



Sustainability and Environment Strategy & Action Plan

2021 – 2023

1. Introduction

This Strategy sets the basis for developing our key sustainability objectives from 2021 until 2023 under the following ten headings:

- a) Staff engagement
- b) Education
- c) Worker's rights
- d) Emissions & discharges
- e) Biodiversity
- f) Travel and transport
- g) Waste management
- h) Water

At the time of this Strategy's inception, we already have some policies and procedures in place. However, we recognise that we need to make greater efforts with sustainability and the environment. This Strategy is the first step in our improvement journey and will have regard to sector targets and good sustainability practice.

2. Responsibilities

Responsibility for implementing this Strategy ultimately rests with the Chief Operating Officer, Sailesh Solanki. The majority of actions will be with by the Director of the organisation, supported by subject matter leads within his team.

This Strategy's objectives and achievements will regularly be reported to the Senior Management with an annual update to 5E Ltd board of Governors.

3. Policies and strategies

This Sustainability Strategy derives from our Environmental and Sustainability Policy. It is (or will be) supported by additional policies and sub-strategies including but not limited to:

- Biodiversity policy
- Sustainable food policy
- Sustainable procurement policy
- Equal access to education policy
- Strategy for learner and staff engagement
- Strategy for education for sustainable development
- Carbon Management Plan
- Green Travel Plan

4. Queries and information

Any queries regarding this Strategy should in the first instance be sent to sailsh@fivee.co.uk

Appendix – Deliverables

a) Staff engagement

Strategic objectives: *Ensuring certain employees in key departments will be allocated various initiatives in the area of sustainability. These initiatives will form part of their key objectives.*

Deliverables	Timescale	Owner
A member of senior management will be assigned a set of responsibilities relating to sustainability.	Spring 2022	Sailesh Solanki
The names and job titles of the employees, together with the areas of responsibilities relating to sustainability, will be clearly identified on the organisation's website.	Spring 2022	Davis Solomon
Key staff to set baseline performance for each area of engagement	Spring 2022	Sailesh Solanki
Publish and promote sustainability policies on internal and external websites.	Spring 2022	Quality Assurance & HR
Reintroduction of the Sustainability Group chaired by a member of the Senior Leadership Team.	Autumn 2021	Managing Director

b) Education

Strategic objective: *Greater inclusion of biodiversity within the courses/ Programmes contents of 5E Ltd*

Deliverables	Timescale	Owner
Education for sustainability will be provided to all staff and learners as part of their induction to life on our centres.	Autumn 2021	Quality Assurance
Progress formally introducing and recognising biodiversity in respect of course content when engaging in action plans for all courses.	Summer 2022	Sailesh Solanki
Staff and learners involved in sustainability research will be recognised as contributing to the organisation's excellence in education.	Summer 2022	Quality Assurance

c) Worker's Rights

Strategic objective: *Ensuring that pay and benefits are fair, appropriate and transparent*

Deliverables	Timescale	Owner
Continue to regularly review both pay and benefits to ensure all staff are rewarded fairly.	Ongoing	Managing Director
Put sustainability and ethical trading as a factor for choosing new suppliers.	Spring 2022	Sailesh Solanki & MD

d) Emissions

Strategic objective: *Using the energy necessary to heat and power our buildings as efficiently as possible and reducing the amount of energy derived from fossil fuels.*

Deliverables	Timescale	Owner
Optimise energy management to reduce net carbon emissions	Ongoing	Sailesh Solanki
Heat and power usage will fall annually	Ongoing	Sailesh Solanki
Generate 5% of its energy from renewable sources.	Spring 2023	Sailesh Solanki
CO2 Emissions per learner and will be improved by x1% by 2023.	Spring 2023	Sailesh Solanki

e) Biodiversity

Strategic objective: *Maintain and enhance our landscapes through monitoring and protecting the species found within them, providing well managed access to our landscapes for learners, staff and visitors.*

Deliverables	Timescale	Owner
Maintain and enhance our trees, shrubs and planting, introducing new species where possible.	Ongoing	Sailesh Solanki
Protect and enhance our settings, encouraging wildlife to settle.	Ongoing	Sailesh Solanki
Reduce the use of artificial pesticides and herbicides on hard and soft surfaces.	Ongoing	Sailesh Solanki

f) Waste management

Strategic objective: *Minimise the impact of waste on the environment by promoting and facilitating the consideration of the waste hierarchy (reduce, reuse, recycle, recover, dispose) whilst diverting waste away from landfill where possible and managing waste in a responsible and compliant manner.*

Deliverables	Timescale	Owner
Maintain and actively progress a Waste Strategy.	Autumn 2021	MD / Sailesh Solanki
Promote paperless committees and meetings.	Autumn 2021	MD / Sailesh Solanki/ QAA
Use Information Technology sustainably through use of energy efficient hardware, reducing paper and ink usage.	Ongoing	MD / Sailesh Solanki/ QAA
Recycle over x% of its waste materials.	Ongoing	MD / Sailesh Solanki, QAA/ Head of departments

g) Travel and Transport

Strategic objective: *Encourage sustainable transport through provision and promotion of infrastructure and incentives including and measures to reduce the need to travel.*

Deliverables	Timescale	Owner
Increase promotion and provision of alternatives to car use, ensuring improved access cycle maintenance, cycle security and cycle purchase with routine evaluation of impact undertaken.	Ongoing	Sailesh Solanki
Increase remote learning across all curriculum sectors	Ongoing	QAA

h) Water

Strategic objective: *Manage our water so that the absolute minimum is used and use rain water for landscaping activities.*

Deliverables	Timescale	Owner
Achieve annual reductions in its water use.	Ongoing	MD
Install low flow devices and auto shut off devices to all outlets.	Winter 2022	Sailesh Solanki
Invest in Smart Metering to identify excess water usage and leaks.	Winter 2022	MD/ Sailesh Solanki