



ENVIRONMENTAL AND SUSTAINABILITY POLICY

Date of approval by the Trust Board	9 July 2025
Review cycle	2 years

Alternative Learning Trust ('the Trust') is committed to sustainable development (meeting the needs of the present without compromising the ability of future generations to meet their own needs) as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

Our environmental/sustainability action plan

In our role as a multi-academy trust (MAT), the Trust aims to promote good governance in our schools and provisions as well as dealing with aspects of poor practice. Through our work within the Trust we are in a position to promote the wider sustainability agenda. A number of the schools/provisions we are home to are themselves able to promote sustainability.

We have a small Trust team engaged in the work of supporting schools. Whilst this is funded primarily to focus on issues of education of the most vulnerable children, it can and does work alongside our schools and provisions to promote sustainability in all we do from operation, teaching and curriculum to sustainable travel and promotion of carbon neutral solutions in all outworking of the Trust.

We will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance. We will regularly review these targets.

We will:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce.
- Reduce the use of energy, water, and other resources.
- Minimise waste by reduction, re-use, and recycling methods.
- Comply with all relevant environmental legislation/regulation.
- Ensure that our policies and services are developed in a way that is complimentary to this policy.
- Not prioritise funding needs ahead of sustainability requirements.
- Encourage all schools and provisions to commit to the sustainable development philosophy.
- Identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives.
- Provide appropriate resources to meet the commitments of this policy.
- Promote and encourage involvement in local environmental initiatives/schemes.

This action plan is available to all staff on the Trust's website and has been drawn to their attention. Senior Leadership awareness will be raised by briefing at the Executive Group and Leadership Group forums.

Key actions

1. In line with the Department of Education (DfE) target, a dedicated sustainability lead will be appointed, and climate action plan will be implemented among the schools within the trust by 2025. This will guide our approach to embedding environmental responsibility throughout our setting. The DfE highlights four key action areas for a holistic climate action plan with key actions to be implemented under each area. As a trust we will develop a timeline against each action.

Decarbonisation

- Arranging automatic shutdown of PCs/lights at an agreed time each evening (Business Managers).
- Implement composting and the use of clearly marked, color-coded bins to encourage responsible recycling, reduce landfill waste, and lower carbon footprint.

Biodiversity

- Joining and engaging with biodiversity networks such as Education Nature Park fostering knowledge sharing and active participation in reducing nature's decline
- Cultivate growing spaces (such as gardens and rewilding areas) that allow students to observe and engage with nature firsthand, fostering an understanding of the vital role communities play in supporting biodiversity.

Climate education and green careers

- Joining and engaging with climate networks such as Let's Go Zero to enhance expertise of environmental issues, enabling the delivery of effective climate education.
- Review of curriculum for a more comprehensive education on nature and climate across all subjects.
- Provide staff with resources for continuous professional development in education for sustainable futures, supporting the delivery of effective climate education.

Adaptation and resilience

- Engage students in practical conservation activities and nationwide initiatives such as 'Water Week'.
- Student energy monitors can be appointed to conduct a selection of monitoring activities on a regular basis such as checking classroom temperatures and thermostatic controls and turning of taps when they are no longer in use.

Target: ongoing.

Lead: Trust Sustainability Lead under guidance of COO.

2. Ensure continued roll-out of electronic records document management system and online services initiatives to reduce need for paper.

Target: systems fully operational and reviewed 2024 (review of MIS/other systems in particular to promote less use of paper).

Lead: Chief Operations Officer (COO).

3. Create an environmental management system

Target: ongoing – baseline detail to establish further targets.

4. Reinforce senior leaders' commitment

Target: policy approved in July 2023. Revised Sustainability policy and Sustainability Action Plan 2025 to be launched at Trust INSET September 2025.

Lead: Trust Sustainability Lead under guidance of COO.

5. Improve environmental awareness amongst staff and promote green housekeeping issues

Target: ongoing – focus groups created and meetings held.

Lead: Trust Sustainability Lead under guidance of COO.

6. Review policy and action plan

Target: ongoing.

Lead: Trust Sustainability Lead under guidance of COO.

7. Consider DfE accreditation for all schools

Target: ongoing.

Lead: Trust Sustainability Lead under guidance of COO/Business Managers in each school/provision.

Additional actions

We also responded to government targets by:

- Trust Sustainability Lead under guidance of COO post.
- Preparing and promoting an environmental policy and action plan.
- Setting up Environmental Focus Groups encouraging staff to make suggestions and decisions on local site issues.
- Instigating building reports and estates strategy – implementing.
- Closely monitoring utilities' consumption for each building, Trust travel, etc – purchase of electric vehicle for the Trust.
- Keeping records as appropriate (start of an environmental management system).
- Where appropriate, increasing recycling options and fitting time clocks on items of equipment which are not required to be powered up 24/7.
- Using environmentally friendly products in kitchen areas.
- Installing light sensors where possible.

Person responsible for updating this policy:

Trust Sustainability Lead under guidance of COO