

Brooklands College Sustainability

Brooklands College Sustainable Development Strategy

Introduction

Brooklands College recognises its commitment to raising awareness of sustainable development, tackling inequality and the injustice faced by people locally and across the globe. As an educational organisation with a unique heritage of innovation and progress, we need to be a community leader in this global challenge by educating, supporting and challenging injustice wherever this is identified.

The College has incorporated a range of sector specific, local and global policies to influence and inform the development of this strategy with a key focus on the global effort to deliver the UN Sustainable Goals (SDG) by 2030.

SUSTAINABLE DEVELOPMENT GOALS



Vision statement

Brooklands College is an inclusive inspirational centre for lifelong learning for the green economy.

Sustainable Development Strategy Mission Statement

We will shape the future of our community, developing a skilled considerate workforce for the green economy whilst contributing to the global effort of achieving the United Nations (UN) Sustainable Goals.

Strategic Plan

Our strategic plan is focused on four key areas: careers, culture, collaboration, and campus, requiring a multi-disciplinary approach, involving the entire college community.

- In the Careers focus area, we aim to deliver education and training that prepares learners for successful careers in the green economy. To achieve this, we will collaborate closely with local and regional employers, ensuring that our learners are well supported and equipped with the skills they need to succeed.
- In the Culture focus area, we aspire to be a leading educational provider that champions social justice issues and reduces our impact on the environment. Our core values of respect and compassion, integrity, innovation, and equality, diversity and inclusion, guide our actions and decisions.
- In the Collaboration focus area, we seek to be a recognised proactive community leader and advocate for strong social and environmental justice. We will work closely with our local community partners to make progress towards achieving the UN Sustainability Goals by 2030.
- Finally, in the Campus focus area, we aim to continually improve our learning environment, taking a long-term approach to financing sustainability and accelerating the decarbonisation of our Estate. Our interim commitment is to reduce emissions by 78% by 2035, and ultimately achieve Net Zero emissions by 2050. Together, these focus areas will help us achieve our vision of being a leading educational provider that equips learners with the skills and values they need to thrive in a sustainable and just world.

The four themed areas have also been aligned to the UN Sustainable Development Goals demonstrating where the College is supporting these goals.

Brooklands College Sustainability

By 2030 we will be:

Careers	Culture	Collaboration	Campus
<p>Delivering education and training, in collaboration with local and regional employers, ensuring learners are well supported and prepared for their careers in the green economy.</p>	<p>A leading educational provider tackling social justice issues and reducing our impact on the environment living by our core values of:</p> <ul style="list-style-type: none"> ● Respect and compassion ● Integrity ● Innovation ● Equality, diversity and inclusion 	<p>A recognised proactive community leader and advocate of strong social and environmental justice, working with our local community partners, to make progress against the achievement of UN Sustainability Goals by 2030.</p>	<p>Continually improving our learning environment taking a long-term approach to financing sustainability and accelerating the decarbonisation of the Estate to achieve Net Zero emissions by 2050 with an interim commitment to reduce emissions by 78% by 2035.</p>

Please refer to the focus areas for further details of key objectives referenced to the SDG goal indicators (<https://sdgs.un.org/goals>).

- Focus 1 - Careers pg 4
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Focus 1 - Careers

The College will:

Make a strong contribution to meeting skills needs for careers in the green economy. (SDG 4.4)	Grow training programmes in line with the needs of employers for the emerging green economy aligned to the Government Net Zero Strategy: Build Back Greener (2022). (SDG 4.4; 13.2)
Leverage funding year on year to support individuals to receive the training they need for a job in the emerging green economy, either at the start of their career or when retraining or upskilling if already in the workforce. (SDG 8.6)	Promote affordable lifelong-learning opportunities for all, supporting people into pathways for green jobs through excellent careers advice and guidance. (SDG 4.3; 8.5)
Play a central leadership role in the Local Skills Improvement Plans to drive forward the skills training infrastructure needed for the green economy. (SDG 17.16)	Providing inclusive and equitable quality education maintaining or exceeding its 'Good' Ofsted rating. (SDG 4.1; 5.5)
Promote via our marketing channels, progressive employers and organisations with a strong track record for environmental, social and corporate governance (ESG) strategies. (SDG 12.6)	Support the local and global effort to ensure that all young people and a substantial proportion of adults achieve appropriate levels of literacy and numeracy. (SGD 4.6)
Annually monitor demographic attainment gaps, implementing evidence based positive action to reduce these gaps. (SDG 10.3)	Deliver Carbon Literacy education as an integral component of all study programmes by 2025 to raise awareness of climate change and the positive action that can be taken by both individuals and organisations. (SDG 4.7; 13.3)

Focus 2 - Culture

The College will:

Ensure that people, purpose and planet are placed at the centre of all strategic and policy decisions. This will be evident in the minutes of key governance committees by 2025. (SDG 16.6; 17.16)	Promote and live by the College Values ensuring these are embedded fully in all that we do.
Commit to annually review and pay our staff a fair wage which is in keeping with sector expectations and tackling the increase in workers falling into poverty. Ensure that executive pay is no more than four times that of the median staff salary rate and aligned with AoC recommendations. (SDG 1.3; 8.5; 8.8)	Support the closing of demographic pay gaps by monitoring internal data annually and implementing interventions where these gaps exist. Achieve gender equality in jobs and leadership by 2025. (SDG 5.5)
Remove barriers to education wherever possible by leveraging funding opportunities, working closely with charity partners and lobbying for increased funding through the AoC, local authorities and directly to local members of parliament. (SDG 4.a; 17.17)	Continue to invest and embed evidence based health and wellbeing initiatives into both learner study programmes and staff CPD. (SDG 3.4)
Promote the use of the employee assistance services and other health related benefits to support staff wellbeing. (SDG 3.4)	Adopt and implement the AoC Mental Health Charter by 2025 as a framework for delivering and monitoring high quality mental health support. (SDG 3.5)
Ensure that all SEN learners are supported appropriately in partnership with external support services to maximise life chances and positive progression rates. (SDG 4.5)	Embed UN Sustainable Development Goals in the delivery of all programmes of study by 2025 to raise awareness and proactively challenge global inequality and environmental degradation. (SDG All)
Promote and provide healthy diets that respect planetary boundaries; and ensure that free school meals are nutritious and sufficient all year round. (SDG 2.1)	Ensure responsive, inclusive, participatory and representative decision-making at all levels of the organisation by 2024, including staff, learners and community representation when appropriate. (SDG 16.7)
Play a proactive role in ending abuse, exploitation, trafficking and all forms of violence against and torture of children by ensuring the college safeguarding practices are always fully embedded. (SDG 16.2)	Promote the rule of law at the national and international levels and ensure that equal access to justice is always available to staff and learners. (SDG 16.3)
Include a focus on inclusion and accountability for environmental sustainability into staff onboarding and professional learning and development by 2025. (SDG 4.7; 13.3; 17.16)	Promote the reduction of non-essential travel, shift mindsets and behaviours towards more 'purposeful travel' and support the adoption of low carbon travel to and from the College. (SDG 13.3)

Focus 3 - Collaboration

The College will:

<p>Continue to work closely with our education sector partners to adopt, support and influence key sustainability initiatives and strategies to improve equality, including: the Association of Colleges; the Educational & Training Foundation; and other key educational advocacy groups. (SDG 17.16)</p>	<p>Work closely with our affiliated union organisation to ensure that staff rights are protected during the transition to the green economy. (SDG 8.8)</p>
<p>Develop partnership and proactively share knowledge and resources with other FE, HE and other educational institutions to mobilise action towards Net Zero emissions and eradicate social inequalities. (SDG 13.3)</p>	<p>Develop and strengthen partnerships with local and regional community groups supporting sustainable development initiatives with learners and staff participating in annual project work. (SDG 17.17)</p>
<p>As a community, agree and support annually at least three local and global charities that are aligned closely with UN SDGs, with a particular focus on:</p> <ul style="list-style-type: none"> ● Reducing inequalities (SDG 10.3) ● Conservation (SDG 15.5) ● Clean water and sanitation (SDG 6.1) ● Quality education and gender equality in developing nations (SDG 4.1) 	<p>Reduce the proportion of youth not in employment, education or training (NEET) by agreeing targets with our local borough councils and providing employability support via our College Youth Hub. (SDG 8.6)</p>
<p>Support and promote the wider adoption of the National Living Wage with our employer partners and ensure that apprentices are paid in-line with this expectation. (SDG 8.8)</p>	<p>Influence the development of collaborative project work (E.g. SDFs and LSIPs) to ensure that sustainable development is central to the decision making processes. (SDG 17.16)</p>

Focus 4 - Campus

The College will:

Use the Climate Action Roadmap for FE as the guiding framework for delivering sustainability key performance indicators and achieving overall Net Zero emissions by 2050 and scope one and two emissions by 2035. (SDG 13.2)	Reduce food loss and waste at the college contributing to the global target of reducing global food waste by 50% by 2030. (SDG 12.3)
Adopt and report carbon emissions using the Streamlined Carbon Reporting Tool and publish these reports on the college website by 2024. (SDG 7.3)	Invest in and promote the use of electric vehicle infrastructure inline with the government targets to phase out combustion engine vehicles. (SDG 11.6)
Support the phasing out of fossil fuels by switching to a renewable energy provider by 2024. (SDG 7.a)	Electrify equipment and processes as estate plans allow. Leverage Public Sector Decarbonisation Schemes (e.g. Salix, etc) to update and retrofit whenever possible. (SDG 7.2)
Invest in long-term renewable and energy saving technologies as an integral part of the college Estates plans reducing the reliance on fossil-fuel technologies. (SDG 7.2)	Commit to building and upgrading education facilities to provide a safe, non-violent, inclusive and effective learning environment for all. (SDG 4.a)
Provide access to adequate and equitable sanitation and hygiene for all to encourage the use of alternative transportation to and from the College. (SDG 11.1)	Improve local and global water quality with strengthened college best practice wastewater management by 2025, reducing pollution and to pressure water companies to take action on dumping untreated water into waterways. (SDG 6.3)
Invest in rainwater resource management to reduce overall water usage and the impact on local water infrastructure. (SDG 11.3)	Substantially reduce waste generation through prevention, reduction, recycling and reuse. Working towards being a paperfree campus by 2030. (SDG 12.5)
Adopt sustainable procurement standards, policies and processes to reduce scope three emission and support local social enterprises whenever possible. Ensure that procurement teams are adequately trained with the relevant skills to influence tenders and contracts by 2025. (SDG 9.4)	Strengthen climate resilience and adaptation of the college Estate to mitigate against a 2°C rise in average temperatures and future-proof for a 4°C rise. (SDG 13.1)
Reduce the impact of the college operations on the climate and the natural environments and use quality carbon offsets where our impact cannot be mitigated or avoided. (SDG 12.6)	Switch to an ethical financial services provider by 2025 with a strong ESG track record who does not invest in damaging industries (e.g. fossil fuels, tobacco, arms trading, etc). (SDG 16.5)

Strategy Influences

- Net Zero Strategy: Build Back Greener (2022) [Net Zero Strategy: Build Back Greener](#)
- The Green College Commitment [Association of Colleges Green Commitment](#)
- Surrey County Council [Greener futures climate change delivery plan 2021 to 2025](#)
- United National Sustainability Goals <https://sdgs.un.org/goals>
- Earth for All: A survival guide for humanity (2022) <https://www.earth4all.life/>
- Accelerating the UK Tertiary Education Sector towards Net Zero: A sector-led proposal for action and connected thinking (2023)
- Sustainability and Climate Change: a strategy for the education and children's services systems (2022) <https://www.gov.uk/government/publications/sustainability-and-climate-change-strategy/sustainability-and-climate-change-a-strategy-for-the-education-and-childrens-services-systems>