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Environmental Sustainability Policy	PF010	6

APPROVAL BODY: [as per policy register]	DATE [of approval]	REVIEW DATE
Corporation	17 July 2026	17 July 2028

LEAD PERSON	Group Director of Property, Environment and Sustainability		
EQIA DATE	7 April 2025	DPIA DATE	7 April 2025

SUSTAINABILITY POLICY

Policy Statement

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

In delivery of its teaching, learning and operational business, Activate Learning recognises its corporate and social responsibility 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.

Purpose

The Activate Learning strategic plan 25-30 supports sustainability as integral factor for organisational development. This policy responds to this requirement and details how Activate Learning will become a leading 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 adopted to deliver organisational and environmental performance, measured and reported against established sustainability goals and performance indicators.

Scope

To achieve our outcomes, we will implement a multi-faceted approach to reducing our carbon footprint and to 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 procurement** - 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.

Responsibilities

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.

The Corporation
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.

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.

The Sustainability Committee
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.

Commitment Statement

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: -

Manage and reduce our carbon emissions to achieve net Zero Carbon by 2045 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.

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. This will be driven by the Activate Learning Sustainability Strategy 2025-30.

We will work closely with our communities to deliver green skill development training to support low carbon industries, reduce waste, increase biodiversity and create sustainable environments which support health and wellbeing.

References

- FE Carbon reduction roadmap
- Activate Learning Strategic Plan 2025-30
- Activate Learning Sustainability Strategy 2025-30