Sustainability Policy

Document Control
Reference: ISPOL7304002
Control: HSSR
Issue No: 14
Author: Emma Thomas
Approver: Barry Walters

Mae'r ddogfen hon ar gael yn Gymraeg | This document is available in Welsh

Scope and Application

Pembrokeshire College is a Further Education College with the main campus situated in Haverfordwest, with smaller campuses at Withybush Showground and Folly Farm. The College delivers a range of courses including vocational, A Levels, National Diplomas, Higher Education, work-based learning and part time study. Whilst the majority of College learners are domiciled within the county, some courses attract learners from other parts of the UK and internationally. The College has approximately 2,000 full time learners and 12,500 part time learners and has 510 staff (head count).

Pembrokeshire College's Mission is to inspire excellence, empower individuals and develop the future workforce.

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1. Introduction

1.1 The College's Corporation Board supported by the executive and senior management team recognises that the College's 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 The College is committed to achieving this through continual improvement 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 Sustainability Policy is the overarching document for environmental management and performance. Pembrokeshire College are committed to continual improvement of environmental management and performance and sustainability. The evidence to support this statement is included in Appendix A of this policy noting the achievement of Green Dragon Standard achieved.

2. Roles and Responsibilities

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

Role	Responsibilities
Principal	➢ Overall responsibility for health, safety and sustainability ➢ Committed to sustainability and the progressive implementation of the Wellbeing of Future Generations (Wales) Act 2015
Senior Managers	➢ Ensure resources are allocated to ensure effective implementation of the Sustainability Policy ➢ Review the Sustainability Policy to ensure it is working as effectively and robustly as possible
Head of Estates and Facilities	➢ 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, Sustainability and Risk Manager	➢ 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 sustainability staff development opportunities for staff as per the training needs analysis
All Staff	➢ Act in a responsible manner and comply with the Sustainability 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

3. Statement of Intent

3.1 Social progress which meets the needs of everyone

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

3.2 Commitment to the 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 issues which may arise from the College's operations
- Minimise waste by reduced consumption, prevention of pollution and developing effective waste management and recycling procedures
- The College is continually improving its sustainability in line with the Green Dragon Environment Standard

3.3 Prudent use of resources

- Making efficient and environmentally responsible use of energy and other resources. Building environmental and sustainable 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

- Deliver against our sustainability 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
- 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 excellent health and wellbeing services for staff and excellent student support services
- Continue to promote activities, information events and opportunities via ASPIRE
- 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

- Work in partnership with local communities through student projects such as beach clean-up and via Keep Wales Tidy and the National Trust

4.7 A Wales of vibrant culture and thriving Welsh language

- Continue to provide and develop Welsh language and cultural opportunities for the whole College community, as outlined in the Welsh Language policy and strategy, reflecting also the aspirations of Welsh Government's *Cymraeg 2050*.

4.8 A globally responsible Wales

- Pembrokeshire College is a signatory of the Sustainable Development Goals (SDG) Accord
- Pembrokeshire College was the first fair trade College in Wales

4.9 The Policy is reviewed annually and is publicly available on the College Website.

5. Environmental Statement

5.1 The College is committed to sustainability and during 2026-2027 will further develop initiatives to ensure that resources are used effectively. This document sets out our environmental objectives for 2026-2027 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.

5.3 Supply chain and commuting emissions also have a large impact as wider scope 3 emissions. The College is working to improve carbon emissions reporting year on year and with this, find ways of reducing emissions from these areas.

5.4 The College is committed to pollution prevention and all environmental issues relating to the College's operations.

5.5 The College is committed to compliance with applicable legislation, regulations and other requirements to which the organisation subscribes.

5.6 Objectives and targets have been produced in order to improve environmental management and performance and reduce Pembrokeshire College's environmental impacts.

5.7 Environmental Objectives 2026-2027 are as follows;

Table 1: Objectives

Aim	Objectives	KPI	Responsible/ Resources	Start Date	Target Deadline
A supportive culture and a safe and sustainable environment	Complete all 2026/27 actions on the Sustainability Strategy	100% of 2026/267 actions complete	HSSR for own actions and for monitoring completion of other actions	01/09/2026	30/08/2027
	Ensure reliable data is available for all onsite renewables	Accurate data provided for 26/27	HSSR Manager and Estates	01/09/2026	30/08/2027
	Deliver 'Sustainability Principles' training to staff	At least 50% of staff receive training	HSSR Manager	01/09/2026	30/08/2027
	Upgrade time clocks for heating system to link to BMS	Time clocks are upgraded to link to BMS	Estates Management	01/09/2026	30/08/2027
	External lighting to be put on BMS scheduler	External lighting linked to BMS scheduler	Estates Management	01/09/2026	30/08/2027

5.8 Previous Environmental Performance:

Since 2005-2023 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
- 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
- Purchasing an electric car to reduce emissions through transport
- 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 learners tours for sustainable technology – helping with curriculum
- Improved recycling stations
- No straws permitted
- Biodegradable glitter used
- Hot drinks prices have been reduced by 20p but if customer not using a reusable cup, then an additional 20p is charged
- More efficient radiators were installed in the F1 corridor
- Velux improvement plan to improve thermal efficiency, these are solar powered.
- F1 corridor refurbishment, will improve efficient use of space and therefore resources used better
- Strategic planning to close some offsite centres and move it to the main site to reduce carbon emissions in travel and energy use
- Replacement of the main campus boilers with more efficient ones costing around £120k
- Development of an Environmental Improvement Plan
- Committing to Carbon Net Zero
- Hedgehog friendly campus scheme - Bronze
- Planted wildflower meadows
- Replacement of all lighting onsite with LED
- 16 Electric car charge points
- 200kW of solar PV installed on main building
- As part of the construction of the engineering building an air source heat pump and 85kW of PV were installed
- As part of the construction of the academy building which was completed in August 2022 it was designed for Net Zero operation and has an air source heat pump, 50kW of PV and the thermal insulation was improved to achieve U values.
- A polytunnel was erected for Life Skills learners to grow vegetables and sell
- A new electric car and a van were purchased

In 2023/2024 the actions in support of environmental sustainability were:

- A 100 kW PV array was installed on the TIC building to generate 'green' electricity
- The last and final phase of the window replacement scheme finished in October 2023 to improve thermal comfort within buildings with the aim to reduce gas usage for heating
- Two gas fryers were replaced with electric fryers to reduce gas usage
- The Waste Separation Requirements (Wales) Regulations 2023 were implemented in April 2024, as they came into force, which involved physically changing and moving bins and a communication strategy for staff and learners these regulations aim to further improve recycling rates in Wales
- The completeness and accuracy of carbon emissions reporting was improved with further improvements identified, this will enable better targeting of carbon reduction interventions
- A pop up is now sent on a Friday afternoon to remind staff to power down devices ahead of the weekend
- White boards and projectors were replaced with promethean screens which are more energy efficient to reduce electricity consumption
- There has been an annual refresh of laptops to replace existing older laptops with more efficient models to reduce electricity consumption
- In support of the increasing virtual environment the College rationalised the number of physical servers which require electricity and air conditioning in server rooms, reducing electricity consumption.

In 2024/25 the actions in support of environmental sustainability were:

- The Sustainability Strategy was drafted, consulted on and approved by the Sustainability and Environment Committee
- A sustainability risk register entry for the corporate risk register was drafted, in order to highlight the college's commitment to sustainability and the importance of it, this was approved by both the leadership team and sustainability and environment committee and subsequently the audit committee.
- The Sustainability and Environment Committee agreed to sign the Sustainable Development Goal Accord, a report was submitted to the Accord in June on our starting progress
- A gap analysis was conducted against the EAUC's Roadmap to carbon net zero and an infographic created
- Natural Resources Wales conducted an inspection of the main campus in October 2024 to check compliance with the new Welsh waste separation legislation, the College was compliant and recommended to participate in a case study with WRAP Cymru to showcase our best practice

- An in-house version of carbon literacy has been developed which will be called 'Sustainability Principles', it will be trialled in 2025/26
- The HSSR Manager attended the Sustainable Enterprise Alliance (SEA) meetings which aims to support local suppliers in Pembrokeshire to improve carbon emissions data and their overall sustainability which will then provide better scope 3 emissions data to the procurers
- A climate risk assessment was started, this will be a piece of work over a longer period of time
- Our IT department have worked with Dell from whom we purchase laptops directly to reduce packaging on bulk orders. Now, laptops come in one box of five rather than individually packaged which is approximately an 80% reduction in packaging
- The project to replace white boards and projectors with promethean screens which are more energy efficient to reduce electricity consumption has been completed

In 2025/26 the actions in support of environmental sustainability were:

- The BMS system was upgraded
- As part of the G7 and F7 refurbishment electric hot water boilers were installed in toilets instead of using the existing gas boilers. This will decrease the amount of gas used but will increase electricity consumption
- An additional 50 kWh of PV was installed as part of the refurbishment works
- The new entrance will have an EPC rating of A
- 13 car park spaces have been painted with green hatching and are reserved for those staff and learners who car share.
- A bike maintenance stand has been installed by the engineering build
- The College purchases electricity from clean renewables which is formed of UK wind, solar and/or hydro renewable sources only
- A carbon reduction plan meeting the requirements of WG tendering guidance was drafted
- Work was undertaken to further develop a 'Sustainability Principles' e-learning module.
- Staff and learner sustainability surveys were conducted, analysed and an action plan developed
- A staff commuting and homeworking survey was conducted, analysed and an action plan developed

Energy Consumption and Carbon Emissions

Table 2: Progress between baseline year of 2002/03 and 2014/15

	2002/03	**2014/15**	**Decrease to 2014/15**
Electricity Consumption (kWh)	1,903,446	1,216,124	-36%
Emissions Kg CO^2	818,482	562,080	-31%
Gas Consumption (KWh)	3,059,897	1,221,923	-60%
Emissions Kg CO^2	581,380	275,543	-53%
Water Consumption (M^3)	15,728	5701	-64%

Table 3: Energy consumption and carbon emissions over the last 10 years

	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25	25/26
Electricity Consumption (KWh)	1,203,928	1,283,243	1,282,844	1,324,736	1,114,364	908,280	1,085,702	966,180	883,562	802,596	815,675
Increase (decrease) Year on Year	-1%	+7%	-0.1%	+3%	-16%	-19%	+20%	-11%	-8.5%	-9%	+2%
Emissions Kg CO^2	496,078	451,137	363,135	374,993	247,294	261,702	316,265	252,704	242,855	217,704	150,380
Gas Consumption (KWh)	1,275,343	1,362,475	1,710,900	1,477,066	1,373,614	1,186,386	1,465,808	1,332,232	1,140,140	1,116,210	1,253,074
Increase (decrease) year on year	+4%	+7%	+26%	-14%	-7%	-14%	+24%	-9%	-14%	-2%	+12%
Kg Co2	234,663	278,803	349,657	301,735	252,566	246,507	314,431	284,618	243,008	237,876	266,300
Water Consumption (M^3)	5502	6354	7333	7837	8,454	6763	8,075	7,625	8,588	7,826	6,979
Increase (decrease) year on year	-3%	+15%	+15.4%	+6.9%	+7.9%	-20%	+19.4%	-5.6%	+11%	-9%	-11%
Staff business mileage		311,666	274,630	286,250	286,399	53,619	127,713	196,147	212,643	175,727	207,146

Direct transport CO^2 (kgs) (staff business use)		87,179	76,696	79,626	95,938	47,369	44,501	68,091	71,952	63,024	77,490

Table 2 demonstrates the reduction in energy usage and carbon emissions between the year that the College first started recording consumption and emissions and taking steps to improve sustainability, to 2014/15.

Table 3, above, demonstrates the reduction of electricity consumption by 32% over the last 10 years which translates into a 70% decrease in the associated carbon emissions. This is especially impressive considering that the estate has expanded in that time, electricity consumption per m² and carbon emissions per m² are shown in Figures 1 and 2 respectively, and also show the decrease since 02/03 in both consumption and carbon emissions despite the increase in the size of the estate.

Gas consumption has decreased by 2% over the last 10 years which translates into a 12% decrease in associated carbon emissions, the estate has increased in that time, and so gas consumption and carbon emissions per m² from gas have reduced as illustrated in Figure 1 and 2 below.

Water has increased by 27% since 15/16, however looking at the graph in figure 3, water has reduced significantly since 02/03 and has stayed fairly consistent since 17/18 including the expansion of the main campus over that time.

Table 3 shows that staff business mileage has decreased by 34% over the last 9 years and the associated carbon emissions have decreased by 11%.

Figure 1 and 2 shows that the College has reduced its energy consumption and carbon emissions per m² since 2018/19. The years 2019/20 and 2020/21 cannot be considered as the lowest as they were covid years and were therefore abnormal in energy consumption and other business activity. Both electricity and gas consumption have increased between 24/25 and 25/26 however water has decreased. Despite an increase in electricity consumption, the associated carbon emissions have reduced which is due to a change in the emission factor used as gid electricity is becoming cleaner.

Figure 1: Gas and Electricity Consumption per m²

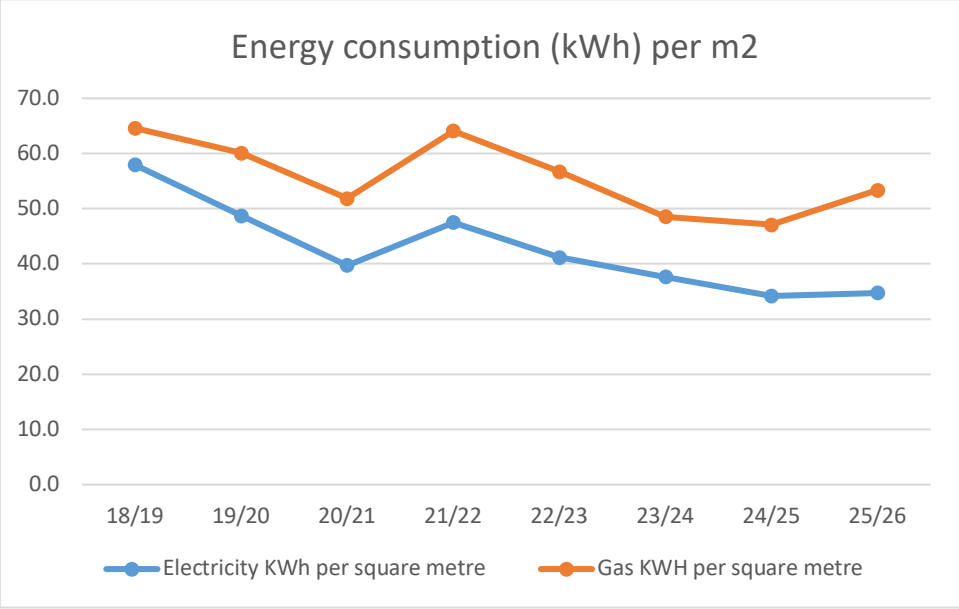


Figure 2: Carbon Emissions

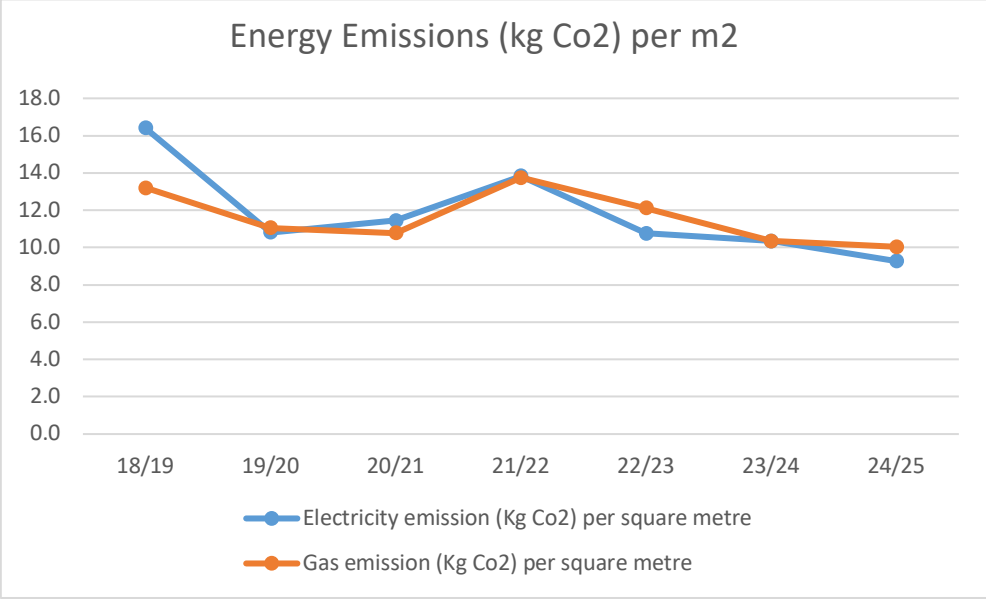
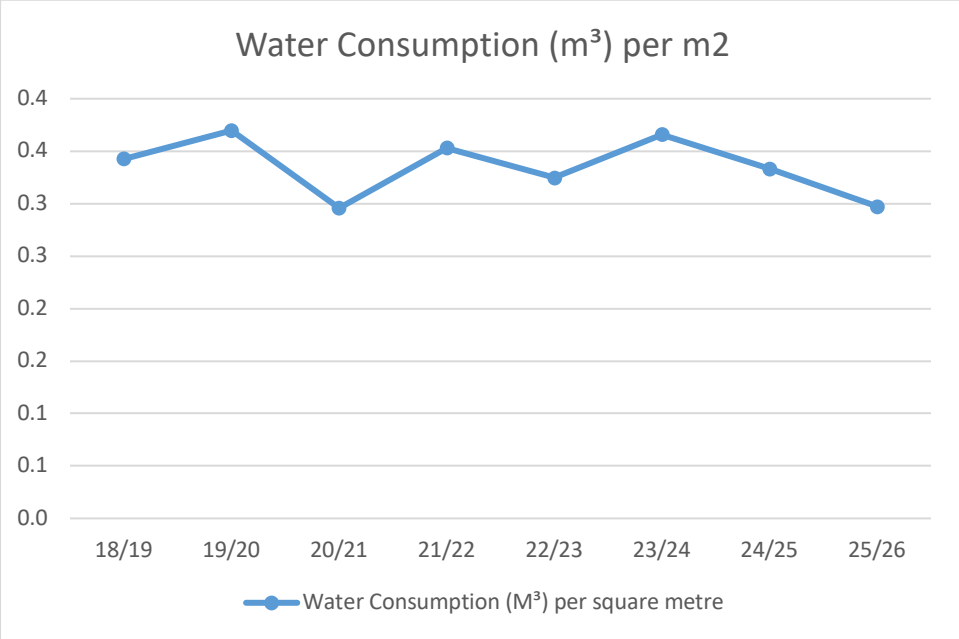


Figure 3: Water Consumption

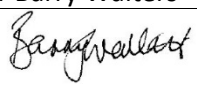


6. Definitions

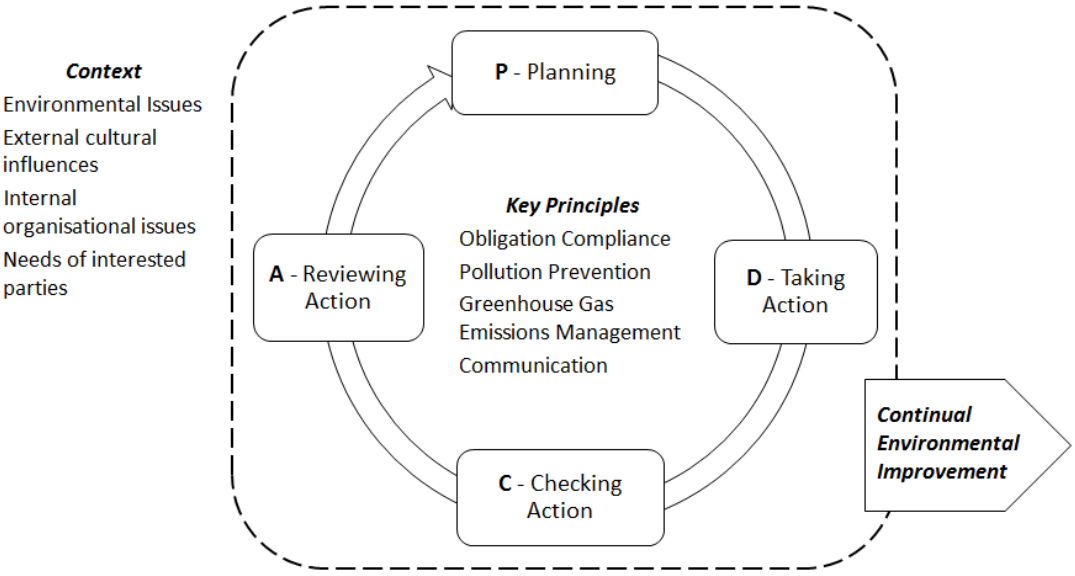
Term	Meaning
Sustainability	The idea that goods and services should be produced in ways that do not use resources that cannot be replaced and that do not damage the environment The ability to continue at a particular level for a period of time
Scope 1	Scope 1 emissions are those direct emissions that are owned or controlled by a company

Scope 2	Scope 2 emissions are indirect emissions from the generation of purchased energy.
Scope 3	Scope 3 emissions are all indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

7. Approval

Approver Name	Dr Barry Walters
Approver Signature	
Approver Position	Principal
Date	12/10/2026

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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Appendix B -Statement

The Welsh Language / Yr Iaith Gymraeg

The Corporation has a duty to comply with the Welsh Language Standards Regulations under section 150 (2) of the Welsh Language (Wales) Measure 2011. It will therefore ensure that the Welsh language is not treated less favourably than the English language when offering and providing services to students, staff and the wider community and that they can use the Welsh language in accordance with the Standards.

Mae gan y Gorfforaeth ddyletswydd i gydymffurfio â Rheoliadau Safonau'r Gymraeg o dan adran 150 (2) o Fesur yr Iaith Gymraeg (Cymru) 2011. Felly, bydd yn sicrhau na chaiff y Gymraeg ei thrin yn llai ffafriol na'r Saesneg wrth gynnig a darparu gwasanaethau i fyfyrwyr, staff a'r gymuned ehangach a'u bod yn medru defnyddio'r Gymraeg yn unol â'r Safonau.

The College is committed to the promotion of Education for Sustainable Development and Global Citizenship (ESDGC), the Welsh language, Equality and Diversity, Essential Skills, Health, Safety, Safeguarding, Wellbeing and the Environment.

Mae'r Coleg wedi ymrwymo i hyrwyddo Addysg ar gyfer Datblygiad Cynaliadwy a Dinasyddiaeth Fyd-eang (ADCDF), yr iaith Gymraeg, Cydraddoldeb ac Amrywiaeth, Sgiliau Hanfodol, Iechyd, Diogelwch, Diogelu, Lles a'r Amgylchedd.

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Appendix C – Integrated Impact Assessment

The Integrated Impact Assessment (IIA) should be completed in line with the IIA Guidance.

Section 1: Details

Name of the Initiative *(this could be strategy / policy / project / procedure / strategic decision)*	Sustainability Policy
Strategic Decision	Yes
Department	HSSR
Author	Emma Thomas
Those affected? Please state e.g. learners, staff, parents/carers, wider community etc:	Learners, staff, wider community
Internal administrative process	No
Is it a new Strategy/Policy/Procedure?	No

Section 2: Protected Characteristics

What impact will the implementation of the initiative have on people who have one or more characteristics protected by the Equality Act 2010?
Please ensure that you have considered that anyone affected by the initiative can fully understand the impact, application and the consequences on them if the initiative is implemented e.g., those with learning difficulties or disabilities, are under 18, those who have English as a second language, etc.

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Protected Characteristics	**Positive Impact**	**No Impact**	**Negative Impact**	**Explanation / Evidence / Data How it might impact?**
	Please tick as appropriate			
Age		✓		
Disability		✓		
Gender Reassignment		✓		
Marriage or Civil Partnership		✓		
Pregnancy or Maternity		✓		
Race		✓		
Religion or Belief		✓		
Sex		✓		
Sexual orientation		✓		

Section 3: Welsh Language

Welsh Language Does the initiative impact on:	**Positive Impact**	**No Impact**	**Negative Impact**	**Explanation / Evidence / Data How it might impact?**
	Please tick as appropriate			
People's opportunities to use the Welsh language		✓		
Treating the Welsh language no less favourably than English		✓		

Section 4: Socio Economic Duty

Socio Economic Duty:	**Positive / Advantage**	**Neutral or N/A**	**Negative / Disadvantage**	**Details of the impact / advantage / disadvantage**
	Please tick as appropriate			
Impact on reducing Socio-		✓		

economic disadvantage?				

Section 5: Biodiversity and Carbon Net Zero

Biodiversity / Carbon Net Zero – Does the initiative impact on:	**Positive Impact**	**No Impact**	**Negative Impact**	**Explanation / Evidence / Data How it might impact?**
	Please tick as appropriate			
Maintaining and enhancing biodiversity	✓			This policy supports the maintenance and enhancement of biodiversity.
Promoting resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	✓			This policy supports good environmental and sustainability practice thus supporting the protection of ecosystems and wider environment.
Supporting the College's commitment to Carbon Net Zero	✓			This policy underpins the College's commitment to carbon net zero.

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Section 6: Engagement and Consultation

What engagement and consultation will you undertake?

Engagement and Consultation	Yes / No	Outcome	Date Completed
SMT			
LJCC			
Cross College FMT			
Health and Safety Committee			
Sustainability and Environment Committee	✓		
Equality, Diversity and Inclusion Committee			
Digital Accessibility Group			
Safeguarding Panel			
Staff Forum			
Wider Staff			
Departmental			
Learner Executive			
Welsh Language Steering Group			
Wider Learner Groups			
Wider Community			
Other *(please state)*			

Section 7: Digital Accessibility

Please ensure you have considered digital accessibility of your document. The policy template is generally compliant with digital accessibility requirements, however if you change the formatting or add tables or pictures to the document, please ensure you have considered digital accessibility and further information is included in the guidance.

Section 8: Actions

As a result of completing the IIA, consider any actions which need to be taken to remove or reduce any negative impact, or to improve any positive impacts?

Impact	Actions to Improve Positive Impact or Mitigating Negative Actions

Section 9: Monitoring and Review

How will the initiative and any impacts be monitored and reviewed, please make specific reference to any actions outlined above:

Monitor / Review	Timeline
	Annual

Signed (Author): Emma Thomas **Title: HSSR Manager** **Date: October 2026**