



OUNDLE

School



Laxton
Junior School

OUNDLE

Environmental Sustainability Policy

The Corporation of Oundle School includes both Oundle School, a boarding and day School for pupils aged 11 – 18 and Laxton Junior School (LJS), a day School for pupils aged 4 - 11. This policy applies equally to both Schools and any reference to 'the School' relates to both Oundle and LJS.

Oundle School believes that protection of the environment is an integral part of good institutional and educational practice. We are committed to minimising our impact on and improving the quality of the environment, both now and in the future. We seek to engage all members of the school community to develop an ecologically sound approach to their work and activities to help us achieve our aims.

Sarah Kerr-Dineen

Head

Policy Objectives

- Maintain through the Extended Leadership Team an environmental management structure, to include site audits, environmental targets and monitoring systems and periodical reviews of the School's performance.
- Improve the management of material resources, maximising resource use efficiency and minimising wastage.
- Improve energy and water use efficiency.
- Reduce carbon dioxide emissions.
- Reduce and, where possible, eliminate the use of environmentally damaging substances and processes.
- Include environmental considerations in investment decisions, for example but not limited to new build or refurbishment activities.
- Meet, and where possible exceed the requirements of all relevant environmental legislation.
- Include environmental considerations in procurement decisions, ensuring that where possible and practicable we procure sustainable and low environmental impact goods and services.
- Publish details of environmental targets, activities and performance in an annual report to be made available to pupils, parents, staff and governors via the website or in some other non-print form.
- Raise environmental awareness through curriculum links, publicity campaigns and regular communications.
- Ensure that the wider community of the School – Governors, parents, pupils and staff – are aware of the policy and our environmental and sustainability objectives.

Management and Strategic Plan

The Head of Oundle School chairs the Extended Leadership Team, which brings together the senior leaders and managers from across the academic and support community and includes the Head of Laxton Junior School (LJS). It meets four times per year to discuss school strategy. The environment and sustainability agendas are discussed at each meeting with the action plan updated as appropriate. Key points from the action plan are published to the School intranet.

The meetings are constituted as follows:

ELT Members:

- Heads (OS & LJS), Bursar and Senior Deputy Head
- Deputy Heads: Pastoral, Academic, Admissions, Co-curricular, Partnerships & Outreach, Safeguarding, Senior Registrar
- Directors Finance, HR, Digital, Estates, Operations, [role absorbed within DH Ad from Sept 24] and Marketing.
- The School's Green Team Lead, Director of Teaching and Professional Development,
- Others to be co-opted as required by the group for specific purposes, including pupils.

Strategic Plan

To implement an environmental and sustainability policy, an overarching Strategic Plan sits alongside, from which a detailed action plan is established each year, setting out our specific objectives, activities and target dates and outcomes. This includes 5 and 10 year targets towards a carbon neutral environment, improved biodiversity and reduced environmental impact. Delivery of this plan is owned and managed by the Extended Leadership Team for implementation through appropriate departments or working groups. It requires collaborative participation from all members of the School community, including the pupils. Progress will be reported in November and May each year, with a summary published on the School's website. Progress will be recorded as: Comparison; Narrative; Progress; Target; Action.

Accreditation

A decision was taken in 2021 to engage with a formal accreditation process to give a framework and support for the environmental agenda and for completion of objectives against the Environmental Sustainability Policy. This decision is reviewed annually to ensure it remains the best way of continuing to make progress towards our objectives.

Currently the School is engaged with investors in the Environment (iiE) as an organisation to provide the formal accreditation framework within which to work. The iiE lead (external) works with a sub-committee of the ELT to help with completion of the submission each year towards accreditation. This is instrumental in guiding the ELT and wider School towards milestones in achieving sustainability goals. Accreditation provides tangible evidence of the School's ambition and policy objectives, as well as achievement of such. The accreditation framework builds each year so that any work done is extended and not forgotten. The iiE Terms of Reference require that accreditation must be achieved each year regardless of the level of achievement, which keeps attention on the sustainability agenda.

Staff Engagement

The Environmental Sustainability Policy is included alongside other School Policies during staff induction. Actions relating to the Policy are included in Department Meetings, annually, and recorded in Minutes. Alongside other School Policies, individual responsibility is included in a person's PDR process.

Pupil Engagement

Oundle School engages directly and indirectly with Pupils through a variety of forums. These include the Green Team (an extension of Community Action), House Green Reps and the Pupil Pastoral Forum (PPF). These three groups are coordinated by a member staff, linked to the ELT. The Environmental Sustainability Policy is included alongside other School Policies during pupil induction.

In Laxton Junior School there is a Green Team composed of volunteers supported by a member of staff.

Reviewer	SKD
Post of Reviewer (s)	Head
Review Date	22/01/2024
Reviewed and filed with both Schools	13/06/2024
Next Review (max 3 yrs)	22/01/2025

Appendix

Guidance

All Departments – both Academic and Support

- E&S Policy should be considered annually and clearly defined environmental objectives and targets set
- Engage pupils and staff in a wider understanding of the impact of individual actions on the environment
- Encourage behavioural changes, increased participation and communication across all users
- Include E&S Policy alongside other Policies during new staff and pupil induction
- Develop a responsible use of energy throughout Oundle and Laxton Junior Schools, improving energy efficiency and giving preference to renewable energy when possible
- Adhere as closely as possible to the School Procurement Policy as set out in '[The Bursary Approach to Sustainability and the Environment](#)' [P10].
- Consider the Transport Plan in decisions about transport, trips and travel to, from and within work for staff.

Each Department will have its own approach to delivering on these objectives and targets; included as standing items on their termly agendas.

- Academic Guidance is overseen by the Deputy Head Academic through the ADC.
- The Bursary has its own '[The Bursary Approach to Sustainability and the Environment](#)' [P10] Policy. This Policy covers the objectives and targets for the non-academic aspects of Oundle and Laxton Junior Schools.

Summary Guidance

- All Departments should have Environment and Sustainability on their Department Agendas at least once per term and the relevant Minutes should be forwarded to the ELT Green Lead.
- All Departments should be aware of the School's Procurement Policy as laid out by the Bursary.
- All Departments should have plans to reduce
 1. Waste
 2. Profligacy
 3. Transport impact
 4. Energy use
 5. Resource use
 6. Environmentally damaging chemicals
 7. Use of plastic and single use plastic

- All departments should be aware of the need to use sustainable resources wherever possible
- All colleagues should bear in mind the Schools' Environmental Sustainability Policy when making decisions that have an environmental cost e.g.
 1. Transport
 2. Clothing
 3. Souvenir gifts
 4. Catering

Sarah Kerr-Dineen



13/06/2024