



# PLUMPTON

## COLLEGE

### Environmental Sustainability Policy

This policy sets out a framework for dealing complaints. The policy is applicable to all employees within the **Plumpton College Group**.

Any reference to **Plumpton College** is relevant to the **Plumpton College Group**, meaning any employee employed by its subsidiaries, its holding company or any subsidiary of its holding company.

SMT Assigned Owner	James Hibbert
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Approved by	Corporation
Date of Approval	December 2023
Date of minor amendments approved by SMT	
Frequency of review	Three years
Date of next review	December 2026

The SMT is delegated to approve minor changes to the policy in response to legal changes and best practice.

## 1. Introduction

1.1 Plumpton College aims to become a beacon of sustainability within the land based and educational sectors. We are committed to adopting the notion of sustainability as a golden thread that connects all aspects of college life and underpins decision making at all levels. We will ensure the following:

- 1.1.1 All areas of our educational provision prepare students for *green* career pathways and are aligned to the adaptations taking place within existing land-based sector industries in response to climate change.
- 1.1.2 Maximum ecological and educational benefit is derived from the college estate through sustainable production and land management.
- 1.1.3 We build the knowledge, understanding and engagement of staff and students to enable them to make meaningful contributions to personal and college sustainability performance targets.
- 1.1.4 Economic feasibility of sustainable practice is demonstrated through efficiency, procurement integrity and adaptability to changing financial incentives.
- 1.1.5 We support the development and maintenance of increasingly high performing buildings, facilities and resources in respect to their environmental sustainability.

## 2. To implement the policy the college will:

- 2.1 Develop and adopt a Sustainability Strategy which will be refined annually. The progress against milestones within the strategy will form a key part of the college's judgement regarding progress made.
- 2.2 Adopt a suite of carbon reduction targets approved by Corporation.
- 2.3 Create and facilitate a Sustainability Committee with a clear Terms of Reference accessible to all students and staff.
- 2.4 Commission a full carbon footprint audit of scope 1-3 emissions every two years for the BN7 site and One Garden Brighton. The timing of these audits will be staggered so that one is undertaken each year.
- 2.5 Continually seek to adopt active targets in respect to emissions reduction ensuring that the college absolute and net zero positions are significantly ahead of passive forecasts.
- 2.6 Apportion sufficient budget and resources to enable targets and sustainability milestones to be achieved.
- 2.7 Appoint a Sustainability Link Governor.

## 3. To monitor progress against the policy the college will:

- 3.1 Provide a video update on progress against the sustainability strategy and the work of the sustainability committee on a termly basis.
- 3.2 Include key sustainability metrics within the Key Performance Indicator Data Dashboard.
- 3.3 Provide an annual report accessible to the whole college and Corporation to include the following:
  - 3.3.1 Progress against targets set and revision of future targets.
  - 3.3.2 Emissions forecast and revision of the college's Net Zero target.
  - 3.3.3 Headline actions for the following year
  - 3.3.4 Compliance audit against environmental legislative requirements
  - 3.3.5 Comply with the Streamlined Energy and Carbon Reporting regulations.
4. Collective responsibility and accountability
  - 4.1 Plumpton College acknowledges that environmental sustainability is a shared responsibility. Staff and students at all levels will be expected to support and promote this policy throughout the college community. As such this policy and the attitudes and behaviours that are expected to arise from it links to the Code of Conduct for Staff and the Professional Workplace Behaviour Framework for students.