



Environmental and Sustainable Development Policy

Introduction

This policy replaces any previous policy and follows DfE regulations and guidance. All staff members of the Tithe Multi Academy Trust (MAT) are affected by and are expected to adhere to this policy.

In line with all of our Equal Opportunities and Special Educational Needs policies, we aim to give all students equal opportunities to take part in all aspects of School and College life, as far as is appropriate, practicable and compatible with giving regard to health and safety and the efficient education of other students.

This policy takes account of our aim for children to have the support they need:

- to be healthy
- to stay safe
- to enjoy and achieve
- to make a positive contribution
- to achieve economic well-being

The policy will follow the five principles of the Children's Plan:

- to support parents and families;
- to allow children to reach their full potential
- to enable children to enjoy their childhood whilst preparing for adult life
- to provide services in response to children and family needs
- to use preventative measures to help students to avoid the possibility of failure

This policy is founded in the Trust's commitment to the development and maintenance of good behaviour and a positive and inclusive ethos for all members of the Tithe community. It reflects our commitment to safeguard children, as well to encourage diversity in all aspects of School and College life.

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Foreword

Rooks Heath College has been delivering education graded as Ofsted 'Outstanding' to 11 to 18-year-old girls and boys for fifteen consecutive years. The College has a unique profile and is culturally, linguistically and religiously diverse. It has a reputation for excellent pastoral support and promotes an ethos of inclusion and opportunity for learning for everyone. The College is located in the London Borough of Harrow, close to the borders with Hillingdon and Ealing. Rooks Heath is at the centre of a Multi Academy Trust, named the Tithe Academy, which links the College to Earlsmead Primary School.

Earlsmead Primary School provides a stimulating educational environment for children aged between 4 and 11 years old. The School has a dedicated staff who are committed to encouraging children to explore, create and develop a culture of achievement and a real love of learning through an engaging curriculum. The School has a strong community spirit to help students become positive, active and responsible citizens in the future.

This policy is formulated by the Director of Business, in consultation with staff, and is monitored by other members of the Trust's Leadership and Management Group. The policy is subject to annual review by the Trust's Leadership and Management Group and is subject to approval by the Governors of the Schools within the Trust and the Board of Trustees. It reflects the Trust's commitment to encourage and reflect diversity across all aspects of the Trust.

The Tithe Academy is committed to the principles set out below of environmental sustainable development and minimising the adverse impact of its activities on the environment. The Trust seeks solutions to environmental problems through adopting sound principles and implementing good practice.

The Trust recognises its responsibility to:

- Communicate its environmental policy and strategy to staff, students and other stakeholders and to raise awareness amongst these groups of their own environmental responsibilities and requirement to commit to environmental improvements.
- Manage the Trust in an environmentally responsible manner, as far as is reasonably practicable, so as to minimise the adverse impact of its activities on the environment.
- Ensure that its practices meet the minimum legal requirements (as per the DfE's Sustainable Schools Strategy) for reducing adverse environmental impact.
- Deliver awareness of best environmental practice and encourage sustainable use of land-based resources.
- Consider the imperatives of cost efficiency against sustainability and environmental best practice.

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The Trust is committed to being guided by the following principles:

- Reduce, reuse, and recycle as the cornerstone to the Trust-wide approach to environmental sustainable development practices.
- The practice of responsible energy utilisation and management through reduced consumption and the encouragement of energy efficiency throughout the site.
- The protection, conservation, and enhancement of the natural and cultural heritage on the site.
- The creation of a high quality working and learning environment through the discouragement of litter, graffiti, noise and light pollution.
- Seek to reduce single-occupancy vehicle use to our sites; implement measures to encourage walking, cycling and the use of public transport as principal modes of commuting and business travel and the provision of facilities for individuals with disabilities.
- The choice of products and suppliers which minimise negative environmental impacts subject to necessary budget constraints.
- The minimisation of waste by reduced consumption and the development of effective waste management and recycling procedures.
- Manage and reduce water consumption.
- Reduce its carbon footprint through prudent use of fossil fuel and to switch to low-carbon fuel alternatives where possible.
- The incorporation (where practical) of the principles of environmental sustainable development into new and existing buildings via energy and water efficiency measures to reduce the carbon footprint of the site, and seek to use renewable energy sources wherever possible.
- Refurbish and develop the Trust estate in a manner that avoids negative environmental impacts and enhances the local environment.
- The avoidance of the unnecessary use of hazardous structures, materials and processes, and the taking of all reasonable steps to prevent damage to either public or ecological health where such materials are in essential use.
- The continued monitoring of the environmental policy and practice.
- The incorporation of the principles of the educational sustainability where appropriate within the curriculum.

Responsibility, Authority, Implementation, and Review

The CEO has overall responsibility for the implementation of the Environmental and Sustainable Development Policy. This in turn is delegated to the Director of Business (CFO).

Staff groups including the Wellbeing Voice Group will monitor and review the policy, and will devise an action plan to develop activity in the Trust when appropriate.

The Audit and Risk Committee will monitor the effectiveness of the policy, and review on a 3 yearly basis.