
Sustainable Development Policy

Document Control

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Author: Emma James

Approver: Sharron Lusher

Scope and Application

Pembrokeshire College is a Further Education College with the main campus situated in Haverfordwest, and a smaller campus at Milford Haven. The College delivers a range of curriculum courses including A Levels, National Diplomas, Higher Education (including degrees), work based learning and part time study. Some courses also attract students from other parts of the UK and internationally. The College has approximately 15,000 students per annum enrolled on its courses and has approximately 500 staff.

Pembrokeshire College's mission is to provide the highest quality education, training and support services for all its learners.

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1. Introduction

- 1.1 The College's governing body supported by the executive and senior management team recognises that its key environmental impacts are the consumption of energy, emissions from transport and generation of waste and is committed to raising the profile of sustainable environmental, economic and social development.
- 1.2 It is committed to achieving this through continual improvements of environmental management and performance addressing the following key areas.
- Social progress which meets the needs of everyone
 - Effective protection of the environment
 - Prudent use of resources
 - Striving to meet the Wellbeing Goals as defined in the Wellbeing of Future Generations (Wales) Act 2015
- 1.3 The Sustainable Development Policy is the governing document for environmental management and performance. Pembrokeshire College are committed to continual improvement of environmental management and performance and sustainable development, as demonstrated in Appendix A.

2. Roles and Responsibilities

Roles and responsibilities associated with Sustainable Development are outlined in the table below:

Role	Responsibilities
Principal	<ul style="list-style-type: none"> ➤ Overall responsibility for health, safety and environment ➤ Committed to Sustainable Development and the progressive implementation of the Wellbeing of Future Generations (Wales) Act 2015
Senior Managers	<ul style="list-style-type: none"> ➤ Ensure resources are allocated to ensure effective implementation of the Sustainable Development Policy ➤ Review the Sustainability Development Policy to

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	ensure it is working as effectively and robustly as possible
Head of Estates and Facilities	<ul style="list-style-type: none"> ➤ Fulfil all responsibilities as detailed in the Environmental Management System ➤ Ensure the effective monitoring of environmental data to allow appropriate actions to be put in place for continual improvement ➤ Review measures taken to ensure the College continues to reduce its carbon footprint and improves its environmental sustainability
Health, Safety and Environment Manager	<ul style="list-style-type: none"> ➤ Fulfil all responsibilities as detailed in the Environmental Management System ➤ Ensure an internal audit is conducted on the Environmental Management System annually to allow actions to be put in place for continual improvement ➤ Provide environmental and sustainable development staff development opportunities for staff as per the training needs analysis
All Staff	<ul style="list-style-type: none"> ➤ Act in a responsible manner and comply with the Sustainable Development Policy ➤ Consider the environmental impact of role and take measures to reduce impact where possible to allow for continual improvement ➤ Attend staff development opportunities where required to upskill in knowledge of sustainability and environmental protection

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3. Statement of Intent

3.1 Social progress which meets the needs of everyone

- Providing professional development for staff in environment awareness
- Communicating with relevant stakeholders about environmental matters and achievements, especially students, staff and the local community
- Ensure that all opportunities are taken to incorporate sustainable development, environmental awareness and global citizenship into curriculum and learning activities for the benefit of staff and learners
- Promoting the use of the Welsh Language

3.2 Effective protection of the environment

- Promoting and integrating sound environmental and ethical management policies, practices, and awareness at the College
- Ensuring compliance with all relevant Environmental Legislation and other voluntary requirements relating to our Environmental Aspects
- Taking relevant actions for pollution prevention and other environmental issue which may arise from the College's operations
- Develop a green transport strategy to encourage the use of energy efficient public and communal transport, bicycles and walking
- Minimise waste by reduced consumption, prevention of pollution and developing effective waste management and recycling procedures
- Attain BREEAM Excellence rating for new builds
- The College is continually improving its sustainable development in line with the Green Dragon Environment Standard at its main Haverfordwest campus

3.3 Prudent use of resources

- Making efficient and environmentally responsible use of energy and other resources Building environmental considerations into procurement, seeking assurances of responsible environment practices from trading partners and where appropriate discriminating in favour of environmentally efficient goods and services
- Integrate sustainability into all its planning and development procedures

4. The Wellbeing Goals

4.1 The College is committed to working towards the Wellbeing Goals as defined by the Wellbeing of Future Generations (Wales) Act 2015. The Wellbeing Goals and the College's objectives for meeting them are described below;

4.2 A prosperous Wales

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- Deliver against our sustainable development policy, in particular the efficient use of resources and our impact upon climate change
- Deliver against the College and ministerial priorities for education with regards to meeting the needs of learners and ensuring their progression and support
- Embedding sustainability through the curriculum using ESDGC
- Deliver on the employer engagement strategy

4.3 A resilient Wales

- Ensure that the link between College business and curriculum reflects the importance of social, economic and ecological resilience.

4.4 A healthier Wales

- Continue to develop and maintain the Platinum Corporate Health Standard and excellent student support services
- Continue to promote a plethora of activities, information events and opportunities via the Health Promotion Calendar
- Continue to ensure health risks associated with College activities are effectively controlled

4.5 A more equal Wales

- Continue to equally value and respect staff and learners, and encourage them to thrive and reach their potential no matter what their background or circumstance
- Continue to commit to providing a fair, equitable and mutually supportive learning and working environment as reflected in the core values of the College

4.6 A Wales of cohesive communities

- Deliver against the Community Strategy to build social cohesion for the good of Pembrokeshire and the wider population
- Work in partnership with local communities through staff initiatives such as Make a Difference Day and through student projects such beach clean-up and via Keep Wales Tidy and the National Trust

4.7 A Wales of vibrant culture and thriving Welsh language

- Promote Welsh language and culture in line with the Government's strategic aims and objectives
- Embed Welsh language into the curriculum and enrichment calendar of events to provide learners with the opportunity to develop their Welsh language skills as an employability skill and to raise their awareness and understanding of the importance and advantages of bilingual skills in the workplace

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- Continuously develop bilingual learning provision in order to provide post-16 fluent Welsh speaking learners with linguistic continuity and progression.
- Work closely with Welsh-medium and bilingual organisations in order to increase Welsh language, cultural and sporting opportunities and experiences for learners and staff.
- Encourage stakeholders and members of the public to use the College's Welsh language services, in accordance with its Welsh Language Scheme and impending Welsh Language Standards.

4.8 A globally responsible Wales

- Pembroke College is a signatory of the Sustainable Development Charter
- Pembroke College were the first fair trade College in Wales

4.9 The policy will be reviewed annually and communicated to all staff and be publicly available.

5. Environmental Statement

5.1 The College is committed to sustainable development and during 2017-18 will further develop initiatives to ensure that resources are used effectively. This document sets out our environmental objectives for 2017-18 and our environmental performance over the past year, including our emissions of carbon dioxide.

5.2 Our main impact on the environment arises from the consumption of energy, transport, and the generation of waste and the consumption of office materials.

5.3 Objectives and targets have been produced in order to improve environmental management and performance and reduce Pembroke Colleges' environmental impacts.

5.4 Environmental Objectives 2017-18;

- Investigate the source of the increase in overnight electricity consumption and run a campaign to reduce the overnight consumption by 10% by the end of the academic year
- Capture all of the environmental and sustainability projects and work that is done in the community through the curriculum and promote them to build our community profile

5.5 Previous Environmental Performance

Both sites are well insulated and have double glazed units. Since 2005/06 the College has implemented energy efficiency improvements including:

- Introducing a Building Management Control System at the main campus.
- Daylight and PIR controlled light fittings fitted throughout high use areas.

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- Installation of a wood pellet biomass boiler with a heating capacity of 300kW, serving the Construction Technology Training Centre (open June 2008) and additionally providing heat to the existing Innovation Centre.
 - Solar thermal hot water heating with a collector area of approximately 1.8 m² serving the Construction Technology Training centre (open June 2008)
 - Installation of a Photo Voltaic system at the existing Innovation centre
 - Purchased an electric car to reduce emissions through transport
 - Introduced a phased installation of LED light fittings throughout the building which have sensors for movement and daylight control
 - Free cooling system to the main IT server room
 - Installation of Automatic Metering, Monitoring and Targeting software
 - Installation of two variable speed drives and controls to the kitchen supply and extract fans
 - Replacement of Double Glazed Roof lights to Triple Glazed in S1 and S7 Offices
 - Offer students tours for sustainable technology – helping with curriculum

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	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11
Electricity Consumption	1,903,446	1,655,506	1,591,535	1,587,039	1,557,360	1,532,726	1,623,167	1,462,514	1,489,602
Reduction year on year	N/A	13%	4%	1%	2%	1%	-6%	10%	-2%
Emissions Kg CO ₂	818,482	711,868	684,360	682,426	669,664	659,072	697,961	637,216	640,529
Gas Consumption	3,059,897	1,443,624	1,352,061	1,529,596	1,384,874	1,420,173	1,430,488	1,522,549	1,440,709
Reduction year on year	N/A	47%	7%	-13%	7%	1%	-4.5%	-2.5%	5%
Kg CO ₂	581,380	274,288	364,855	290,623	235,375	269,832	282,123	289,284	273,735
Water Consumption	15,728	8240	13,236m ³	6312m ³	7083m ³	6768m ³	6529 m ³	6305	7026
Reduction YR on YR	N/A	52%	-160%	48%	-12%	5%	4%	3.5%	-11.5%
Direct Transport CO ₂ (Kgs) (staff business use)									
Indirect transport (Student buses)						651 Tonnes CO ₂	651 Tonnes CO ₂	651 Tonnes CO ₂	651 Tonnes CO ₂

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	11/12	12/13	13/14	14/15	15/16	16/17	17/18
Electricity Consumption	1,345,050	1,298,021	1,222,062	1,216,124	1,203,928	1,283,243	
Reduction Year on Year	10%	4%	-6%	-0.5%	-1%	+6.6%	
Emissions Kg Co2	617,264	558,149	604,016	562,080	496,078	451,137	
Gas Consumption	1,082,397	1,308,557	1,124,948	1,221,923	1,275,343	1,362,475	
Reduction year on year	25%	13%	14%	+8%	+4%	+7%	
Kg Co2	206,621	248,625	208,085	275,543	234,663	278,803	
Water Consumption	5,489	5602	6487	5701	5502	6354	
Reduction year on year	28%	2%	13%	12%	3%	15%	
Direct transport CO2 (kgs) (staff business use)				311,401	127,286	87,179	
Indirect transport (student buses)	651 Tonnes CO2						
<p>Gas Reduction by 63% from 2002 to 2014</p> <p>Electric Reduction by 36% from 2002 to 2014</p> <p>Water Reduction by 59% from 2002 to 2014</p>							

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*Please note the 16/17 figures exclude the energy that was used in the construction of the Campus 6 building, as this does not constitute part of our everyday activity. The figures deducted were as below:

Electricity (KwH)	47,067
Electricity Cost (£)	6,870
Water Consumption (m ³)	379
Water Cost (£)	507

6. Definitions

Term	Meaning
Sustainability	<p>The idea that goods and services should be produced in ways that do not use resources that cannot be replaced and that do not damage the environment</p> <p>The ability to continue at a particular level for a period of time</p>

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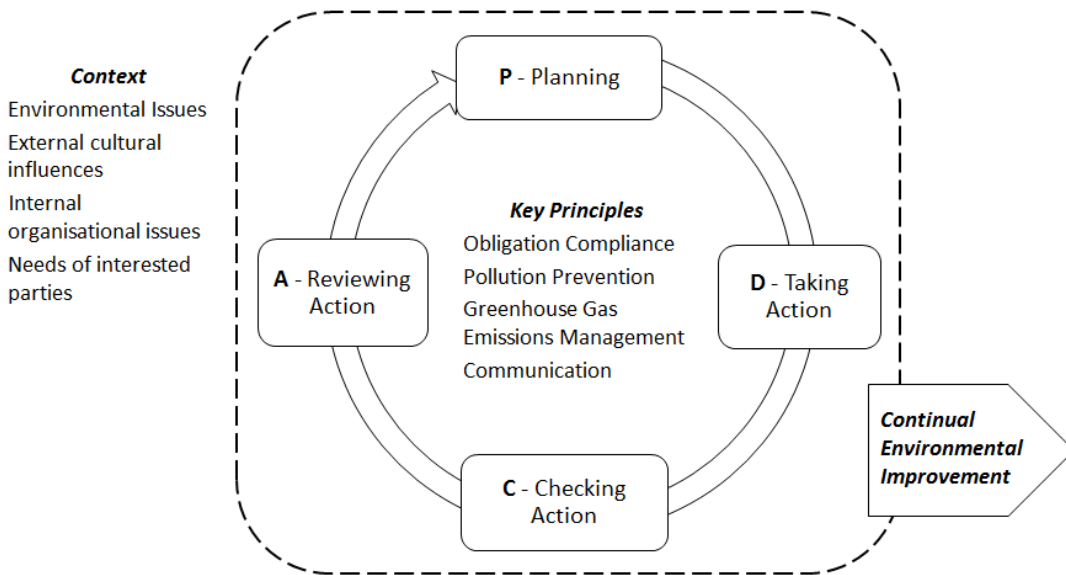
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7. Document Control

Version	Description	Date	Creator	Reviewer	Authoriser
0	First Issue Rev 0	Oct 2017	E James	D Evans	S Lusher
Signed			<i>E.E. James</i>	<i>D. Evans</i>	<i>S. Lusher</i>

Appendix A – Green Dragon Environmental Standard 2016



The Green Dragon Environmental Standard incorporates the following key principles of Environmental Management:

- Continual Environmental Improvement;
- Compliance with Obligations;
- Protection of the Environment;
- Greenhouse Gas Emissions Management;
- Communication of Environmental Issues;
- Environmental Management Systems Elements.

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EQUALITY IMPACT ASSESSMENT

To be completed for all policies, procedures, Guidance Notes and Strategies

For further guidance on completing the EIA– refer to the Guidance for Managers on completing an EIA

What is the impact or potential impact on the following protected groups;	Positive Impact Y/N	Negative Impact Y/N	No Impact Y/N
Age (<i>older people and younger people</i>)	Y		
Disability (<i>all disabilities or impairments, e.g. physical, sensory, learning , long-term illness etc.</i>)	Y		
Gender Reassignment (<i>including transgender</i>)	Y		
Marriage and civil partnership	Y		
Pregnancy, maternity, paternity and adoption (<i>pregnant or adopting or on maternity/paternity or adoption leave</i>)	Y		
Race (<i>Black and minority ethnicity</i>)	Y		
Religion / Belief (<i>all religious and faith groups</i>)	Y		
Sex (<i>Male, Female</i>)	Y		
Sexual Orientation (<i>lesbian, gay and bisexual etc.</i>)	Y		

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Welsh Language (i.e. what are the opportunities for learners, staff or member of the public to use the Welsh language, and the Welsh language is treated no less favourably than the English language) For further guidance on Welsh Language – please refer to the Welsh Language Standards 92 – 94	Y		
Other – Please state: (e.g. Human Rights, poverty, rurality, Non-majority language speakers, Persons with dependents, Gypsy and Traveller communities)	Y		

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Equality Impact Assessment Action Plan				
Outline how you could limit any negative impact OR if you are not going to limit any negative impact, please justify why;				
What is the negative impact?	What action will you take to limit any negative impact? <i>(if there is substantial impact, summaries of EIAs will need to be published)</i>	If you are not going to limit any negative impact, please indicate why?	By Whom	By When

Completed By: Emma James

Job Title: HSE Manager

Date: 24/10/2017