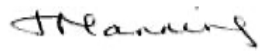






## Environmental and Sustainability Policy

Policy Ref: TMP51v7

This policy will not discriminate either directly or indirectly against any individual on grounds of sex, race, ethnicity or national origin, gender, sexual orientation, marital status, religion or belief, age, disability, socioeconomic status, offending background or any other personal characteristic.

	Name	Title	Signature	Date
Prepared by	Jackie Manning	Vice Principal		July 2025
	Colin Foster	Assistant Principal		July 2025
Approved by	Martin Heaton	CEO		July 2025

Does this Policy require publishing on the College Website? **Yes**

Does this Policy require approval by Board of Governors? **No**


# Environmental and Sustainability Policy

Policy Ref: TMP51v7

## Record of Changes

Version	Issue Date	Changes	Initials
v1	July 2019	Initial issue	JM/CF
v2	July 2020	General procedural review, references updated, formatting changes	JM/CF
v3	July 2021	Annual review, references checked and updated	JM/CF
v4	July 2022	Annual review, references checked and updated. Incorporates comments from CB	JM/CF
v5	July 2023	Annual review, references checked and updated	JM/CF
v6	July 2024	Annual review, references checked and updated	JM/CF
v7	July 2025	Annual review, references checked and updated	JM/CF

## Board of Governors Approval History

Version	Approved by	Signature	Date
v4	Dominic Kohl, Chairman of the Board of Governors		July 2022

**Date of Next Policy Review:** July 2026

## Definition

Throughout this policy document **TMP Studios CIC** is referred to as 'TMP College'.

## Statement of Principles

TMP College aims to promote sustainability by protecting and enhancing the environment, promoting the development of community links and encouraging good business practice.

TMP College will endeavour to manage its operations in ways that are environmentally sustainable and to ensure that all staff and learners are aware of and support best-practice procedures.

TMP College will work to ensure continuous environmental improvement and legal compliance, through the development of an Environmental Management System.

TMP College will promote sustainability through the development of an Education for Sustainable Development (ESD) programme.

## Implementation

### Environmental Management

We will:

- promote sound environmental management by communicating procedures, guidelines and regulations via induction, staff training programmes and tutorials;
- encourage and facilitate feedback and suggestions on ensuring good practice;
- develop a management system based on a sound understanding of current performance and the adoption of realistic targets to improve environmental performance.

### Waste Reduction

We will:

- implement sustainable resource management practices based on 'reduce, reuse, recycle' principles;
- re-use and recycle materials wherever practicable;
- reduce the amount of waste being disposed of in landfill sites, by segregating different types of waste;
- measure and monitor waste;
- develop a programme of target setting to reduce waste;
- prevent pollution;
- comply with legislation and meet the requirements of waste regulators.

## Water

We will:

- make efficient and responsible use of water, including making opportunities for water re-use and rain-water harvesting.

## Carbon Management

We will:

- implement the Carbon Management Plan to reduce carbon and ensure the efficient use of energy;
- ensure the uptake of low-carbon technology in buildings and equipment;
- take steps to improve the Energy Performance Certificate assessment grade of buildings.

## Transport

We will:

- implement sustainable transport practices across all activities;
- encourage the use of public transport, walking, cycling and vehicle sharing, where appropriate.

## Ethical and Sustainable Procurement

We will:

- promote the use of sustainable resources whenever practicable;
- promote lifecycle thinking in the procurement of goods and services;
- promote the development of central purchasing strategies to ensure efficient and sustainable purchasing practices.

## Education for Sustainable Development

We will:

- develop links with local and national groups which encourage education for sustainable development
- endeavour to embed education for sustainable development into all curriculum areas;
- encourage learners to participate actively in environmental projects, locally and globally;
- promote learning that includes sustainability and citizenship.

## TMP College's Estate

We will:

- ensure that, wherever practicable, all new building works meet the sector standards for sustainability;
- promote a responsibility culture to improve the internal environment of all rooms;
- promote a responsibility culture to improve the external environment of TMP Studios;
- promote the efficient use of all buildings and facilities to meet sector standards for space utilisation;
- manage the estate to enhance biodiversity wherever possible.

## Responsibilities and Duties

- Employees, learners and visitors have a responsibility to comply with this policy.
- Managers have a responsibility and duty to support the implementation and monitoring of this policy.
- The Principal has overall responsibility for ensuring compliance with environmental legislation and for implementing and ensuring compliance with this Policy.