



Sustainability & Environmental Policy

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Principal's Signature	

Equality Impact Assessment Form

The completion of the Equality Impact Assessment (EIA) will help us to ensure that our policies, procedures and practices do not discriminate or disadvantage people and also improve or promote equality.

In relation to: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

1. Please explain if you identified any inequalities or possible discrimination in the policy, procedure or practice?

Promotion of Sustainable Transport - Active Travel

2. If identified, how have you changed the policy, procedure or practice to remove or mitigate the inequality or discrimination?

Active Travel is defined as walking/running/cycling/wheeling. We have identified that "Sustainable Active Travel" initiatives must remain accessible to those with disabilities.

3. Any follow up actions required?

None identified

Sustainability & Environmental Policy

1. Purpose

The purpose of this policy is to set out Shipley College's commitment to sustainability and the environment.

2. Scope

This policy applies to all Shipley College staff and students.

3. Responsibility

- i. It is the responsibility of all staff to comply with the requirements of this policy and for the Shipley College Sustainability Group (SCSG), Senior Leadership Team (SLT) and Leadership and Management to ensure its implementation.
- ii. Policy and practice is overseen by the Estate Manager and the Shipley College Sustainability Group (SCSG).

4. Sustainability – Definition

The following is the most commonly quoted definition. It aims to be more comprehensive than most:

Sustainable development is development that meets the needs of the present without compromising the needs of future generations to meet their own needs. Brundtland (1987 – Brundtland Commission, led by the former Norwegian Prime Minister Gro Harlem Brundtland)

For the purpose of this policy the United Nation's Sustainable Development Goals (SDGs) will be included as part of the definition of Sustainable Development.

5. Policy

Shipley College is committed to sustainable development and will aim to contribute positively to the SDGs. We will seek to continuously improve through a programme of activities, actions and initiatives that promote sustainable development and minimise the harmful effects of our operations. We will work with others to progress sustainable and environmental initiatives, share best practice and educate ourselves, our students and our stakeholders.

In particular we will develop a sustainability and environmental management culture that will aim to achieve the following:

- Work with the EAUC (The Environmental Association for Universities and Colleges) and engage with the membership guides, resources and tools, including; Streamlined Energy and Carbon Reporting Tool (SECR), Sustainability Leadership Scorecard framework and network meetings.
- Engage with other colleges and stakeholders in the FE sector on sustainable development;
- Implement the Shipley College Action Plan and follow the Department for Education Sustainability guidance and strategy on Climate Change in the FE sector;

- Promote the UN's SDGs and endeavour to embed these throughout college decision making
- Make sustainability part of our culture with students, staff and stakeholders;
- Promote and manage efficiency in our current operations and in capital projects;

6. Framework for Delivery, Monitoring and Reporting

The framework for delivering the sustainability and environmental management culture will include all areas/departments of the organisation.

A large part of achieving our objectives in this policy will be through adopting and working with the EAUC's Sustainability Leadership Scorecard framework and implementing the College's Climate Action Plan.

The SCSG is a staff group of volunteers who work on implementing SDG initiatives throughout the college. The group includes academic and support staff from different departments of the organisation, who have a shared interest and goal of making the college a sustainable organisation.

The college's sustainability and SDG initiatives will be reported three times a year to SLT through the FMS service review process. Key actions will be monitored throughout this process.

Numerous reports are completed throughout the year and are available for all stakeholders to see on the Shipley College website. There are four main areas of focus in these reports which incorporate the 17 SDGs, including;

- Leadership & Governance
- Estates & Operations
- Partnership & Engagement
- Learning & Teaching

7. Related to Other Policies and Procedures

- Financial Regulations
- Equality and Diversity Policy and Procedure
- Slavery and Human Trafficking Statement