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## SUSTAINABILITY AND ENVIRONMENTAL POLICY & MANAGEMENT

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- ◆ Environmental Strategy

# **SKILLS MAX ACADEMY**

## **Environmental Policy Statement**

Whilst promoting the economic and social well-being of the community, Skills Max Academy will ensure that environmental priorities are integrated into the decisions it takes on all its services and will seek whenever it has a regulatory or influential role to:

1. Make the most efficient use of energy, electricity, and water
2. Reduce the need for movement of both people and goods and encourage walking, cycling and the use of public transport as alternatives to the private car.
3. Minimise and where possible eliminate all forms of pollution.
4. Avoid waste and encourage the appropriate conservation, re-use, and recycling of resources.
5. Avoid environmental damage by assessing and monitoring environmental impacts rather than responding to them afterwards.
6. Promote a sense of responsibility and understanding for the environment and participation in environmental issues, by raising staff awareness, by education, information provision and open consultation with the local community.
7. Work in partnership with our contractors, suppliers, and others to comply with all regulatory requirements at a local, national, European, and international level and to encourage continuous improvement in environmental performance and practices.
8. Protect the health and well-being of all staff to improve and safeguard the quality of the environment in which they live, work, or spend their leisure time.
9. Review and where possible, improve our performance each year with positive action on any areas of non-compliance.

# SKILLS MAX ACADEMY

## Impacts

1. Noise Pollution
2. Air Pollution
3. Health and Safety
4. Congestion
5. Radioactive emissions
6. Trained personnel
7. Economic Development
8. Employment opportunities
9. Social Integration
10. Equal Opportunities
11. Esprit du corps

## **SKILLS MAX ACADEMY**

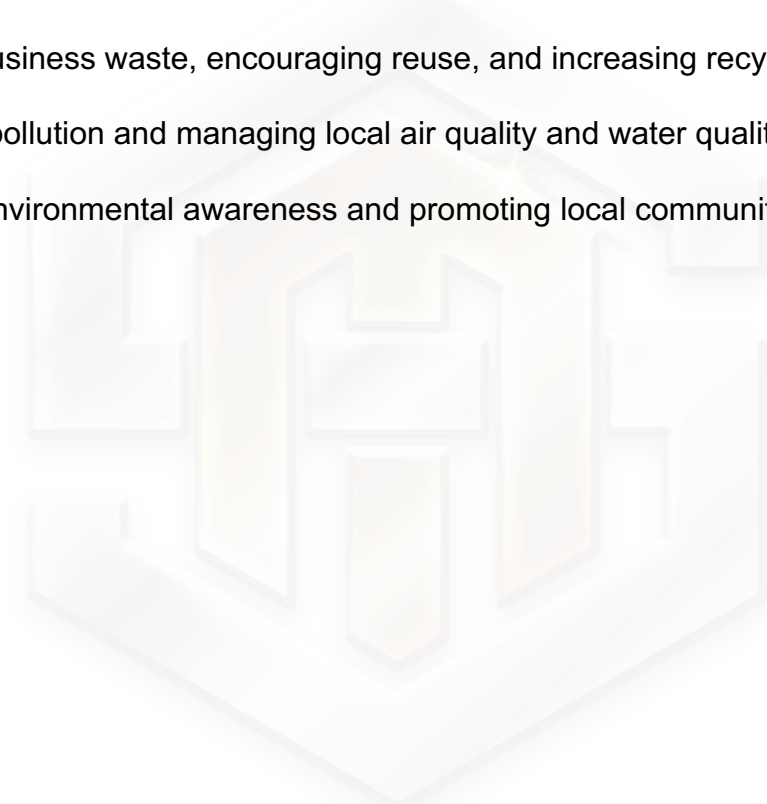
### **Impact Management**

- ◆ Sourcing and providing training assessments within short commuting for candidates' homes or workplace to reduce emissions associated with travel
- ◆ Delivering a high response rate envisaged advanced planning and organisation of assessments to optimise productivity and reduce the need for emergency arrangements that would involve additional travel by car to one or more locations.
- ◆ Training of candidates to enable them to handle emergencies related to hazards, fire, and natural disasters.
- ◆ Contribution to the economic development of the area and reduce environmental emissions associated with travel through the provision of training and job opportunities to local personnel.
- ◆ Encouraging the use of public transport
- ◆ Skills Max academy is determined to serve the best interests of the local community by protecting and actively promoting the improvement of the local environment.
- ◆ Recycling and further encouraging the recycling of waste within our working environment
- ◆ Encouraging staff to be aware of and switch off electricity at sockets as and when required to minimise energy waste
- ◆ Ensuring that all levels of health, safety and hygiene are maintained both within and outside the workplace.
- ◆ Advance bookings to reduce frequent use of mobile phones.
- ◆ Provision of training to staff in specific areas of need
- ◆ Ensuring that non-discrimination and equal opportunity policies are strictly adhered to.
- ◆ Encouraging teamwork by supporting staff to participate in social and local environmental activities.
- ◆ Skills Max academy is determined to serve the best interests of the local community by protecting and actively promoting the improvement of the local environment.

**Skills Max Academy**  
**Environmental Strategy**

Skills Max academy's Environmental Strategy's main themes are as follows:

- ◆ Incorporating the principles of sustainable development
- ◆ Promoting environmentally sound transport solutions
- ◆ Reducing business waste, encouraging reuse, and increasing recycling
- ◆ Minimising pollution and managing local air quality and water quality
- ◆ Increasing environmental awareness and promoting local community action



## ENVIRONMENTAL & SUSTAINABILITY ACTION PLAN 2021-22

Ref	Action	Activity	Impact	Lead	Progress
1.	Minimise carbon emissions	<p>Where possible, we would avoid unnecessary business travel or resort to the use of public transport where necessary.</p> <p>Use more electronic mediums for meetings and conferences as much as conveniently possible.</p> <p>Learner/Assessor locations should be more geographically centred, ensuring to bring long travels to a minimum.</p>	Reduce carbon emissions.	All staff	<p>Team viewer conferencing and Zoom/Teams to be used more frequently.</p> <p>Careful allocation of Apprenticeship/WBL learners where possible, to minimise extensive travel.</p>
2.	Minimise the use of paper	<p>Rely more on electronic communication than printing to avoid unnecessary printing where possible.</p> <p>Introduction of e-portfolio facility for candidates, ensuring that work product evidence is all in electronic format by August 2023.</p> <p>Reuse or recycle office waste. E.g., Paper, computer supplies, and other equipment no longer required.</p>	Reduced carbon and landfill.	Management	<p>Think before printing logos to be placed next to our email signatures to discourage printing where possible.</p> <p>Establish online storage and learning. E-portfolio to be introduced and used across 90% of delivery nationally.</p> <p>Unwanted paper to be reused as scrap in the office where possible.</p> <p>Management is looking at the design and implementation of</p>

		Introduce new recruitment facility online to eliminate the need for paper-based applications where possible.			online recruitment and sign-up services.
3.	Continuous review of sustainable practices	We would encourage the use of suppliers who consistently support sustainability and environmental measures. This should cover all our supplies of stationary, equipment, furniture etc.	Reduced carbon and landfill	Management	Practice in progress.

