
Procedure Title:	Environmental Policy
Procedure Ref:	AP/6HS/0SP104
Approved By:	Karen Wilson
Responsible Person:	Luke Thompson
Date last reviewed:	11/05/2025
Date of next review:	11/05/2026
Approval date:	11/05/2025

Environmental Policy Statement of intent

1. Lakes College is committed to minimising the environmental impact of the college's activities via continuous improvement in environmental performance.

Our commitment includes the protection of the environment to include the prevention of pollution, proper disposal of waste, achieving a net zero campus as well as being an influencer with both our students and stakeholders such as employers in promoting the green economy and skills.

We are committed to consistently meeting our compliance obligations but also moving beyond this as the college seeks to develop an ethos of environmental responsibility across all college operations by integrating sustainability into our skills offer and our operations.

2. Scope

This policy covers the college's approach to the environment and sustainability and therefore applies to all college staff, learners, and governors.

To measure our performance and continually improve on this, we have set out an Environmental Management System (ISO14001) with the following scope:

- Delivering green skills and supporting green jobs in our local community
- Educating learners and communities to build a more sustainable future

- Developing a net zero campus and building resilience to environmental change.

3. Responsibility

- 3.1 The Principal will ensure compliance with this policy
- 3.2 The overall responsibility for this policy lies with the Deputy Principal.
- 3.3 The Health, Safety & Sustainable Developments Advisor will ensure that this policy is updated and relevant

4. Purpose and Aims

In accordance with the above policy statement, it is the policy of the college to:

Delivering green skills and supporting green jobs in our local community

- Playing a central role in local skills planning and delivery in partnership with local employers and stakeholders.
- Supporting careers advice and skills development for green jobs
- Working in partnership with employers, universities and other stakeholders to deliver accessible skills support to local industry.

Educating learners and communities to build a more sustainable future

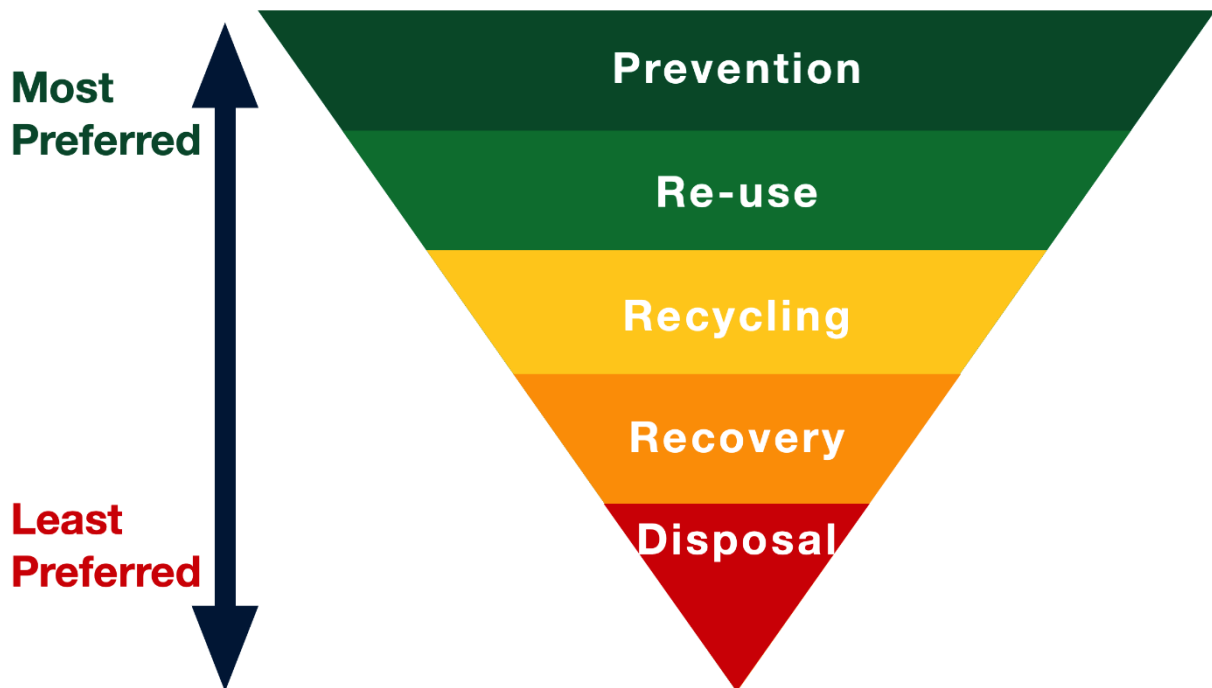
- Offering opportunities for all full-time and substantial part-time learners through courses and enrichment activity to understand how their action and careers can make a difference to the environment.
- Supporting all delivery staff to incorporate climate responsibility and sustainability into their curriculum.
- Collaborating with external stakeholders to drive the sustainability agenda in our community.

Developing a net zero campus and building resilience to environmental change.

- Meeting or exceeding carbon emission reduction targets and publishing performance data to demonstrate progress towards targets.
- Developing a heat decarbonisation plan in line with net zero targets.
- Improving energy efficiency and modifying estates strategy in line with carbon reduction targets.
- Promoting and increasing recycling activity.
- Offering sustainable food on campus.
- Increasing biodiversity on our campus.
- Divesting away from fossil fuels.
- Developing a climate risk strategy to mitigate against climate-related risks.

5.1 Waste Management

As part of our commitment to minimise our environmental impact we will continue to work on recycling as much materials as possible and where possible the college will take every step in order to follow the waste management pyramid for as many items of waste as possible.



5.2 Food Waste Management

As per new food waste management legislation we have set up specific food waste bins and compost bins for uncooked food. All staff and students will be advised to use the new food waste bins provided and directions/ images of what should be going into each will be displayed. A process is being developed on how we make sure that the new food bins are emptied as well as compost bins being set up and used, making sure that as much uncooked food waste goes into them as possible. Once this has become compost this will be added to the Sensory Garden area to help the plants and trees grow. This is strictly for uncooked food waste to avoid the attraction to rodents.

Initial Screening for Equality Impact Assessment (including Safeguarding)

To be completed prior to a Policy or Procedure being introduced and at each review.

Name of Policy/Procedure:	
Is this a new or existing policy/procedure? <input type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
1. To ensure that the policy / procedure complies with the Equality Act 2010, which of the listed categories could be impacted by the policy / procedure? (The categories follow the College Single Equality Policy, and the impact could be positive or negative)	
<input type="checkbox"/> Age <input type="checkbox"/> Compliance with Children & Families Act 2014 <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Race/ethnicity <input type="checkbox"/> Gender Re-Assignment <input type="checkbox"/> Marriage/Civil Partnership <input type="checkbox"/> Pregnancy/Maternity <input type="checkbox"/> Socio-Economic <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion/Belief <input type="checkbox"/> All of the above <input checked="" type="checkbox"/> None of the above expected	
2. What are the risks of introducing this policy / procedure change to any of the above groups?	None
3. What are the expected benefits of introducing this policy / change to any of the above groups?	None
4. Are there any areas or issues that could impact on the safety of staff or learners?	None
5. What evidence do you have for your responses to questions 2, 3 and 4? (e.g. evidence could be provided to counteract identified risks and, therefore, a full screening would not be required)	N/A
6. What is the level of risk for the policy / procedure?	<input type="checkbox"/> High <input type="checkbox"/> Medium <input checked="" type="checkbox"/> Low
7. Is a Full Screening Impact Assessment required?	<input type="checkbox"/> Yes (complete the box below) <input checked="" type="checkbox"/> No
What are the recommendations from Equality Impact Assessment?	
Date of Review:	12 th May 2025
Reviewer's Name:	Karen Wilson
Reviewer's Job title:	Deputy Principal