



South Gloucestershire and Stroud College

SUSTAINABILITY POLICY

**If you would like this document in an alternate format
Please contact the Human Resources Department**

Prepared by:	Pete Barrett
Job Title/Role:	Director of Estates
Ref. No.: Q/P 168	Date of this version: 24/03/2023 Review date: 31/03/2026 (Subject to any legislative changes) Upload to College website? Yes Upload to e-Campus? Yes
Approved by:	SGS Further Education Corporation
Date:	03/07/2025

MANDATORY INITIAL IMPACT SCREENING	
I have read the guidance document: Completing a Policy Impact Assessment?	✓
If this policy raises equality, diversity or inclusion concerns, the Inclusion Committee has been consulted?	<input type="checkbox"/>
If this policy raises environmental or sustainability issues, the Estates Team have been consulted?	✓
If this policy has been up-dated, please tick to confirm that the initial impact screening has also been reviewed:	✓



Please list each College Strategic Priority that this policy is designed to address/implement:	
--	--

EQUALITY, DIVERSITY & INCLUSION IMPACT ASSESSMENT	
Characteristic	This policy seeks to:
Age	No appreciable impact
Disability	No appreciable impact
Faith or Belief	No appreciable impact
Gender	No appreciable impact
Race or Ethnicity	No appreciable impact
Orientation	No appreciable impact
Gender reassignment	No appreciable impact
Economic disadvantage	No appreciable impact
Rural isolation	No appreciable impact
Marriage	No appreciable impact
Pregnancy & maternity	No appreciable impact
Carers & care leavers	No appreciable impact
Vulnerable persons	No appreciable impact
Please identify any sections of the policy that specifically seek to maximise opportunities to improve diversity within any of the College's stakeholder groups:	None
Please identify any sections of the policy that specifically seek to improve equality of opportunity within any of the College's stakeholder groups:	None
Is there any possibility that this policy could operate in a discriminatory way?	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
If you have ticked yes (red), which characteristic will be most affected? Choose an item.	
If yes please confirm that the Policy has been sent for a full Equality & Diversity Impact Assessment, and note the date:	<input type="checkbox"/> Click or tap to enter a date.

Note: if the policy does not seek to increase diversity or improve equality you should go back and review it before submitting it for approval.

MAPPING OF FUNDAMENTAL RIGHTS	
Which United Nations Convention on the Rights of the Child (UNCRC), Right does this policy most protect:	Art. 40. Right to justice Choose an item.
Which Human Right (HRA) does this policy most protect:	Art. 2 Right o life Choose an item.

DATA PROTECTION & PRIVACY BY DESIGN SCREENING	
Tick to confirm that you have considered any data protection issues as part of the design and implementation of this policy; and, that implementing this policy will <u>not</u> result in the collection, storage or processing of personal data outside of official College systems:	✓
Tick to indicated that this policy has or requires a Data Privacy Impact Assessment:	✓

ENVIRONMENTAL, SOCIAL AND ECONOMIC IMPACT ASSESSMENT		
Does this policy relate directly or indirectly to any legal, regulatory environmental or sustainability standard(s)?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
If so, please list them:		
Will any aspects of this policy result in:		
Reduced miles travelled or provide / improve / promote alternatives to car based transport (e.g. public transport, walking and cycling car sharing, the use of low emission vehicles, community transport, environmentally friendly fuels and/or technologies)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Reduced waste, environmental hazards and/or toxic materials for example by reducing PVC, photocopier and printer use, air pollution, noise pollution, mining or deforestation? Or increase the amount of College waste that is recycled or composted?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Reduced water consumption?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Reduced instances of single use plastic?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Reduced use of natural resources such as raw materials and energy to promote a circular economy?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Improved resource efficiency of new or refurbished buildings (water, energy, density, use of existing buildings, designing for a longer lifespan)?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Will this policy improve green space or access to green space?	Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>
Please list the sections of this policy which specifically target an improved environment:	As sustainability policy the aim is to improve all of the above	

Will any aspects of this policy result in:		
The promotion of healthy working lives (including health and safety at work, work-life/home-life balance and family friendly practices)?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Greater employment opportunities for local people?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The promotion of ethical purchasing of goods or services for example by increasing transparency of modern slavery in our supply chain?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Greater support for the local economy through the use of local suppliers, SMEs or engagement with third sector or community groups?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The promotion of better health, increased community resilience, social cohesion, reduced social isolation or support for sustainable development?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Mitigation of the likely effects of climate change (e.g. identifying proactive and community support for vulnerable groups; contingency planning for flood/snow, heatwaves and other weather extremes)?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
The promotion of better awareness of sustainability, healthy behaviours, mental wellbeing, living independently or self-management?	Yes <input checked="" type="checkbox"/>	No <input checked="" type="checkbox"/>
Please list the sections of this policy which specifically target improved sustainability:		

What is the *estimated* carbon impact of this policy (in terms of tCO2e)	Increased (+tCO2e) <input type="checkbox"/>	Decreased (-tCO2e) <input type="checkbox"/>	Net Zero CO2 ⚙️
--	---	---	-----------------------

Mandatory initial impact screening completed by:	Pete Barrett
Date	24/02/2023
Initial impact screening supported by (Please list each individual)	

Policy Template

1. Policy Intent

- 1.1. Sustainability is the balancing of diverse economic, social and environmental pressures to arrive at a solution which maintains, supports and endures into the long term.
- 1.2. Both SGS College and its subsidiaries recognise the need to act sustainably and in doing so will align all of its activities alongside one or more of the 17 United Nations Sustainable Development Goals.
- 1.3. SGS wish to be recognised as the UK's most sustainable FE College by 2030.

2. Scope

- 2.1 SGS will act sustainably in all its activities and will promote sustainability to its staff, learners, suppliers, stakeholders, visitors and the wider community, having regard of the 17 UN Sustainable Development Goals.
- 2.2 The following are to be the areas of focus:
 - Leadership and Governance
 - Teaching, Learning, Assessment and Research
 - Partnership and Engagement
 - Estates Development and Operation.
- 2.3 SGS will ensure that sustainability is fully assessed and appropriately weighted in all that we do.
- 2.4 SGS will work collaboratively with its suppliers, academic partners, neighbours and other key stakeholders to limit the environmental impact of its activities.

3. Procedures

3.1 Leadership and Governance

- 3.1.1 The objective of this policy is to ensure that all staff, learners, suppliers and visitors understand the SGS approach to sustainability.
- 3.1.2 SGS will review its sustainable objectives on an annual basis and once agreed share these with staff, learners and suppliers.

3.2 Teaching, Learning, Assessment and Research

- 3.2.1 SGS will share its sustainable objectives annually with its staff, learners, suppliers and visitors.
- 3.2.2 SGS will promote awareness and understanding of sustainable development and operations amongst all staff, learners, suppliers and visitors through learning opportunities and training.
- 3.2.3 Sustainability will be promoted and embedded across all curriculum areas.

3.3 Partnership and Engagement

- 3.3.1 SGS will operate sustainable procurement procedures that promote and support the use of products and services from contractors and suppliers who act sustainably. Such procedures will give due weight to sustainability alongside cost, best-value and quality in assessing products and services. SGS will not compare the price of a sustainable solution alongside a non-sustainable solution.
- 3.3.2 SGS will share experience and knowledge of sustainability with the wider community and contribute to debate on sustainability issues.

3.4 Estates Development and Operations

- 3.4.1 SGS will adopt and utilise a comprehensive performance and benchmarking system to manage, measure, improve and promote our sustainability performance.
- 3.4.2 SGS will endeavour to reduce energy and water use, enhance utilities monitoring and targeting systems through technology.
- 3.4.3 SGS will explore renewable energy, efficiency and storage technologies to reduce carbon emissions, discharges and prevent pollution.
- 3.4.4 SGS will ensure any surplus assets are actively promoted for reuse or repurposing within SGS or partners and stakeholders.
- 3.4.5 SGS will manage waste and adopt a “rethink, reduce, reuse, and recycle” approach. SGS will minimise the environmental impact of waste disposal and minimise the use of natural resources including single use plastics.
- 3.4.6 SGS will incorporate the principles of sustainable development into any new build or refurbishment project.

- 3.4.7 SGS will reduce single occupancy vehicle use to and between our campuses, encouraging walking, cycling and the use of public transport where possible as principal modes of commuting and business travel for staff, students and visitors.
- 3.4.8 SGS will protect natural habitats and encourage local wildlife and biological diversity on the SGS's estate.

4. Policy Implementation

- 4.1 This policy will be delivered via the Sustainability and Biodiversity Implementation Plan (The Plan) as agreed from time to time. The Plan will be reviewed at least annually and amended to reflect progress, changing requirements and the realities of the estate.
- 4.2 All staff, learners, suppliers and visitors. Parties will be encouraged to follow the detailed recommendations and guidance within 'The Plan'.
- 4.3 This Policy will be published on SharePoint, and SGS Group websites.

5. Enforcement

5.1 Corporation, Executive and Senior Leadership Teams:

- 5.1.1 Will ensure, through annual monitoring, that objectives of the policy are embedded into the culture of the organisation.

5.2 All staff will:

- 5.2.1 Familiarise themselves with the objectives and the current strategy within 'The Plan'.
- 5.2.2 Ensure that their actions are in compliance with 'The Plan'.

5.3 Heads of Departments (Corporate)/Sectors must:

- 5.3.1 Ensure that their curriculum areas consider and promote the principles of sustainability.

5.4 Head of Estates/Deputy Head of Estates will:

- 5.4.1 Ensure that SGS performance as defined in 'The Plan' is recorded and reported to the College Executive at least twice each year.
- 5.4.2 Form a working group from across SGS to work towards specific improvements identified in The Plan.

5.5 The working party will:

5.5.1 Meet as required to review 'The Plan' and amend as required.

5.5.2 Lead on the implementation of 'The Plan' and strategy across the college.

5.5.3 Provide a report annually to the SGS College Executive and SGS College Corporation.

6. Related Policies, Procedures, Charters, Plans, Guidance and Legislation

6.1 SGS Sustainability and Biodiversity Implementation Plan and Roadmap;

6.2 SGS Maintenance Policy;

6.3 SGS Financial Regulations;

6.4 SGS Property Strategy;

6.5 UN Sustainable Development Goals;

6.6 AoC Code of Good Governance for English Colleges;

6.7 Climate action roadmap for FE Colleges.

7. Impact

7.1 SGS wish to be recognised as the UK's most sustainable FE College by 2030.

8. Additional useful information

8.1. This policy is to be read in conjunction with the SGS Sustainability and Biodiversity Implementation Plan and Roadmap.