



Environmental Policy

Purpose

Inspire Education Group (IEG) and Subsidiary Companies are committed to minimising the adverse environmental impacts of its activities through continuous improvement in environmental performance. It is the Group's policy to comply fully with the requirements of environmental legislation, advisory codes of practice having official status and will seek to develop a culture of environmental responsibility among its staff and students as well as in the management of its estate.

IEG is committed to making the most efficient and effective use of all energy sources, along with minimising the adverse environmental impacts of its activities through continuous improvement in environmental performance.

Scope

All staff, students, visitors, contractors, sub-contractors, agency and seconded workers.

The Policy Statement

The Group will promote and embed a sustainable culture where students and staff can engage with environmental initiatives i.e. a healthy environment, reduce waste and sustainable purchasing.

To generate collaboration for change the Group will actively work with our stakeholder groups and organisations such as learner forums and the Employees Consultative Group to explore new ways to improve environmental performance.

The Group will:

- Minimise the impact of our operations and where possible, eliminate all forms of pollution
- Develop a clean, safe and healthy environment and discourage litter, graffiti and noise pollution
- Maintain the Group's estate in an environmentally sensitive and cost-effective way
- Avoid waste and encourage the appropriate conservation, re-use and recycling of resources, reducing the volume of waste being sent to landfill
- Reduce the use of consumables (especially paper)
- Purchase recycled resources where these are both suitable and available, use reusable resources and containers and avoid unnecessary packaging where possible
- Reduce the need for movement of both people and goods and encourage walking, cycling and the use of public transport as alternatives to the private car by providing secure cycle storage and operating a green travel plan

Policy Name: HS011 Environmental Policy

Responsibility: Group Director of Estates and Health & Safety

Issue: A – November 2021 Page 1 of 2

Approved by: Policy Approval Group

Review Date: May 2025

Site: Staff Intranet, Peterborough, Stamford

- Encourage and reward student and staff initiatives to improve environmental performance and promote awareness and understanding of sustainability and healthy Group issues
- Promote re-use of items and waste recycling among staff, students and visitors through training, posters and incentives
- Conserve and enhance the character and quality of the Group's environment through sensitive landscaping
- Actively promote sustainability in all aspects of Group activity
- Minimise energy and water usage within all its premises
- Encourage the use of car sharing and reduce single occupancy vehicle journeys

Responsibility

- The Chief Financial Officer is responsible for implementing this policy
- The Health & Safety team are responsible for auditing and administering this policy and for monitoring and advising of any legislative changes
- All managers and other employees are responsible for complying with this policy at all times
- The Health and Safety Committee is responsible for ensuring that this policy, reports and reviews of environmental performance are communicated to all staff and students and made available to the public

Related Documentation

- Appendix 1 – Procedures
- Sustainability Policy
- HS006 - Carbon Reduction Policy
- The Carbon Trust (<http://www.carbontrust.co.uk/Pages/Default.aspx>)
- Statement of Intent

An Equal Opportunities Impact Assessment was carried out by the Policy Approval Group on 11th November 2021.

Policy Name: HS011 Environmental Policy

Responsibility: Group Director of Estates and Health & Safety

Issue: A – November 2021 Page **2** of **2**

Approved by: Policy Approval Group

Review Date: May 2025

Site: Staff Intranet, Peterborough, Stamford

Environmental Policy – Related Procedures Appendix 1

Waste Management

Inspire Education Group (IEG) is determined to actively promote the improvement of the Group environment by managing its waste in an efficient and sustainable manner. Specifically, the Group will: -

- Minimise waste generation at source and facilitate repair, re-use, recycling and recovery in preference to disposal of wastes to landfill, where it is cost effective. It will work closely with its local authorities to implement a viable approach to recycling
- Fully comply with all waste related legislative requirements, including the duty of care, and to plan for future legislative changes to mitigate their effects
- Always purchase recycled resources where these are both suitable and available. For example, all cardboard and white paper is recycled and the Group will provide recycling containers around the premises and in particular in IT rooms and offices
- Provide sufficient, accessible and well-publicised collection points for recyclable waste, with responsibility for recycling clearly allocated. The Group will promote recycling with our students through the ‘Respect’ campaign
- The Group will continue to work with our waste contractors to ensure our impact on the environment is kept to a minimum by recycling metal, plastic, paper and wood
- Chemical waste will continue to be disposed of in an environmentally friendly way
- The Group will continue to follow its process that requires all old printer cartridges to be returned to the IT Support team and will arrange for an external company to collect these cartridges for re-use
- The Group will continue to re-use many old Personal Computers (PCs) and monitors through refurbishment which gives an extra two years of life as e-registration computers or are given to the computer maintenance course run by the Group. Other old PCs are kept as spares for two years. Those that are truly end of life are disposed of in accordance with the Waste Electrical and Electronic Regulations
- The Group will provide a metal skip, based in Engineering at the Peterborough campus, for recycling metal after students have completed their work

Energy

Inspire Education Group is significantly improving the efficiency and effectiveness of its energy use across all Group buildings by:

- Continuing to install water sensors to reduce water consumption within the Group

Policy Name: Environmental Policy – Appendix 1

Responsibility: Group Director of Estates and Health & Safety

Issue: A – November 2021 Page 1 of 2

Approved by: Policy Approval Group

Review Date: May 2025

Site: Staff Intranet, Peterborough, Stamford

- Repair and replace broken taps, showers and water leaks as quickly as possible
- Purchasing of equipment to be the most energy efficient and environmentally sound appliances available
- Continue to monitor and control the heating system and make improvements where possible
- Continue to reduce energy loss through improved insulation
- Reduce energy consumption through use of TS lights
- Continue to measure energy consumption and target improvements where possible
- Continue to apply a system which automatically turns off any computers that have been left on in the building after 9.30pm thus reducing unnecessary electricity consumption overnight. The Group has started to replace small stand-alone printers with multi-functional devices to reduce the cost of printing. Group printers are normally defaulted to print in black and white and staff are encouraged to print double sided whenever possible

Environmental

- The Group will continue to purchase Forestry Stewardship Council (FSC) certified and Programme for the Endorsement of Forest Certification PEFC certified paper from its suppliers. *(Paper products carrying the FSC or PEFC logo have been manufactured using raw materials harvested from certified sources, controlled wood sources or post-consumer reclaimed sources. FSC and PEFC certified products can be tracked from harvest through to distribution)*
- The Group will continue to install solenoid valve in male toilets to reduce water consumption and monitor its consumption on a monthly basis
- The Group operates a Travel Plan which promotes a range of alternative travel options such as cycling, walking and car sharing to reduce the number of single occupancy journeys to and from site. Thirty dedicated spaces are provided in the car park at Peterborough for staff and students who car share. Secure cycle storage facilities are provided. In conjunction with the local authorities the Group operates a fleet of coaches to transport students to and from Group premises
- IEG has produced the first Streamlined Energy and Carbon Report as it recognises the importance of the UK Government's ambitions to streamline and reduce energy emissions, see Appendix 2. It is in the interests of both the Group and the environment to look at means of reducing our carbon footprint by close monitoring of all major utility usage and energy efficient replacement to the fabric of the buildings as part of an on-going planned maintenance programme

Policy Name: Environmental Policy – Appendix 1

Responsibility: Group Director of Estates and Health & Safety

Issue: A – November 2021 Page 2 of 2

Approved by: Policy Approval Group

Review Date: May 2025

Site: Staff Intranet, Peterborough, Stamford

Environmental Policy Appendix 2 - Statement of Intent

Inspire Education Group (IEG) is committed to minimising the adverse environmental impacts of its activities through continuous improvement in environmental performance. It is Group policy to comply fully with the requirements of environmental legislation, and any advisory codes of practice having official status and to develop a culture of environmental responsibility among staff and students and in the management of its business.

The Group will promote a healthy environment, use sustainable resources, (where cost effective) and discourage wasteful or damaging practices.

The Group will consult with stakeholder groups such as learner forums and the Employee Communication Group to explore and identify new ways in which it can develop and implement its environmental policy.

This statement of intent reflects the Group's policy aim and our approach to reducing impacts on the environment. In particular we aim to:

- Minimise the impact of our operations and where possible, eliminate all forms of pollution
- Meet and where possible exceed all environmental regulations relevant to our organisation and its activities
- Actively promote a clean, safe and healthy environment and discourage litter, graffiti and noise pollution
- Conserve and enhance the character and quality of the Group environment through sensitive landscaping whilst seeking to maintain the Group estate in an environmentally sensitive (enhancing natural habits) and cost-effective way
- Encourage the appropriate conservation, re-use and recycling of resources, reducing the volume of waste being sent to landfill where it is cost effective to do so
- Reduce the use of consumables (especially paper)
- Purchase recycled resources where these are both suitable, available and cost effective, use reusable resources and containers and avoid unnecessary packaging where possible
- Promote and encourage sustainable modes of transport such as walking, cycling and the use of public transport as alternatives to the private car by providing secure cycle storage and operating a green travel plan
- Encourage and reward student and staff initiatives to improve environmental performance and promote awareness and understanding of sustainability and healthy College issues
- Reduce energy consumption and raw materials including fuels and water and implement strategies for energy efficiency throughout planning and development stages
- Set targets for measurable annual improvements
- Promote re-use of items and waste recycling among staff, students and visitors through training, posters and incentives
- Support curriculum initiatives that will promote environmental awareness with staff and students and minimise the environmental impact of the Group (e.g. student project to convert cooking oil to bio fuel)
- Work with our contractors to minimise environmental impact through the work they undertake on behalf of the Group
- Increase cost-effectiveness by reducing our consumption of energy and raw materials
- Consult with learner forums and the Employee Consultative Group to explore and develop new ways to improve environmental performance
- Produce an annual Streamlined and Energy Report

Signed 
Rachel Nicholls CEO Inspire Education Group

Date: 1st September 2022

Signed 
Jacqueline Fleming (Environmental Champion)

Date: 1st September 2022