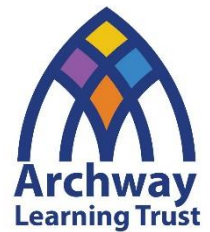


Sustainability Policy



Approved: January 2021
Review date: January 2024
Responsible Officer: Operations Director

Trust Ethos, Mission, Vision and Values



The Trust believes in the transformational power of education for each individual and that this is enhanced through collaborative working between the academies.



Working together, transforming lives

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Where the word 'Trust' is used in this document it refers to Archway Learning Trust.

Where the word 'Advisory Board' is used it refers to the Academy Advisory Board (AAB) of an individual academy within the Trust.

Where appropriate the AABs of individual academies will publish details of the procedures and practices to implement Trust policies.

The term 'Trust Executive Leadership Team' (ELT) is comprised of the Chief Executive Officer, Director of Education, Regional Director, Chief Finance Officer, Director of Corporate Affairs, Director of Operations, and Director of People Strategy.

Where the word 'users' is used it refers to staff, future staff issued with ICT access and/or hardware, AAB members, volunteers and regular visitors.

Where the phrase 'Senior Leader' is used, this refers to the ELT, Principals, Headteachers or Business Services Director within the Trust.

Where the phrase 'Principal' is used, this also refers to Headteachers.

Related Policies and Procedures

- Statements of Practice
- Academy Improvement Plans
- Condition Surveys
- Capital Development Plans

1. Introduction

- 1.1. Archway Learning Trust is committed to sustainable delivery of education and works to minimise its impact upon the environment at local, national and global level.
- 1.2. Our sustainable approach will work to meet current educational needs without compromising the ability of future generations to meet different needs in a sustainable way. Concern for the environment is an integral and fundamental part of this commitment.
- 1.3. The Trust believes that protection of the environment is a fundamental human responsibility, and also an integral part of good educational practice, and it seeks to engage all members of the school community to develop a sustainable approach to their work and activities so as to help the Trust achieve its aims.

2. Scope

- 2.1. This policy applies to all Academies in the Trust, our employees, agency staff, students and third parties who undertake activity for and on behalf of Archway Learning Trust.
- 2.2. This policy applies to the goods and services we procure, our direct operations and the delivery of education to all our learners. The Trust is committed to creating a sustainable society actively managing our activities in a way that balances our educational, social, environmental and economic objectives. To do this, sustainability considerations are woven throughout a suite of interdependent practices, which are implemented collectively in order to deliver the objectives of the Sustainability Policy.

3. Responsibilities

- 3.1. All staff, students, agency staff and third parties are responsible for ensuring that this Policy is implemented.
- 3.2. Staff who procure goods and services should follow the Trust's Finance Policy including the requirement to include social value and sustainability considerations which mirror our sustainability objectives set out below.

4. Policy

- 4.1. Archway Learning Trust is a company limited by guarantee with the objectives to provide education services for public benefit. Our strategic objectives are:
 - Educational Excellence
 - Inclusive Approach
 - Sustainable Growth
 - Continually Investing in Staff
- 4.2. In recognising our objectives, the Trust is committed to contributing to a more sustainable society and to continually improve the positive impacts we make by:
 - ensuring compliance with all relevant legislation and standards,

- ensuring our systems and procedures prevent pollution, and minimise resource consumption
- ensuring our staff and suppliers are able and are encouraged to support our sustainability commitments
- ensuring we continue to develop our approach to education which meets the needs of our students whilst being sustainable in its implementation
- ensuring we continually review how we can make improvements to our sustainability performance

4.3. In order to realise these commitments, we commit to the following sustainability targets:

- Across all construction, maintenance and development projects that are carried out, we use sustainable building materials and low carbon building techniques and technologies.
- Increase the use alternative energy sources and reduce our CO2 emissions by 1% each year whilst meeting our energy demand according to SECR reporting.
- Reduce cross academy travel by 5% using travel claims data and encourage journey planning and the use of alternative modes of transport.
- Increase the uptake amongst staff of Cycle to Work scheme and Public Transport Scheme by 5%; as well as promote sustainable working from home where appropriate.
- Promote environmental awareness amongst staff and students and run training sessions to encourage contribution to the Trust's sustainability agenda.
- Ensure the sustainable use of resources, by discouraging wasteful practices and setting the following targets:
 - Reduce as water & electricity usage by 3%
 - Reduce catering waste by 5%
 - Reduce classroom and office waste by 10%
- Increase the uptake of recycling across all waste by 5% by net weight.
- Increase the use of suppliers and contractors by 10% who have an environmental policy and can demonstrate actions to minimise impacts on the environment.
- 100% of WEEE waste is processed for recycling.
- Expand the number of Fairtrade products available by 10% from their current offering to staff and students. Actively work with catering suppliers to reduce food miles by 10% and make all menus seasonal from regionally or locally produced sources.

5. Review and reporting

- 5.1. The Policy Committee will review the targets annually and the policy three yearly.
- 5.2. A yearly report will be shared with AAB's at each academy demonstrating progress against the targets, plans and practices that form part of its implementation.