

**Onside Education  
Sustainability  
Policy  
September 2025**

## **1. Purpose**

Onside Education is committed to delivering high-quality Alternative Provision (AP) in a way that minimises environmental impact, supports social value, and promotes long-term sustainability across all areas of our work.

This policy sets out how Onside Education will act responsibly in relation to environmental stewardship, resource management, and sustainable decision-making across our AP provisions, partner schools, and community-based programmes.

## **2. Scope**

This policy applies to:

- All Onside Education staff, tutors, mentors, and volunteers
- All contractors, consultants, and agency staff working on behalf of Onside Education
- All AP sites, outreach locations, and partner school environments
- All digital and physical resources used in the delivery of AP services
- All suppliers, partners, and stakeholders engaged in our operations

## **3. Our Commitment**

Onside Education recognises its responsibility to operate sustainably and to contribute positively to the wellbeing of learners, communities, and the wider environment.

We are committed to embedding sustainability through **environmental, social, and economic** responsibility.

### **3.1 Environmental Responsibility**

We will:

- Reduce carbon emissions associated with travel, energy use, and procurement
- Prioritise digital delivery and paper-light systems where appropriate
- Minimise waste and increase recycling across all AP settings
- Reduce reliance on single-use plastics and promote reusable alternatives
- Promote energy-efficient practices in offices, classrooms, and learning spaces

### **3.2 Social Responsibility**

We will:

- Support local communities through employment, training, and outreach
- Provide safe, healthy, and inclusive learning environments
- Promote sustainability awareness and environmental responsibility among learners

- Work collaboratively with schools, local authorities, and partners to deliver social value outcomes
- Ensure sustainability considerations align with safeguarding, wellbeing, and equality commitments

### **3.3 Economic Responsibility**

We will:

- Procure goods and services from ethical, sustainable, and local suppliers wherever possible
- Balance value for money with long-term environmental and social impact
- Invest in staff development to embed sustainable working practices
- Ensure responsible financial decision-making that supports organisational resilience

## **4. Key Principles**

### **4.1 Carbon Reduction**

Onside Education will work to reduce its carbon footprint by:

- Encouraging public transport, car-sharing, remote working, and local delivery where appropriate
- Using energy-efficient equipment and appliances
- Monitoring energy usage and identifying opportunities for reduction
- Aligning with the organisation's Carbon Reduction Plan and net-zero ambitions

### **4.2 Sustainable Procurement**

We will:

- Select suppliers who demonstrate environmental and ethical responsibility
- Prioritise products with recycled, recyclable, or low-carbon content
- Avoid suppliers with poor environmental, labour, or human rights practices
- Require contractors to comply with relevant sustainability expectations and standards

### **4.3 Waste Management**

Onside Education commits to:

- Reducing waste at source through careful planning and digital-first approaches
- Recycling paper, plastics, and electronic waste where facilities allow
- Ensuring confidential waste is securely disposed of and recycled
- Reusing equipment and learning resources where safe and appropriate

#### **4.4 Sustainable Learning Environments**

As an Alternative Provision provider, we will:

- Embed sustainability themes into enrichment, personal development, and curriculum activity where appropriate
- Encourage learner participation in environmental and community-based projects
- Maintain clean, safe, and energy-efficient learning environments
- Integrate sustainability awareness into staff CPD and operational planning

#### **5. Roles and Responsibilities**

##### **Senior Leadership Team**

- Provide strategic oversight of sustainability arrangements
- Ensure sustainability objectives are embedded into organisational planning
- Monitor implementation and review progress

##### **Compliance / Data Protection Lead**

- Ensure sustainability practices align with regulatory, contractual, and data protection requirements
- Maintain documentation and evidence for audits, tenders, and stakeholder reporting

##### **Staff, Tutors and Mentors**

- Follow sustainable working practices
- Reduce waste, conserve energy, and model positive behaviours to learners
- Identify and report opportunities for improvement

##### **Suppliers and Contractors**

- Comply with Onside Education's sustainability expectations
- Provide evidence of environmental responsibility upon request
- Support sustainable delivery of services where practicable

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#### **6. Monitoring and Review**

Onside Education will:

- Review this policy annually or following significant organisational or regulatory change
- Monitor progress against sustainability objectives
- Report outcomes to stakeholders, including commissioning schools and local authorities

- Update practices to reflect emerging sustainability standards and sector expectations

## **7. Related Policies and Documents**

- Safeguarding and Child Protection Policy
- Carbon Reduction Plan
- Procurement Policy
- Health and Safety Policy
- Social Value Strategy
- Modern Slavery Statement
- Information Security Policy

## **8. Approval**

This Sustainability Policy is approved by the **Senior Leadership Team of Onside Education** and is effective from the date of publication.

**Next review date:** September 2026