Sustainability Strategy 2022 – 2030

Hurst
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Introduction

Aim of the Sustainability Strategy

To improve Hurst's environmental and sustainability impacts wherever possible and practical, positioning the school as a leader in our sector.

To educate all members of the Hurst community about the need for environmental and sustainability practices, ensuring that all can make a positive impact on environmental sustainability within the local and global community.

To define and measure the environmental impact of our schools' actions and activities and to subsequently develop a set of targets to reduce any negative impact and costs.

To ensure that both staff and students are encouraged to play an active role in our school environmental and sustainability agenda.

To encourage behavioural changes and increase participation in environmental and sustainability issues.

UN Sustainable Development Goals

The 2030 Agenda for Sustainable Development is a historic global agreement to eradicate extreme poverty, fight inequality and injustice and leave no one behind. Agreed by world leaders at the UN in 2015, the 17 Sustainable Development Goals (SDGs) succeed the Millennium Development Goals (MDGs).

Some targets relate to a 2020 deadline, though we have focused on the content of the target to apply to a 2030 deadline.

Objective

The 17 SDGs are the world's call to action on the most pressing challenges and opportunities facing humanity and the natural world, and the Hurst community will play a leading role in tackling them.

Goal 1. No Poverty

End poverty in all its forms everywhere.

Overall target:

(1.2) By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions.

Action - Hurst Policies and Procedures:

- Offer protection to individuals from discrimination and promote equality.

Suggested target:

- To ensure Hurst Policies and Procedures continue to protect individuals and promote equality.

Actions:

- National living wage given to all staff at the college - complete.

Staff leads:

Head of Admissions and Marketing, Director of EDI, Head of Charity and Director of HR.

Goal 2. Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

Overall target:

(2.3) By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment.

Action - Lower the carbon footprint of catering ingredients:

- Work with Catering Contractor (Sodexo) to review opportunities to introduce low carbon footprint ingredients and reduce quantity of high carbon footprint ingredients.

Suggested targets:

- To increase proportion of low carbon footprint ingredients.
- Promote opportunities for pupils, staff and parents to eat lower carbon footprint ingredients (e.g. plant based foods) at events and meal-times and educate.

Staff leads:

Chief Operating Officer (Sodexo) and Director of EDI

2022-23 updates:

- Sodexo now weighs food waste from kitchen and servery and from Sept 2023 will advertise the amount weekly to students (WasteWatch).
- Work with Sodexo and from the company have led to increased efficiency of foods (using unused food from one day as salad items for next day).

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Goal 3. Good health and well-being

Ensure healthy lives and promote well-being for all at all ages.

Overall target:

(3.5) Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

Action - Discourage drug and alcohol misuse:

- Continue to provide tutorials to pupils on drug misuse within the PSHCE programme.

Staff leads:

Head of PSHE and Health and Safety Manager

Overall target:

(3.6) By 2020, halve the number of global deaths and injuries from road traffic accidents.

Action - Implementation of road safety measures:

- Continue to highlight the importance of road safety to pupils and staff.
- Improvements carried out to crossing points including improved lighting and signage.
- Continue to engage with Mid-Sussex BC and West Sussex Highways Department about additional road safety measures such as the introduction of a 20mph zone on the roads adjacent to the College.

Suggested targets:

- Monitor number of road traffic incidents and near misses.
- Review opportunities to implement further road safety measures.

Staff leads:

- Chief Financial Officer and Health and Safety Manager.

2022-23 updates:

- 20mph limit now in place on the local College roads (Malthouse Lane, College Lane and Chalkers Lane).
- New 20mph signage, roundels and VAS speed signs have been installed.
- Speed gun has been purchased to formally monitor speed, schedule of monitoring currently being formalised.
- External consultant has been brought in to draw up a traffic management plan and Road Safety Risk Assessment and these documents are currently being reviewed.

Overall target:

(3.8) Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all Indicators.

Action - The promotion of staff and pupil wellbeing:

- College Health and Safety Policies will continue to promote health, safety and wellbeing.
- Continue to promote staff wellbeing through circulation of a regular wellbeing newsletter.
- On-site Medical Centre offers a range of staff and pupil health and wellbeing services.
- Mind clinics promoted and offered to staff.
- Voluntary wellness checks offered to staff (wellbeing MOT).
- Continue pupil wellbeing and mental health activity.
- Continue pupil tutorials to increase awareness of sexual and reproductive health and family planning services.
- Promotion of opportunities to staff for Covid-vaccines due to partnerships with other health services.
- No smoking policy on campus.
- Annual flu jab vouchers offered to all staff.

Suggested target:

To continue to promote staff and pupil wellbeing.

Staff leads:

Chief Operating Officer, Head of Medical Centre, Director of Staff Wellbeing, Head of PSHCE/HoYs and Director of HR.

2022-23 updates:

- HR introduced the Employee Assistance Programme which includes a huge variety of wellbeing support for staff.
- Staff training on delivering Mindfulness has started, and will continue, to allow for more effective sessions delivered to students.

Goal 4. Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Overall target:

(4.1) By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

Action:

Formation of a multi-academy trust (HET).

Suggested targets:

- Growth of HET to support and enhance pupil education across all academy schools.
- Shared resources and experiences to benefit all pupils.

Action - Hurst Support for the Itala Foundation:

- Support has included charitable collections, fundraising and promotion of the charity. Itala Foundation aims to provide relief from financial hardship and advance the education of the pupils at Itala Community School, Mkushi, Zambia by providing or assisting in the provision of facilities and equipment for education at the school and provide education for pupils unable to afford an education.

Suggested target:

- Year on year increase in level of fundraising activity for Itala Foundation or similar charities whose activity support education and relief from financial hardship.

Action - Bursarial support:

- The bursarial support at Hurst is geared so that lower income families qualify for a full bursary. Our BN6 and Sussex awards are intended to try and attract able pupils from lower income families. Hurst currently has eight or nine pupils who qualify.

Suggested target:

- Decide a minimum number of pupils (per year group / HET total) that are studying via bursarial support.

Staff leads:

Head of College, Deputy Heads and Director of Professional Development and Performance.

2022-23 updates:

- HET has grown, allowing for shared resources and training together. Including schools visiting Hurst for Woodland sessions, DT and the creative arts.

Overall targets:

(4.2) By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education.

(4.3) By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

(4.6) By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

Action - Provide a high-quality educational experience to pupils:

- Excellent level of education provision at the College demonstrated by the ISI report (2019 & 2021)

Suggested target:

- Work further outside of Hurst and the HET to support wider educational communities to share best practice and support learning of more youths.

Staff leads:

Head of College, Deputy Heads and Director of Professional Development and Performance.

Overall targets:

(4.4) By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

(4.5) By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

Actions:

- Apprenticeships offered in the Estates and Grounds department, bringing in trainees from the local area to aid individuals attaining qualifications.

Suggested target:

- Increase the number of apprenticeship opportunities across different disciplines and encourage onsite supply chain partners to commit to apprenticeship programmes.

Staff leads: Chief Operating Officer and Director of HR.

Overall target:

(4.7) By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development.

Action - Promotion of sustainable development to both pupils and staff:

- A new Sustainability Committee was formed in 2021 to act as the fulcrum for the excellent work of the existing action groups at the College including the Climate Awareness Group, Staff Forum and Diversity and Inclusion Group.

Suggested target:

- Build on activities of CAG and Sustainability Committee by increasing pupil involvement.

Staff leads: Co-Chairs of Sustainability Committee and Director of EDI

2022-23 updates:

- Sustainability representatives from each house met termly this year to discuss and trigger implementation of more sustainable practises in Houses. Will continue going forward.

Overall target:

(4.a) Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all.

Action - Safe learning environments:

- Safeguarding is paramount to Hurst culture.
- EDI group works with staff and students to ensure environments are safe for all.

Staff leads:

Director of Safeguarding and Director of EDI.

Overall target:

(4.c) By 2030, substantially increase the supply of qualified teachers, including through international cooperation for teacher training in developing countries, especially least developed countries and small island developing States.

Action - Quality teaching and training:

- The Teach Hurst Programme is a high-quality teaching programme which trains teachers through the University of Sussex.
- The HET allows for sharing of best practice and resources throughout the year, including INSET days.

Suggested targets:

- Continue to develop the programme, including increasing the diversity of individuals who complete the programme.
- Expand the HET and increase shared events and training opportunities to share best practice.

Staff leads:

Director of Professional Development and Performance and Director of HR

2022-23 updates:

- HET training days have taken place to share best practice. Will continue going forward. Collaboration and the pursuit of excellence in T&L are key values of the HET.
- Three more primary schools are in the process of joining the HET.
- Teach Hurst PGCE training has now moved to Buckingham University.
- 2022-23 we had 45 trainee teachers on the Teach Hurst programme.

Goal 5. Gender Equality

Achieve gender equality and empower all women and girls.

Overall target:

(5.1) End all forms of discrimination against all women and girls everywhere.

Action - Building and upgrading educational facilities that are child, disability and gender sensitive:

- Gender-neutral toilet facilities have been designated on campus with new door signage.
- Development of the uniform policy to a two uniform option (not gendered).

Suggested targets:

- Increase provision of gender-neutral facilities.
- Continued reviews and updates to the uniform policy.

Staff leads:

Director of Estates, Director of EDI and Deputy Head Pastoral.

Overall targets:

(5.2) Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

(5.3) Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation.

Action - Educate on and ensure no presence of any exploitation against females

Suggested target:

- Increase R&R (respect and relationship) activities within the EDI platform to increase education on this area happening globally if not at Hurst specifically.

2022-23 updates:

- Awareness of sexism and misogyny has been a focus this year within tutorials – mostly aimed at Year 10 pupils.

Overall target:

(5.6) Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

Action - Education on sexual and reproductive health:

- PSHCE curriculum was redesigned in 2021 to increase education on these topics.

Suggested target:

- Increase tutorials on these topics for all genders.

Staff leads: Deputy Head Pastoral and Head of PSHCE/HoYs

Overall targets:

(5.5) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

(5.c) Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Action - Promotion of gender equality:

- Gender pay gap published by the College on an annual basis.
- Development and delivery of respect and relationship workshops for pupils as part of core teaching programme.

Suggested target:

- Continue to monitor gender pay equality and take steps to improve performance as required.
- Increase education on the importance of respect amongst genders through tutorials/talks/culture development.

Staff leads:

Director of EDI, Director of HR and Chief Financial Officer

Goal 6. Clean water and sanitation

Ensure availability and sustainable management of water and sanitation for all.

Overall target:

(6.4) By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.

Action - Reduce water use across the campus:

- Water butts installed adjacent to the Chapel provide water for general irrigation of the campus and sports facilities.
- Water saving devices installed across washrooms include PIR Taps and Urinal Sensors.

Suggested targets:

- Investigate options to install further sustainable water sources for irrigation such as use of an existing well or new borehole.
- Investigate opportunities to repurpose water used on campus.

Staff lead:

Director of Estates

2022-23 updates:

- The old school well has been investigated to confirm it is a viable source of water to irrigate North Field and the installation of pipework, controls and pumping equipment was partially completed in May half term, and will be finished in the Summer holiday.

Overall target:

(6.b) Support and strengthen the participation of local communities in improving water and sanitation management.

Action - Flood mitigation measures:

- Ditch clearance, drainage etc.

Suggested target:

- To continue to work with the local community and school neighbours.

Staff leads:

Director of Estates

Goal 7. Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all.

Overall target:

(7.2) By 2030, increase substantially the share of renewable energy in the global energy mix.

Action - Harness renewable energy opportunities:

- Solar PV has been installed on 5 College buildings (Eagle, St John's Library, Classroom Block and Science/DT).

Suggested targets:

- Feasibility study into the installation of further solar PV on site.
- Feasibility study into the implementation of further renewable technology including ground and air source heat pumps.

Staff leads: Chief Operating Officer and Director of Estates

Overall target:

(7.3) By 2030, double the global rate of improvement in energy efficiency.

Suggested target:

- Benchmark energy use of departments and staff accommodation and review options for reverse charging for energy use to encourage reductions.

Action - Reduce energy use across the campus:

- Building Management System (BMS) rollout programme across to provide better control and reduction in energy use to heat the estate.
- Low energy LED lighting and PIR lighting controls have been installed in College buildings on a rolling programme of replacements.
- Timeclocks and light sensors used to control external lighting across campus to minimise unnecessary lighting and energy waste.
- Survey of insulation in staff accommodation identified opportunities to install with Phase 1 of installation completed in January 2022.

Suggested target:

- Install electric vehicle charging points in strategic locations across the campus to promote the use of electric vehicles.
- Incorporate Low Carbon Building Design Requirements (Zero Carbon Estates Handbook – University of London 2019) with any invitation to tender for capital projects on the estate.
- Continue rollout of BMS to remaining plant rooms and properties across campus.
- Survey of academic buildings to identify opportunities to improve insulation.
- Installation of loft insulation in staff accommodation as part of phase 2 in February 2022.
- Complete the installation of low energy LED lighting.
- Measure energy use from meter readings and predicted load data to provide calculated energy reduction targets.
- Reduce energy consumption across campus through further education of staff and pupils with support of the Climate Awareness Group.

Staff leads:

Director of Estates

2022-23 updates:

- EV charging stations have been installed in Pelican car park in Estates yard.
- Two EV vans in the Hurst Estates fleet. One in Catering and one school minibus.

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Goal 8. Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Overall target:

(8.2) Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

Action - Cutting edge technology for learning, teaching and working environments:

- Rollout of Microsoft Surface Pro's for pupils and staff.
- Smart Screen and audio-visual installations in various teaching and working spaces across campus.
- Rolling replacement programme for older PC's and Laptops.

Suggested targets:

- Use of energy-saving software and energy efficient hardware.
- An aim to only adopt and engage with suppliers and contractors following Right to Repair regulations.
- Reuse and responsibly recycle old computers and devices.

Staff leads: Director of HR and Chief Operating Officer

Overall target:

(8.7) Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.

Action - Support the eradication of modern slavery, trafficking or exploitation:

- Hurst Safeguarding Policy includes commitment to act on early signs of abuse and neglect and those at risk of modern slavery, trafficking or exploitation.

Suggested targets:

- Encourage supplier and contractors to sign-up to policies that support the commitment to eradicate modern slavery, trafficking or exploitation.
- Measure proportion of supply chain / contractors that have signed up to support and encourage a year-on-year increase in take up.

Staff leads:

Director of HR and Chief Operating Officer

Overall target:

(8.8) Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Action - Decent work for all:

- A regular staff forum provides a vehicle for discussion of important issues to the support and academic staff at Hurst.
- Track record of offering employment and work placement opportunities provided to those with learning and physical disabilities through links with Plumpton College.

Suggested targets:

- Develop links with an outreach programme focused on reducing the level of NEET in the local area.

Action - Promoting a safe and secure working environment for all workers:

- Staff Forum meets every term to provide an opportunity to highlight areas of potential improvement for the teaching and support staff.
- Hurst Policies provide protection to staff and promote good practice.
- DSE work station assessments included as part of staff induction plans.

Suggested targets:

- Continue to measure staff absence due to workplace injuries and set target to reduce.

Staff leads:

Director of Safeguarding, Chief Financial Officer and Director of HR

2022-23 updates:

- Staff Forum, SMT 1-2-1s and Staff Wellbeing Survey carried out to identify and action improvements to working environments including Email Communication Policy, availability of meals and refreshments, facilities refurbishments and workload reviews.
- We continue our links with Plumpton College providing work placements to students with disabilities in our Grounds team.
- Hurst Policies have been updated in line with the review schedule.
- DSE workstation assessments are undertaken by new staff and those who feel there has been a significant change to their workstation, with equipment and eyesight testing vouchers provided where required.

Goal 10. Reduce Inequalities

Reduce inequality within and among countries.

Overall target:

(10.2) By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Action - Reducing inequality:

- Continue to build on the work of the Equity, Diversity and Inclusion Group (EDI, previously known as Diversity and Inclusion) as recognised by winning the Outstanding INDEX (Inclusion and Diversity Excellence) Leadership Award.
- EDI is both a student and staff platform includes various subgroups to promote equality (for example: READI and DAN).
- Hurst Policies have been updated to reflect the findings of the EDI group.

Staff leads:

Director of EDI

2022-23 updates:

- Successful tutorial programmes and workshop sessions have taken place this year.
- Liaising with HoYs have led to a more consistent and college-wide approach in key areas of awareness being raised across the academic year for 23-24.

Overall target:

(10.3) Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

Action:

- Installation of lifts in academic buildings including the Library, Science/DT and Academic Quad.

Staff leads:

Director of HR and Director of Estates

Overall target:

(10.4) Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

Suggested targets:

- To ensure new school facilities such as the swimming pool are designed to reduce inequality and have a positive impact on diversity and inclusion.

Staff leads:

Director of HR and Director of Estates

Goal 11. Sustainable cities and communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

Overall target:

(11.2) By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older persons.

Action - Safe and sustainable communities:

- Hurst offers a cycle to work scheme to all employees.
- Minibus provision for pupils limits the requirement for individual car journeys and provides access to quality education.

Suggested targets:

- Purchase of future fleet vehicles to be electric where available and suitable for use.
- Review opportunities to promote car sharing for staff to reduce individual car journey.

Staff leads:

Chief Operating Officer, Director of Estates and Transport Manager

2022-23 updates:

- Two electric vehicles have been purchased for the Estates Department.
- One electric vehicle has been purchased for Sodexo/Catering Department.
- One electric minibus has been purchased for the Transport Department

Goal 12. Responsible consumption and production

Ensure sustainable consumption and production patterns.

Overall target:

(12.4) By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

Action - Minimising food waste:

- Food ordering aims to minimise food waste by careful meal planning.

Suggested targets:

- Consider further terracycle options.
- School-wide use of composting of green waste on the farm.

Staff leads:

Chief Operating Officer (Sodexo), Director of Estates and Housekeeping Manager

2022-23 updates:

- More Houses and the Junior Prep School now collect compost in their areas which is used on the farm.
- Pen terracycling is now collected for local schools as well as at Hurst.

Overall target:

(12.5) By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Action - Recycling:

- Hurst currently recycles metal, cardboard, food, lightbulbs, paint and mixed recycling.
- Main recycling contractor is zero waste to landfill.
- Flasks issued to staff and china mugs provided next to tea/coffee machines to reduce use of single use cups.
- Single use cups now compostable.
- Used pens recycled through terracycle scheme.
- Clothes recycling collections are regularly organised, as well as a clothes donation bin on site.

Suggested targets:

- Identify opportunities to have all waste contracts on a zero waste to landfill with the next focus on mixed recycling and sanitary waste.
- Review bulky waste suppliers Sustainability Policy and practices.
- Review options to reduce food waste including minimising waste from mealtimes and particularly events including a potential recharge system to incentivise departments to minimise over ordering.

Staff leads: Housekeeping Manager

2022-23 updates:

- Single use cups in staff common room have been removed, with a push on bringing your own and using the ceramic mugs provided.
- Sodexo trialling WasteWatch to measure food waste to guide future decisions on quantities and preferred options for future meals.
- Estates department wood waste is now separated and collected by a wood recycling charity for recycling into wood pellets or re-use.

Overall target:

(12.6) Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Action - Supply chain sustainable consumption practices:

- Contractor competency questionnaire requires information on sustainable practices.

Suggested targets:

- Encourage companies, especially larger contractors to adopt sustainable practices and evaluate.

Staff leads:

Director of Estates

Overall target:

(12.8) By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Suggested targets:

- Liaising with Wellbeing Team about Staff Wellbeing newsletters/updates to include suggestions relevant to sustainable practice and behaviours.

Staff leads:

Co-Chairs of Sustainability Committee and Director of Staff Wellbeing

13. Climate action

Take urgent action to combat climate change and its impacts*

Overall target:

(13.3) Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Action - Tackling climate change:

- Have Tuesday service afternoon sustainability group (CAG) engaging on a weekly basis with education.
- Climate change is incorporated in teaching and educational programmes.

Suggested targets:

- A tree planting incentive for all pupils and staff to coincide with the Queen's Jubilee Green Canopy initiative is under review for Winter 2022/23.
- Continued updates to the PoS for the Tuesday activity (CAG), and increase student engagement by bringing in more external speakers, and running more workshops for the students - including Green Flag award process.
- Parent sustainability evening.
- Termly Sustainability Committee meetings.

Staff leads:

Co-Chairs of Sustainability Committee, Grounds Manager and Director of Staff Wellbeing

2022-23 updates:

Success with updated CAG plan focusing on education for the first half, then collecting recycling and compost around site for the second half. Includes a successful beach clean, and trip to local colleges to learn details on sustainability practices.

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14. Life below water

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

Overall target:

(14.1) By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.

Suggested targets:

- Review options to intercept the run-off from chemical treatment of playing fields where these have the potential to be harmful to the environment.

Staff leads:

Chief Operating Officer, Housekeeping Manager, Grounds Manager and Director of EDI

2022-23 updates:

- Switch to organic seaweed based organic fertiliser treatment and further reduced the chemicals required.
- Restricted use of herbicides to East and North field and only on hard surfaces where required.

Overall target:

(14.2) By 2020, sustainably manage and protect marine and coastal ecosystems to avoid significant adverse impacts, including by strengthening their resilience, and take action for their restoration in order to achieve healthy and productive oceans.

Action - Reduce the negative impact on the seas and oceans:

- Beach cleans are actioned with pupil groups visiting local beach locations to tidy up rubbish.

Staff leads:

Chief Operating Officer, Housekeeping Manager, Grounds Manager and Director of EDI

SURFERS AGAINST SEWAGE
PLEASE DON'T THROW THE REUSABLE AWAY, RECYCLABLE AND
Dispose of the rubbish appropriately and reuse as much as possible

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15. Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and half and reverse land degradation and halt biodiversity loss

Overall target:

(15.5) Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.

Action - Restoring and promoting sustainable ecosystems:

- The Grounds & Gardens Department have reduced the use of harmful herbicides by only applying in restricted areas.
- Reduction in use of harmful fertilisers by adopting alternative environmentally friendly and sustainable products such as seaweed fertiliser.
- Wildflower meadow planting has taken place on verges and hedge rows.
- Hurst farm and apiary to encourage biodiversity and provide educational opportunities.
- Bug hotels and bug friendly environments have been created in various locations around the campus.
- Planting and management of the campus undertaken to complement local species of flora and fauna and to minimise impact of invasive species.
- A native mix of 800 hedging was planted on North Field in 2021.

Suggested targets:

- Working towards completely phasing out synthetic fertilisers.
- Increase and develop meadow areas across school to improve biodiversity and habitat with the local environment.
- Reviewing options to expand range of insects to further increase biodiversity and educational opportunities.
- Considerate management of biodiversity and native wildlife including rehoming bats due to building construction.

2022-23 updates:

- The College has participated in 'No Mow May' to promote biodiversity, support the local bee population and other pollinators by designating areas of the campus that were not to be mowed in May. This has been extended to 'No Mow Summer' to enable further ecosystem development.
- Bats update – Serotine Maternity colony identified and relocated to specific new, protected roost.
- Sustainability afternoon with Senior Prep year group on biodiversity, using 'No Mow May' areas as examples.
- Looking into creating swallow nest boxes (with DT) to place at appropriate points around campus.

Staff leads:

Grounds Manager

Overall target:

(15.2) By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

Action - Woodland environment on campus:

- The woodland area on the southern boundary has been identified as ancient woodland following a survey by the Woodland Trust.

Suggested targets:

- Identify additional management activity required to maintain the ancient woodland for long term environmental sustainability while ensuring it stays a productive area for the Outdoor Education department.

Staff leads:

Grounds Manager

2022-23 updates:

- The Ancient woodland is being monitored but ultimately being left alone unless intervention is required for safety purposes. Carrying out the removal of dead Ash trees that have succumb to Ash die back, this is for health and safety purposes.

Overall target:

(15.3) By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world.

Action - Drainage:

- Works to improve primary drainage have been completed on all regularly used playing fields.

Suggested targets:

- Review options to install secondary drainage on playing fields.
- Local engagement with neighbours of the College to improve drainage.

Staff leads:

Grounds Manager

2022-23 updates:

Head of Grounds and Gardens has met with the owner of a neighbouring property regarding additional land drainage on Danworth and is awaiting a response from Sussex Highways on the proposals.

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