



Sustainable Development Policy

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The Learning Sanctuary

Sustainable Development Policy

1. Purpose

The Learning Sanctuary is committed to sustainable development and to minimising the environmental impact of its activities while delivering high-quality animal care learning opportunities for adults with additional needs.

This policy reflects the Sustainable Development Cross-Cutting Theme outlined in the UK Government's European Social Fund (ESF) Cross-Cutting Themes Guidance and demonstrates our commitment to environmental responsibility, social value, and long-term sustainability.

2. Policy Statement

The Learning Sanctuary recognises its responsibility to operate in an environmentally sustainable way that supports present needs without compromising the ability of future generations to meet theirs.

We are committed to:

- Protecting the natural environment
- Using resources efficiently
- Reducing waste and pollution
- Promoting environmental awareness
- Embedding sustainability into planning, delivery and decision-making

3. Scope

This policy applies to:

- All staff and service users
- Visitors

- Contractors, suppliers and partners

4. Key Principles of Sustainable Development

In line with ESF guidance, The Learning Sanctuary will:

- Integrate sustainable development into all activities
- Prevent environmental damage where possible
- Reduce carbon emissions and energy use – using an electric mini bus as an update August 2026
- Promote responsible animal care and land management
- Support social inclusion alongside environmental protection

5. Environmental Management Commitments

5.1 Energy and Water Use

- Monitor and reduce energy and water consumption
- Use energy-efficient equipment where practicable
- Encourage responsible usage among staff and learners

5.2 Waste Management

- Reduce waste at source
- Reuse materials wherever possible
- Recycle in line with local authority provision
- Dispose of animal waste safely and responsibly

5.3 Sustainable Procurement

- Source environmentally responsible products where possible

- Consider whole-life environmental impact when purchasing
- Work with suppliers who demonstrate sustainable practices

5.4 Travel and Transport

- Encourage walking, cycling and public transport where feasible
- Reduce unnecessary travel – using an electric mini bus as of August 2026
- Promote efficient journey planning

5.5 Biodiversity and Animal Care

- Protect local wildlife and habitats
- Promote high standards of ethical and sustainable animal care
- Use learning activities to encourage respect for nature and the environment

6. Inclusion and Accessibility

Sustainable development at The Learning Sanctuary supports social sustainability by:

- Ensuring activities are inclusive and accessible
- Supporting adults with additional needs to participate safely
- Adapting learning methods to meet individual needs
- Promoting wellbeing, independence and confidence

7. Roles and Responsibilities

Directors will:

- Ensure implementation and annual review of this policy
- Allocate resources to support sustainability initiatives

Staff and Service users will:

- Follow sustainable working practices
- Support each other to engage in environmentally responsible behaviour
- Report environmental concerns

8. Training and Awareness

The Learning Sanctuary will:

- Provide appropriate sustainability awareness training
- Embed environmental learning into animal care activities
- Share good practice with staff and learners

9. Monitoring and Review

- Environmental performance will be monitored regularly
- Actions and progress will be recorded in a Sustainable Development Action Plan
- This policy will be formally reviewed annually or earlier if legislation or guidance changes

10. Related Policies

- Equality, Diversity and Inclusion Policy
- Health and Safety Policy
- Animal Welfare Policy
- Environmental Procedures