Nurture Education Trust

Environmental, Social and Governance Policy

Prepared 22/04/25

1. Background

At Nurture Education Trust, we are committed to supporting an inclusive and respectful environment for our pupils, staff, suppliers, contractors and other third parties, while also striving to make our carbon footprint as sustainable as possible. This policy outlines our dedication to promoting equality, diversity, sustainability, and responsible business practices across our portfolio.

2. Environmental Policy

Policy Statement: We are dedicated to reducing our impact on the environment and demonstrating a strong commitment towards sustainable practices across our operations.

Implementation: A carbon baseline assessment was recently carried out for our 2023/24 financial school year in order to establish our current carbon footprint across the relevant emission Scopes. Following this assessment, a Decarbonisation Strategy has been produced through a local consultant with key areas to reduce our emissions being set with both the Trustees and Senior Leadership Team.

Goals and Targets: We aim as a Charity to implement the following targets in line with our 2025 Decarbonisation Strategy, with any progress to be tracked and reported in future carbon baseline reports –

- **Solar Panels:** To undertake a solar audit in order to understand both the impact and return on investment from installing solar panels to our building roofs.
- **Heating:** Carry out an energy audit in order to understand how any heating demand across the school can be lowered. To also look at transitioning away from the schools two gas boilers and replacing with either air source heat pumps or an efficient electric based technology.
- **Paper Usage:** Look to reduce all paper usage where possible across the charity along with using FSC (Forest Stewardship Council) certified paper.
- **LED Lighting:** To ensure all lighting across the school's premises is LED along with looking at using the most energy efficient bulbs.
- **Green Energy Contracts:** Switch to green energy contracts through our suppliers in order to enhance on our commitment towards sustainability.

- **Recycling:** To look at recycling all waste where possible in order to limit waste to landfill.
- **Staff Travel Survey:** Conduct a staff travel survey in order to understand how employees travel to and from our premises. To also look into incentivising group travel.
- **Cycle to Work Scheme:** Implement a cycle to work scheme to encourage greener commuting options among staff, reducing emissions from vehicle use.
- **Electric Charge Points:** To understand the cost and impact from installing an electric vehicle charge point at the school in order to promote greener travel for both staff and visitors.
- **Air Conditioning:** To maintain regular servicing of our air conditioning system including both the condenser and evaporator units. Also to make sure controls are set appropriately.
- **Kitchen Appliances:** To make sure all appliances are regularly tested and inspected with any units being upgraded for efficiency.
- **Switch Off Plan:** Implement a switch off plan around the school site in order to lower both fuel and electricity demand.
- **Water Usage:** Look to reduce all water usage in line with our Decarbonisation Strategy.

Accountability: All Trustees along with Senior Management will take on accountability for ensuring that our Environmental Policy is adhered to along with any appropriate targets being met. Designated members of staff will also be made responsible for certain areas going forward with these to be decided shortly.

Evaluation: Our Environmental Policy will be regularly reviewed upon completion of our yearly carbon baseline report, with all targets and actions to be assessed accordingly. The next period for evaluation will be for our 24/25 financial year, with a report to be produced towards the end of 2025.

3. Social Policy

Policy Statement: We ensure that all individuals are treated with respect and dignity, irrespective of their race, ethnicity, gender, age, disability, sexual orientation, religion, or any other characteristic. We are committed to eliminating discrimination and encouraging diversity amongst all of our pupils, staff, contractors and suppliers throughout the school and its portfolio.

Implementation: We promote a culture of inclusion, providing equal opportunities in employment and service delivery, and engage with all Trustees to promote mutual respect and understanding.

Equality and Diversity: Nurture Education Trust means to reduce and eliminate disadvantage, harassment, bullying, prejudice and discrimination by following legislation and taking positive action.

We encourage all learners to take an active role in promoting equality of opportunity both in their studies and in general company life.

The Trust ensures all its Stakeholders enjoy and respect equality of opportunity, and that:

- People's ability to achieve their potential is not limited by prejudice or discrimination.
- There is respect for and protection of each individual's human rights.
- There is respect for the dignity and worth of each individual.
- Each individual has an equal opportunity to participate in company life.
- There is a mutual respect between groups based on understanding and valuing diversity and on shared respect for equality and human rights.

All individuals working or studying at Nurture Education Trust have a responsibility for upholding these values.

We will:

- Champion Equality and Diversity.
- Consult with stakeholders in the formulation and implementation of this policy.
- Impact assess all of our policies, procedures and publications.
- Investigate complaints of discrimination or harassment and take prompt and appropriate action.
- Monitor and report on the student and staff profiles in terms of the Protected Characteristics in comparison with local, and where available, national benchmarks.
- Ensure that all members of the school, contractors, visitors and work

placement providers are responsible for complying with the company policy.

- Inform all people that discrimination is not acceptable.
- Prevent discrimination, victimisation or harassment and take positive action when it occurs.

Equality and Diversity applies to all of our company activities, services we use, placements, work experience and visits.

Community Engagement: We actively engage with the local community by carrying out the following –

- Attending an annual Christmas event at St Peter Mancroft in Norwich to support with Charity fundraising for the local community.
- Working with the Common Lots Charity to offer access to their allotments providing free support for our science curriculum and personnel wellbeing.
- Visits to community venues such as Mosques and Cathedrals through local company Cultural Capital to promote spiritual/social health education.
- Regular reviews for training providers in order to understand how we can both benefit from a reciprocal working relationship.
- School trips to local exhibitions such as theatres to enhance both our student's education and to further support the local area.
- Sponsoring events to support both local businesses and the wider community.

Volunteering Opportunities: The school encourages volunteering opportunities in order to give back to the local community with many to be scheduled over the forthcoming financial year.

Employer Engagement: The school promotes engagement with local businesses through the Young Apprenticeship Scheme in order to encourage pathways for its pupils, so vital skills can be gained.

Pupils and Families: We support local families signposting them to local organisations such as Equal Lives/Future Projects, to assist with disability allowance, personal independent payments and support through internships.

Health and Well-Being: We recognise the health and well-being of our pupils and staff is crucial to our success and sustainability. The Charity takes pride in providing a full range of support, from an open-door policy to various services giving guidance on both mental and physical health.

Wisdom Wellbeing App: All of our staff and employees have access to this mobile application which provides information on organisations that offer the following support –

- 24-hour access to a nurse for all staff and their immediate family.
- Access to a Counsellor offering a wide range of support.
- A Resource Library offering Webinars, Podcasts and Articles.

Flexible Working: Whilst the Charity doesn't actively promote hybrid working due to its day-to- day operational model, the Senior Management Team will always look to review any special circumstances, where flexible working options may be offered to staff.

Evaluation: The Trust regularly reviews all of its working procedures, events and engagement with the local community ensuring that we uphold a regular presence. Reviews are also carried out with both parents and the local authorities in order to maintain strong relationships and to promote positive collaboration between all parties.

4. **Governance**

Policy Statement: We are committed to responsible business practices that ensure transparency, accountability, and ethical conduct in all aspects of our operations.

Implementation: We aim to ensure that we adhere to all applicable legislation, with the Trust regularly reviewing its compliance and looking to enhance on its procedures.

Accreditations: We hold the following accreditations which support and uphold our values as a charity -

- **ICO Data protection**: We are registered through the ICO (Information Commissioners Office) where we are proud to be compliant with all data protection procedures. A copy of our Privacy Policy and how we handle any information is clearly stated on our website and can be provided upon request.
- **Cyber Essentials Certified:** Nurture Education Trust operates a secure IT system managed through a local provider. Being Cyber Essentials Certified ensures that our

systems meet the governments minimum baseline standard for cyber security. We are actively
reviewing any further steps that we can take in order to enhance on this.

- **CDI (Career Development Institute):** We are proud to be part of the Career Development Institute which showcases our ambitions for supporting our students into a working environment.
- **BACP (British Association Conciliation Practitioners):** A number of our teachers are BACP certified meaning that they operate through this regulatory body and adhere to the high standards required.

How We Operate: Nurture Education Trust operates as an Other Independent School through the SEND (Special Educational Needs and Disabilities) network and is proud to support all students through their educational journeys and into a working environment.

Our Values: The school is proud of its 3 key values which are –

- **Skills For Life**: Delivering valuable skills to all of our students which will help prepare them for their working lives, ensuring that they are well equipped and able to succeed.
- **Academic**: Offering the best possible teaching practices for students to help them to achieve the relevant qualifications.
- **Vocational Experience**: Creating a pathway to real world training where key work experience within various industry sectors can be gained.

Evaluation: Quarterly meetings are carried out with the Trustees and Senior Leadership Team in order to review all compliance, along with understanding any areas in which can be improved upon.

ISO 14001 Certification: Following our recent carbon baseline assessment along with the implementation of our carbon reduction strategy, the school has outlined its aspirations in working towards this accreditation, in order to further demonstrate our carbon credentials and awareness for reducing our impact on the environment.

5. Conclusion

Nurture Education Trust is dedicated to incorporating equality, diversity, and environmental sustainability into our core operational practices. By setting clear goals, implementing targeted actions, and promoting a culture of responsibility and inclusivity, we aim to make a positive impact on the environment and our local community, enhancing on our pupils experiences and allowing them to flourish into a working environment.

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