through The Staff Hub.

Reviewed: September 2013, February 2016, August 2018 (no change), Dec 2019, Sept 2022, Oct 2025

Next review date due: September 2028