



Activate Learning: SUSTAINABILITY STRATEGY

2025-2030



ACTIVATE
LEARNING



1.0	Foreword.....	1
2.0	Our Commitment to Sustainability and Context.....	2
3.0	Green Governance and Leadership Priorities.....	3
4.0	Goals and Targets.....	4
5.0	Sustainability Performance Goals.....	5
6.0	Curriculum Sustainability Vision and Integration.....	10
7.0	Property and Environment Sustainability and Decarbonisation	11
8.0	Travel and Transport.....	12
9.0	Sustainable Procurement.....	13
10.0	Biodiversity and Climate Enhancement.....	14
11.0	Monitoring Performance.....	15
12.0	Engagement and Communication.....	16
13.0	Financial Planning and Resources.....	17

1.0 Foreword

- 1.1. Activate Learning is driven to empower learning and enable the progressive change required to transform lives and create a better future for our learners and our wider organisation. We recognise that climate change presents a significant threat to our planet and the global population which if left unchallenged risks the functional capability of our Activate Learning community. The resulting impact of extreme weather events caused largely by the consumption of fossil fuels and lack of biodiversity not only contributes to environmental degradation, disruption and climate-anxiety for our stakeholders, but also adversely impacts our economic, social and operational stability and wellbeing.
- 1.2. We are however positive about the future and well placed, through our learning philosophy to influence and implement the interventional responses required to address these environmental challenges. This sustainability strategy and climate action plan 2025-30 describes the step-change in sustainable leadership, community engagement and action that we will implement to address global warming, decarbonise our organisation and advance the curriculum and skills required to support the green agenda, green-industries and prepare our learners, staff and employers for a sustainable future.

“ We recognise that climate change presents a significant threat to our planet and the global population which if left unchallenged risks the functional capability of our Activate Learning community. ”



2.0 Our Commitment to Sustainability and Context

- 2.1.** As a leading multi-campus Further Education group and specialist education provider, we recognise the need to reverse destructive environmental practices, address climate change and improve our environment for future generations. We will focus on college operations, curriculum, staff, apprentices, on-line and physical learners; and work in partnership with our suppliers and wider communities, to develop environmental green skills, knowledge and understanding. We are committed to achieving sector leading multi-faceted organisational sustainability and environmental performance over the next 5 years and beyond.
- 2.2.** The Activate Learning Strategic Plan 2025-30; Activate Learning Sustainability Policy; The Activate Learning Sustainability Committee, our Activate Learning Philosophy and our organisational values align to promote the successful implementation of this, our initial Sustainability Strategy 2025-30.
- 2.3.** This approach supports our drive beyond minimal legislative compliance to achieve transition to net zero carbon emissions across Activate Learning and become a climate-positive leader within our communities. This will be achieved through the delivery of comprehensive strategies and interventions that target carbon emission reduction; renewable energy use; sustainable procurement; estates renewal; bio-diversity enhancement; travel; curriculum, well-being and green skills development.
- 2.4.** We have adopted the 17 United Nations Sustainability Development Goals as a key vision and structure, to promote ESG aspects within curriculum development and raise understanding of global sustainability and social responsibility. This provides additional context in support of our decarbonisation and sustainability objectives.
- 2.5.** We are also committed to delivering the skills required to support the emerging green economy. Through development of regional local skills improvement plans and in close cooperation with our funders and employers, we positively influence regional sustainability performance alongside our college requirements.
- 2.6.** We will collaborate closely with learners, staff, employers, and our community stakeholders, nuanced through regional materiality assessment, to deliver the focused community partnering, training and development interventions needed to enhance corporate, social and environmental performance and governance. We aim to provide the organisational capability to achieve decarbonisation and deliver the green skills required to tackle climate change at a global, national and college level.
- 2.7.** This strategy document supports our commitment to becoming a leading sustainable college by 2030. It sets out the key sustainability factors which we will address, our expectations, and monitoring processes planned to ensure that the strategy can be achieved.

3.0 Green Governance and Leadership Priorities

- 3.1.** Our Sustainability Strategy 2025-30 is underpinned by proactive leadership and governance designed to embed, manage and promote sustainable best practice throughout Activate Learning, providing commitment, structure, accountability and governance in the delivery of our sustainable goals.
- 3.2.** Our governing body and executive management team are dedicated to achieving high standards of environmental and sustainable practice and achieving good governance and legislative sustainability directives. Placing sustainability at the heart of the Activate Learning Strategic Plan 2025-30 ensures that corporate governance is in place to set and monitor performance and progress towards achieving our key sustainability performance targets, which are already established as a key agenda item for corporate leadership review.
- 3.3.** The Activate Learning Sustainability Committee provides cross-college multi-disciplined representation and acts as a sustainability leadership team with the remit to champion and lead on sustainability management and improvements, to track and ensure progress against the AOC net zero carbon reduction roadmap, and to implement college-wide targets set by our corporation. Chaired by the Chief Operating Officer and supported by the Group Director or Property, Sustainability and Environment, the group is responsible for the delivery of the sustainability strategy, supporting group wide interpretation and implementation of our sustainability policy, leadership and implementation of activity required to achieve sustainability goals and for reporting progress to the executive leadership team and the corporation.
- 3.4.** We recognise that every campus has unique characteristics and varying opportunities to influence environmental performance at a local physical level and across our virtual campus and digital landscape. So we are establishing new campus based 'Green2Go' sustainability campus action teams comprising of a group director, staff and learners to act as sustainability champions, promote sustainable best practice, develop local initiatives and implement change in line with our over-arching corporate sustainability goals.
- 3.5.** Central to achieving our low carbon sustainable organisation, is training and development. We will enhance the success of this strategy by ensuring that all staff and learners gain access to sustainability and environmental related training and the continual professional development required to provide the skills, knowledge and awareness needed to influence and achieve sustainability objectives.
- 3.6.** To achieve carbon net-zero, meet legislative carbon reduction legislation and achieve a highly sustainable organisation, we have adopted a holistic, inclusive, systematic and informed approach to achieving our goals. We will regularly communicate with our stakeholders, promote and publish our sustainability journey and progress towards decarbonisation, through a dedicated Activate Learning webpage, viva-engage 'sustainability' forum and through formal auditing and reporting mechanisms.

4.0 Goals and Targets

4.1. We have established our college carbon footprint, and the interventions required to achieve carbon neutrality. Current legislation requires Activate Learning to become carbon net-zero by 2050, However, we aim to significantly improve on this timeline, becoming net-zero by 2045.

4.2. Activate Learning's independently verified carbon footprint in 2023/24 was 9,639 Tonnes of Carbon Dioxide (CO₂) per annum. This forms the benchmark against which progress towards net-zero carbon, will be assessed and reviewed.

Scope 1 and 2 greenhouse gas emissions account for 3,710 Tonnes of CO₂ of our total footprint. This relates to our direct on-site consumption of electricity, gas and oil consumed to heat and power the organisation, fuel consumed by college vehicles and resulting from land-based activities (Scope 1) and from indirect emissions from purchased electricity used on campus. (Scope 2)

“ **Scope 3 greenhouse gas emissions account for 5,929 Tonnes of CO₂ of our total footprint. These indirect emissions relate to waste disposal, water consumption; impacts of our supply chain; staff and learner commuting, business travel and curriculum supply.** ”

4.3. As a large college group we recognise the importance of understanding the unique environmental and sustainability credentials of each of our eight main campuses. We are already improving sub-metering of energy, and water consumption and undertaking desk top data analysis and energy audits to provide a granular baseline for improvement at a campus level. Data received will be collected and analysed to inform reduction and optimisation activities and managed using the EAUC streamlined energy and carbon reporting tool.

4.4. We have set ourselves several key organisational targets pinned against a robust AOC climate action plan 2024, to track, monitor and report our progress, on our journey to achieve a highly sustainable and environmentally progressive organisation. Despite wide-ranging geographical locations, condition, uses and population attributes across our organisation, we will report collective progress against an overarching target to achieve net zero carbon emissions by 2045.



5.0 Sustainability Performance Goals

Over the period of this strategic plan, 2025-2030, we have set the following interim Sustainability Performance Goals (SPG) to achieve this aim.

5.1. SPG 1 – Collective Leadership and Integrated Collaboration. We aim to ensure that our entire community is engaged and able to contribute towards our sustainability goals. By 2026 we will establish a local stakeholder 'GreenGo' sustainability management group on each campus to encourage participation and regional support for sustainability, and by 2027 we will have established Activate Learning Green Recognition Awards to recognise our staff and community contributing to this aim. We are represented on the AOC Sustainability and Climate Change Group and increasing in local authority and employer forums. From 2025-2030, through implementation of the AOC climate action plan, we aim to become a leading college in sustainability and will have an integrated reporting system, web page and established resources in place to widely report and promote our net-zero and sustainable journey.

5.2. SPG 2 – Reducing Carbon Emissions.

We will reduce our Scope 1 and scope 2 CO₂ emissions to achieve a 10% reduction in CO₂ by 2027 and a 35% reduction in CO₂ by 2030.

Achieved through targeted energy efficiency improvements and infrastructure upgrades; and reduce Scope 3 CO₂ emissions to achieve a **10% reduction by 2027** and a **20% reduction by 2030** against 23/24 benchmark. These indirect emissions will result from advancement of targeted circular sustainable procurement and supply chain engagement, consideration of AI and our digital impact, conversion to renewable energy suppliers, increasing recycling and by reducing water use and waste.

5.0 Sustainability Performance Goals Cont'd

- 5.3. SPG 3 – Renewable Electricity.** We will source 100% of our electricity from renewable sources by 2028, supplied by certified external energy suppliers. Over time we will, through investment and estates renewal, transition to college generated solar photovoltaic electricity generation and battery storage.
- 5.4. SPG 4 – Biodiversity and Climate.** With a substantial land-based college forming part of our organisation, we will use our ecological and horticultural expertise to inform wider environmental awareness. By 2028 we will have evaluated our campuses and implemented a biodiversity and climate action plan to protect operations, enhance nature and support well-being across our portfolio.
- 5.5. SPG 5 – Decarbonising Estate Operations and Procurement.** Activity around our estate provides scope for several sustainable improvements. We will from 2025 ensure that all new buildings and major projects are constructed in line with best practice standards – such as BREEAM or prevailing legislation and DfE specifications, to create low carbon in construction and in-use buildings and infrastructure. By 2030, we will replace land-based and general fleet vehicles and equipment, when due for replacement, with low carbon, low energy alternatives and provide an integrated electrical vehicle charging point network across our campuses.

In operational terms, we will also focus on comprehensive recycling, composting, reuse and sustainable specification and procurement. We aim to divert 80% of our organisation's waste currently sent landfill by 2028 and achieve 100% no waste to landfill by 2030. We also seek to decrease our use of water, electricity, oil and gas, reducing consumption by 15% by 2030.

5.0 Sustainability Performance Goals Cont'd

- 5.6. SPG 6 – Travel.** We recognise the need for our staff, learners and suppliers to travel to campuses and more widely to support study, development or business operations. Our focus therefore is to reduce non-essential business travel and support our staff, learners and suppliers to transition from carbon fuelled combustion and polluting modes of transport such as petrol/diesel powered vehicles to more sustainable forms of travel, to reduce CO2 emissions by 20% by 2030.
- 5.7. SPG 7 – People and Curriculum.** The upskilling and development of our stakeholders is central to achieving our sustainable objectives. We will provide core CPD – such as carbon literacy training, and sustainability awareness training and resources to support core CPD or learning outcomes for our staff and learners by 2028. We are also committed to curriculum redesign, working with awarding bodies to ensure all courses capture sustainability and environmental content by 2028, and align with UN Sustainable Development Goals. We will collaborate with our employers and provide dedicated sustainability training and skills development, and qualifications required to meet wider green employment skills needs within our communities from 2025.

A headline summary and timeline to achieve our SPGs is shown in the table below:

Sustainability Performance Goals	2025/26	2026/27	2027/28	2028/29	2029/30
SPG 1 – Collective Leadership	Green2Go Teams Established	Green Recognition Awards Established			
SPG 2 – Reducing Carbon		10% CO2 Reduction Achieved (Scope 1,2 and 3)			35% CO2 Reduction (Scope 1,2); 20% CO2 Reduction (Scope 3)
SPG 3 – Renewable Energy			PV installed and operational – Reading College (Salix Funded)	100% of electricity from Renewable Sources	
SPG 4 – Biodiversity and Climate			Biodiversity and Climate Action Plan Established		
SPG 5 – Estates and Procurement	New Buildings to BREEAM or similar standards	Merrist Wood Redevelopment - low carbon design and PV operational		80% of Current Waste – Diverted from Landfill	Fleet upgraded to Low Carbon Consumption of Fossil Fuels and Water reduced by 15%
SPG 6 – Travel					20% Reduction in CO2 relating to Travel
SPG 7 – People and Curriculum		100% of Staff and Learners access carbon literacy CPD			

5.0 Sustainability Performance Goals Cont'd

- 5.8. Activate Learning will proactively seek to secure resources required to enable decarbonisation, meet environmental and legislative drivers and achieve our Sustainability Performance Goals by 2030.
- 5.9. To implement this strategy and to achieve our sustainability goals, we will focus on the delivery of 5 green organisational performance themes, which collectively provide the focus for delivery from 2025-30.



5.0 Sustainability Performance Goals Cont'd

5.10. A high-level summary of planned activity to achieve our sustainability performance goals is identified in the following table.

Sustainability Performance Themes	2025/26	2026/27	2027/28	2028/29	2029/30
Green Leadership	Adopt AL Sustainability Strategy and Climate Action Plan 2025-30	Climate Risk Action Plan adopted			
	Green2Go Campus established	Sustainability Initiatives encouraged	Sustainability Initiatives implemented	Sustainability Initiatives implemented	Sustainability Initiatives implemented
	SPG Interventions	SPG Interventions	SPG Interventions	SPG Interventions	SPG Interventions
Green People and Skills	Promote Sustainability Courses and Skills	Develop Sustainability Courses and Skills	Deliver Sustainability Courses and Skills	Deliver Sustainability Courses and Skills	Deliver Sustainability Courses and Skills
	Curriculum review (UN SDGS)	Sustainability Curriculum and Course Development	Sustainability Curriculum and Course Development	Sustainability Curriculum and Course Development	Sustainability Curriculum and Course Development
	Sustainability CPD Developed for staff	Mandatory Sustainability CPD for all Staff	Mandatory Sustainability CPD for all Staff	Mandatory Sustainability CPD for all Staff	Mandatory Sustainability CPD for all Staff
Green Environment and Estate	Low-cost Efficiency actions	Decarbonisation projects - Merrist Wood Redevelopment in Operation	Decarbonisation projects Reading – Salix Decarbonisation Project in Operation	Decarbonisation projects	Decarbonisation projects
		Map scope 3 emissions		Carbon offset	Carbon offset
	Collect commuting data	Campus Green Travel Plans Implemented	Greener transport initiatives		
	Biodiversity campus audits	Biodiversity campus audits	Biodiversity action plans implemented	Biodiversity action plans implemented	Biodiversity action plans implemented
	Collaborate with communities	Staff and Student led projects	Staff and Student led projects	Staff and Student led projects	Staff and Student led projects
	Waste data collected	Waste reduction and reuse delivery	Waste reduction and reuse delivery	Waste reduction and reuse delivery	Waste reduction and reuse delivery
		Increase recycling	Increase recycling	Increase recycling	Increase recycling
		Implement Food Waste Plan	Embed Food Waste Plan	Embed Food Waste Plan	Embed Food Waste Plan
	Review P and E plans for Sustainable development	Implement Decarbonisation projects	Implement Decarbonisation projects	Implement Decarbonisation projects	Implement Decarbonisation projects

Green Consumption and Procurement	Purchasing Data Collected	Implement Sustainable Procurement Policy/ plan	Supplier data collection	Establish key supplier partnership and purchasing agreements	Establish Community Carbon Reduction Plan
Green Performance	Assess Carbon Footprint (Annually)	Assess Carbon Footprint (Annually)	Assess Carbon Footprint (Annually)	Assess Carbon Footprint (Annually)	Assess Carbon Footprint (Annually)
	Publish Group Sustainability Report (Annually)	Publish Group Sustainability Report (Annually)	Publish Group Sustainability Report (Annually)	Publish Group Sustainability Report (Annually)	Publish Group Sustainability Report (Annually)
	Sustainability Committee; GET and Corporation Reviews (Termly)	Sustainability Committee; GET and Corporation Reviews (Termly)	Sustainability Committee; GET and Corporation Reviews (Termly)	Sustainability Committee; GET and Corporation Reviews (Termly)	Sustainability Committee; GET and Corporation Reviews (Termly)
	Publish Green2Go Activity Report (Termly)	Publish Green2Go Activity Report (Termly)	Publish Green2Go Activity Report (Termly)	Publish Green2Go Activity Report (Termly)	Publish Green2Go Activity Report (Termly)
	Curriculum Review - SDG/ Course Review (Termly)	Curriculum Review - SDG/ Course Review (Termly)	Curriculum Review - SDG/ Course Review (Termly)	Curriculum Review - SDG/ Course Review (Termly)	Curriculum Review - SDG/ Course Review (Termly)
Staff Development CPD Review (Termly)	Staff Development CPD Review (Termly)	Staff Development CPD Review (Termly)	Staff Development CPD Review (Termly)	Staff Development CPD Review (Termly)	

5.11. Development of the Curriculum, Estate, Procurement and People will drive sustainable change and enable us to achieve our Sustainability Performance Goals by 2030. These aspects are further described as follows.



6.0 Curriculum Sustainability Vision and Integration

6.1. Activate Learning is committed to embedding sustainability across its curriculum, ensuring all students develop the skills and knowledge required for a sustainable future. A core sustainability module will be introduced across all courses, providing students with an understanding of climate science, carbon management, and climate justice. This module will cover the causes and impacts of climate change, the role of human activity and strategies for carbon reduction. Students will gain practical knowledge, including how to assess their own carbon footprint and that of wider organisations, preparing them to integrate sustainability into their personal and professional lives.

6.2. In addition, a systematic review of existing courses will identify opportunities to incorporate sustainability concepts. Examples might include regenerative agriculture within land-based courses, low-carbon construction on trades programs, and green marketing strategies on business courses.

“ **Staff will receive training to effectively embed sustainability within their subject areas, ensuring it becomes a fundamental part of all learning pathways.** ”

6.3. We will also develop new courses focused on the green economy, including renewable energy, sustainable construction, electric vehicles and sustainable management and environmental policy. Leveraging our specialist physical resources and on-line capabilities, we will equip our students and partners with the future-proof skills required and position ourselves as a leader in sustainability-driven education.

”



7.0 Property and Environment Sustainability and Decarbonisation

Activate Learning is dedicated to reducing the environmental impact of its estate through targeted initiatives in energy efficiency, renewable energy, transport electrification and water conservation. Energy efficiency measures will include comprehensive building upgrades such as increasing insulation, upgrading inefficient building services, installing smart building management systems and heating controls, and transitioning all lighting to LED fittings. Operational adjustments such as optimising heating and ventilation schedules will further reduce carbon consumption, supported by staff and student engagement programs promoting sustainability conscious behaviours across our campuses.

7.1. All college-owned petrol and diesel vehicles will be replaced (when due for renewal) with electric or low-carbon fuelled alternatives, with dedicated charging or refuelling infrastructure installed to support this transition. For larger vehicles where electric alternatives are limited, hydrotreated vegetable oil (HVO) or other emerging low carbon fuel technologies will be considered.

7.2. Water conservation initiatives will include installing low waterflow plumbing fixtures, rainwater harvesting, and efficient land-based water supplies and irrigation systems. Sustainable soft landscaping with drought-resistant plants will further minimise water use. These initiatives will help Activate Learning reduce emissions and consumption, enhance resource efficiency, and create more sustainable and healthy campus environments.

7.3. In conjunction with the Green2Go campus teams, localised plans will be implemented to manage optimal room usage and promote sustainable practices across campuses. This will include the installation of recycling and composting schemes and energy efficiency measures; management of building performance; focused activities implemented to reduce consumption, reduce energy use and our campus carbon footprint.

7.4. We will develop our estate through refurbishment, remodelling and new building by incorporating low-carbon design, specification and sustainability priorities. Replacing inefficient estate with sustainable alternatives is embedded within our Property Strategy. The £23m redevelopment of Merristwood College will be the first major new build to follow this philosophy, and it will make a significant impact on the decarbonisation of the campus from completion in 2026.

7.5. A key area of strategic focus is the replacement of gas and oil fuelled heating systems. We will install a phased rollout of solar PV installations, air and ground source heat pumps and battery storage solutions across our campuses for new buildings and as a retrofit solution to reduce reliance on grid electricity and to lower carbon emissions. The first phase will be delivered at Reading College where the entire campus will be upgraded with PVs, air-source heat-pumps and battery storage, which will remove 26 boilers and create our first low-carbon campus. This is subject to approval of a live Salix public sector decarbonisation grant application. Planned maintenance programmes will include thermal upgrading to the building envelope; lighting replacement to low energy LED specification; replacement of failed fossil fuelled boilers with low carbon alternatives and maintenance regimes targeted to address heat, light, power and material consumption.

8.0 Travel and Transport

- 8.1. Student and staff commuting, along with business-related travel, represents a considerable proportion of Activate Learning's carbon footprint. To address this, we will focus on actively promoting low carbon travel, supporting smart and agile working practices and upgrading the efficiency of our transport fleet.
- 8.2. Activate travel initiatives will encourage walking, cycling, and public transport use. Bike storage will be made secure and enlarged (where required) and users' needs for showers, storage, bike maintenance workshops, cycle lessons and improvements to form safe cycle routes will be implemented, informed by the campus Green2Go teams, who will be central to promoting our cycle purchase scheme and for working with transport providers to promote travel initiatives as part of a considered campus travel plan.
- 8.3. Established flexible working arrangements and hybrid working arrangements will be refined and reaffirmed, to reduce unnecessary commuting. Investments in digital infrastructure, agile working zones and bookable meeting spaces across college will provide more choice and flexibility regarding optimal working locations.

“ With the aim to reduce commuting distances and increasing travel choice by better utilising our geographical network of college campuses. ”

- 8.4. To improve fleet efficiency, route planning tools will be encouraged to minimise travel mileage and driver training will include guidance on fuel-efficient driving techniques. As vehicles and large land-based machinery reaches the end of their lifespan, they will be replaced with higher-efficiency models, including hybrid, electric, bio-fuelled or hydrogen-powered alternatives where operationally viable resulting in significant reductions in our carbon footprint.

9.0 Sustainable Procurement

- 9.1. Procurement plays a crucial role in Activate Learning's sustainability strategy, as the goods and services we purchase have a considerable environmental impact. Our sustainable procurement plan is focused therefore on supplier engagement, circular procurement and local sourcing or goods and services as key factors required to improve sustainability and environmental outcomes.
- 9.2. We will engage with our suppliers, colleagues and partners to ensure mutual understanding and compliance with environmental standards, including ethical sourcing, commitment to carbon reduction targets, and transparency in reporting sustainability performance. Assessments will be conducted to ensure compliance with our policy and Activate Learning will actively collaborate with suppliers to identify improvements such as reduced packaging and to pursue lower-carbon delivery options, for example.
- 9.3. Circular procurement principles will be integrated into purchasing decisions, prioritising sustainable products that can be reused, refurbished, or recycled. This will include extending product lifespans, reducing waste through resource-efficient choices, and ensuring responsible disposal of outdated or obsolete equipment.
- 9.4. Within the scope of procurement legislation, we will aim to purchase locally where possible to reduce carbon costs associated with production and delivery (for example reducing food miles associated with catering suppliers) and work collaboratively with our partners to reduce scope 3 carbon emissions.
- 9.5. We will also ensure that procurement decisions work in conjunction with our corporate and social responsibilities and consider wider ethical concerns (such as United Nations sustainability goals) when we are assessing cost-effectiveness and operational value.

10.0 Biodiversity and Climate Enhancement

- 10.1.** Activate Learning recognises its responsibility to protect and enhance biodiversity across a diverse range of urban and land-based campuses. We are committed to maintaining and enhancing our natural environment. Our strategy will cover 3 key areas: assessment, enhancement and land-based operations.
- 10.2.** Assessment of each campus will be undertaken to outline the extent and type of existing biodiversity present on each campus with potential areas determined for intervention or enhancement, as a basis for a biodiversity plan.
- 10.3.** Habitat restoration initiatives will include rewilding and de-urbanising degraded areas by reintroducing native and supportive habitats and eco-system improvements. Creating wildlife corridors will enhance biodiversity by connecting natural habitats, enabling species to move and thrive. Using our specialised land-based knowledge alongside external conservation bodies, we will inform a campus specific biodiversity plan of unique relevance to each campus.
- 10.4.** Regenerative agriculture will be expanded across Activate Learning's land-based fields incorporating practices such as field rotation, soil health, water retention and increased carbon sequestration.
- 10.5.** Ongoing species monitoring will track biodiversity changes using ecological surveys, trail cameras, and drone mapping. This data will inform adaptive conservation strategies and provide valuable learning opportunities for students. By enhancing natural ecosystems and integrating sustainability into land management practices, Activate Learning will contribute to climate resilience while fostering a deeper understanding of environmental stewardship among its students and staff.
- 10.6.** Our emerging climate resilience plan will also review the impacts of climate change – such as flooding, over-heating, water depletion and plan interventions across Activate Learning, in the context of implementing physical improvement that will create a better natural and physical environment for our users.

11.0 Monitoring Performance

- 11.1.** The performance of this sustainability strategy and associated sustainability plans will be robustly monitored and managed to ensure outcomes are achieved.
- 11.2.** A carbon footprint assessment and sustainability data analysis will be conducted annually, with progress towards meeting our sustainability and decarbonisation targets widely reported to our corporation, senior leadership teams and sustainability committee. If insufficient progress against plan is being achieved, we will review the data or issue with stakeholders and address with enhanced action for the following year.
- 11.3.** The Sustainability Committee and Green2Go teams will meet at least termly to drive the group strategy and report progress towards achieving local and group sustainability targets. The agenda will cover progress against achieving AOC decarbonisation and college specific sustainability performance goals; and involve key stakeholders with the skills or interests to enable our sustainability performance drivers.
- 11.4.** The Group Executive Team will review progress as part of a robust KPI driven approach currently established at the core of group operating procedures and report progress as a standing item to the Corporation. In line with the AOC code of good governance, the Corporation will provide oversight and challenge, ensuring that their sustainable ambition and expectations and policies are being delivered in practice.
- 11.5.** Robust data collection and analysis will support and verify performance and where necessary, 3rd party assessment will be obtained to verify progress and statutory reporting.

12.0 Engagement and Communication

- 12.1.** Achieving our sustainability goals will require the participation of the entire Activate Learning community so we will engage across students, staff and external stakeholder bodies and multiple initiatives. The Green2Go campus team provides a pivotal role in local leadership and management of campus sustainability, comprising of student and staff representatives recruited annually by the Campus Director to take ownership of promoting sustainability and driving student-led environmental projects; organising awareness campaigns; facilitating peer training, and providing the informed implementation and management required to achieve our sustainable performance goals.
- 12.2.** The Green2Go teams will work closely with the Sustainability Committee, ensuring seamless and inclusive communication and engagement that will drive compliance and achieve agreed sustainability outcomes through delivery and promotion of sustainability events. For example, events might include recycling initiatives, energy reduction measures; meat-free promotions; ethical projects; National/Local green days; CPD; hosting green-awards; environmental improvements; UN SDG promotions or green wellbeing days. The actual content will be decided once teams are established to address campus specific and corporate drivers.
- 12.3.** We will actively promote and celebrate our progress and encourage staff to record sustainability activity and news via a dedicated viva-engage sustainability community page dedicated for this purpose, and more widely through nomination for Activate Green Awards.
- 12.4.** We will also dedicate a sustainability portal on our main Activate Learning website, where stakeholders can access our annual sustainability report, track our progress towards achieving decarbonisation and ESG performance and find links to supporting sustainability information, courses, news, advisory groups and our achievements.
- 12.5.** Through engagement and partnership, we will develop our links with employers and partners and build on our membership of the AOC sustainability committee and links with Local Enterprise Partnerships, Local Authorities, Employers and Suppliers to ensure that collaboration and partnership is embedded in our community, funding and supply chain.

13.0 Financial Planning and Resources

- 13.1.** Activate Learning will deliver sustainability policy and strategy at the heart of our organisation. Through good management and leadership we will achieve substantial progress within existing budget allocations and management structures, where sustainability will be planned for and embedded as a core management deliverable, funded from departmental revenue and capital budgets.
- 13.2.** Our Sustainability Committee will also evaluate and escalate sustainability projects or initiatives, which are of merit but fall outside individual departmental budgets, to the Chief Operating Officer to evaluate as a priority for exceptional funding.
- 13.3.** To deliver a carbon net zero estate, significant capital investment will be required to upgrade our buildings and environments. In conjunction with our estates strategy and strategic plan, we will prioritise the upgrading of our heating, lighting and power systems, combined with the thermal upgrading of our building envelopes.

“The aim is to replace oil and gas fired boilers, with ground and air source heat pumps, reduce energy demand and install Photo Voltaic and battery storage to create a net-zero, decarbonised portfolio.”

- 13.4.** Given the size of the capital investment required, a phased approach to delivery will be taken influenced by cost-benefit/spend to save analysis, environmental priorities and funding availability. To fund these important major decarbonisation projects, in addition to committing our own funds, we will actively pursue grant funding opportunities through the Salix public sector decarbonisation fund, The ESFA and DFE, Local authorities and Local Energy Hub solution providers.

For more information

Visit: activatelearning.ac.uk

Call us: 0800 612 6008



ACTIVATE
LEARNING