



SUSTAINABILITY POLICY AND PROCEDURE

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Table of Changes

Change Made:	By:	Date:	Version
Business name, logo and contact details	C. Gowlett	19/11/17	1.1
Reviewed – no changes	J Mannon	23/05/18	1.2
Reviewed – no changes	J Mannon	23/05/19	1.3
Reviewed – no changes	J Mannon	23/05/20	1.4

1. Purpose and Scope

- 1.1 This policy sets out The Training Initiative Group Ltd's approach to sustainability.
- 1.2 The Training Initiative seeks to embed sustainability and good environmental practice in to everything it does, whilst ensuring value for money via sustainable procurement.
- 1.3 The Training Initiative considers its students are potential future ambassadors, leaders and advocates of Sustainability and recognises it has a significant contributory impact on environment and the economy.
- 1.4 The scope of the Policy encompasses everyone in The Training Initiative's community – students, staff and covers its involvement with local, regional and national partners and suppliers of goods and services.

2. Commitment

- 2.1 The Training Initiative is committed to embedding sustainability in Education. In responding to global economic and social challenges, our Sustainability Policy engages with students, staff and partners, and we will continue to engage with interested parties to further improve it.
- 2.2 The Training Initiative's Strategic Aim, Key Objectives and operating plans will target improvement including sustainability.
- 2.3 Key projects and target impacts will be determined annually
- 2.4 Projects and plans will be determined through consultation with stakeholders and interested partners

3. Definition

Sustainability includes:

- Security of the environment, economy and society for present and future generations
- Awareness of human actions that threaten the natural environment
- Enabling people wherever they are to live satisfying lives without harming the planet
- Living and earning with the understanding that all aspects of life are connected
- Understanding that social and environmental well-being are both essential if we are to lead healthy and peaceful lives.

4. Sustainability Principles

The Training Initiative's sustainability principles include:

- a) Developing sustainability learning and skills
- b) Explaining and promoting the "what", "why" and "how" of sustainability and developing professional skills and leadership to support sustainable solutions.
- c) Improving physical and mental well-being.
- d) Supporting healthy, balanced lifestyles; a healthy workplace; clean, safe and green environments.
- e) Supporting the green agenda in the local community.
- f) Reducing inequalities in access to learning opportunities

- g) Being 'resource wise'
- h) Reducing consumption of resources and adopt energy, water and resource efficiency at the Training Initiative's training locations; encouraging the adoption of similar principle at home.
- i) Adopting renewable energy sources where efficient to do so j) Minimise waste and prevent pollution; encouraging 'zero to landfill'.
- j) Supporting a low carbon approach to innovation, enterprise and economic development.
- k) Reducing high carbon travel.
- l) Using and promoting low carbon access/travel eg. walking & cycling, mobile services, audio-conferencing, online facilities.
- m) Using locally and ethically sourced goods and services.
- n) Protecting and enhancing our natural resources and biodiversity, culture and heritage
- o) Celebrating diversity and distinctiveness.
- p) Taking a long-term approach and considering 'life costs'
- q) Taking into account the needs of future generations including mitigating and adapting to climate change.

6. What we plan to do

The Training Initiative has identified a number of positive interventions including:

1. Adopt the '5 'R's approach: to REDUCE unnecessary consumption and waste creation, RE USE resource where possible rather than acquiring unnecessarily, RECYCLE waste and other materials, REINVENT other organisations' policies, adapting whatever is best practice to support the sustainable agenda, REALISE new projects and initiatives and refurbish existing campus developments in line with sustainable best practice.
2. Working to identify Sustainability initiatives at least quarterly
3. Set and meet annual targets to reduce energy consumption
4. Ensure all waste produced is minimized.
5. Review all curriculum areas to ensure the principles of sustainability are embedded in teaching programs and reinforced in teaching practices
6. Reduce the number of toner cartridges and fluorescent light tubes used
7. Consider ways to reduce travel between meetings/training sessions.
8. Embed sustainability as a key determinant in decisions on the selection of suppliers, services and products.