



ENVIRONMENTAL SUSTAINABILITY POLICY



CONTENTS

- At a glance3
- Checklist4
- Our environmental aims4
- Our approach5
- Responsibilities6
- Training requirements6
- Statutory requirements.....6
- RACI Matrix.....7
- Document Control8





At a glance

Oasis Community Learning (OCL) is a large education organisation of primary and secondary academies across the UK. We are passionate about supporting our young people and staff to develop their competence, their character, and to embrace our wider community. OCL is part of the broader Oasis family with a shared vision for community, a place where everyone is included, making a contribution and reaching their God-given potential.

Our ethos is a statement of who we are and an expression of our character. Rooted in the story and beliefs of Oasis, we describe our ethos through a particular set of values that inform and provide the lens on everything we do.

- A passion to include.
- A desire to treat people equally respecting differences.
- A commitment to healthy, open relationships.
- A deep sense of hope that things can change and be transformed.
- A sense of perseverance to keep going for the long haul.

Right at the heart of Oasis is this deep-rooted belief in care of and being careful to the environment – local actions that go on to have a global impact. We also recognise that being focussed on environmental sustainability is a core part of our commitment to challenging injustice, ending disadvantage and furthering inclusion.

We acknowledge and understand the importance of protecting the environment and the urgency with which we must act in response to the current climate and ecological emergency. OCL recognise that we have an impact on the environment both directly, through our day-to-day academy activities which we can control, and indirectly, through our teaching, supply chain and community presence where we can influence.

We recognise that our commitment to protecting the environment cannot be possible without us working in an integrated and joined up way and that sustainability is a justice and inclusion issue not just an economic or moral obligation. Each of us has an individual responsibility for environmental sustainability as well being enacted organisationally through systems, structures and processes.

This policy seeks to address this collective impact; to equip our young people to *'be the change of the future'* and to ensure we are as environmentally sustainable an organisation as possible, as one of our core ambitions in the OCL One Plan. It applies to all our organisational activities, our people and those working with us or on our behalf.

Checklist

- Our environmental aims and approach are underpinned by the Oasis Vision, Ethos and 9 Habits.
- We aim to ensure a sustainable future by being climate considerate, nature hopeful and self-controlled consumers.
- We will provide quality education to raise environmental awareness and equip our people in building a sustainable world.
- We will ensure proactive governance to manage risk, improve performance and be resilient.
- We will form responsible partnerships to continually develop thinking and accelerate progress towards shared goals.
- We will undertake community engagement and action to be a force for good in society.
- We will report on and communicate our environmental performance internally and externally.
- We will train those with specific responsibilities adequately and raise awareness amongst all staff and supply chain of our environmental approach.

Our environmental aims

OCL aims to ensure a sustainable future through three core commitments:

Climate considerate; taking action on energy and carbon to become net zero

We are committed to reducing our direct emissions significantly, making energy efficiencies and renewable sources our priority and eventually offsetting residual emissions where we are unable to completely eliminate. We will reduce our indirect emissions by working closely with our supply chain especially long-term partnerships and by embedding environmental sustainability throughout our curriculum.

Nature hopeful; being stewards of biodiversity, water, and air to enhance the natural world

We are committed to helping restore nature and encouraging it to flourish in our outdoor spaces no matter how big or small. By creating and educating about healthy ecosystems we will improve the health and wellbeing of our staff, students and local communities whilst preventing pollution and supporting our estates to be resilient to the changing climate.

Self-controlled consumers; acting responsibly regarding waste to use resources sustainably

We are committed to evolving to a circular economy where resources are truly valued. They are sourced, produced, used, and disposed of sustainably, and as consumers, we are making conscious choices through education to achieve this. We will consider



whole life-cycles, from the food we serve to the academies we build, so that efficiency is optimised, and waste avoided.

Our approach

As an educational organisation that works in partnership with many others, we are ideally placed to deliver our environmental sustainability commitments through:

Quality education to raise environmental awareness and equip our people in building a sustainable world

We will engage with our students, staff and Oasis hubs about the global goals as well as local environmental issues, empowering and supporting them with the competence and skills to be able to make informed decisions around living sustainably. Together we will ensure we each know our role in helping to embed change, provide local opportunities to connect to the world around us and encourage the development of knowledge, passion and character to secure future employment in green careers.

Proactive governance to manage risk, improve performance and be resilient

We will develop and operate an Environmental Management System (EMS) (aligning to the principles of ISO14001) to guarantee compliance with legislation and reporting commitments, manage risks and adopt best practice standards. By regularly reviewing our performance, engaging with others in the education sector and leading networks we aim for continual improvement whilst under a difficult operating environment.

Responsible partnerships to continually develop thinking and accelerate progress towards shared goals

We will embody the Oasis 9 Habits to lead honest and necessary conversations around environmental sustainability with our supply chain partners and work together to develop action plans. By understanding our key impacts and opportunities, we will target suppliers and contracts where we can achieve the most significant positive impact towards both our and their sustainability targets. This will include challenge and standing firm in holding each other to account to stay true to our commitments. We will seek out innovations and not be afraid to try new ways of working that take us closer to our goals.

Community engagement and action to be a force for good in society

We will continue to live the 9 Habits and enable the Oasis ethos to thrive through our environmental sustainability programme. Caring for the environment is so closely connected to inclusion, justice and privilege, therefore we will ensure our approach is holistic, dynamic and guided by the underpinning beliefs and ethos of Oasis as well as the global goals. By seeking and listening to the views of our people we can grow our



influence on society far beyond the gates of our academies and the school life of our students.

Responsibilities

All OCL staff and contractors have a responsibility to be aware of and follow this policy. There shall be specific operational procedures that sit beneath it to provide detailed action plans with named roles and responsibilities that allow us to control our environmental impact.

The National Environmental and Sustainability Manager shall manage implementation of the policy and monitor and report on performance, whilst the Environmental Sustainability Steering Group shall provide strategic oversight.

The Executive Finance Committee shall ensure that suitable resources are provided to support compliance with this policy and the wider EMS.

Ongoing environmental sustainability and EMS performance will be assessed by the National Environmental and Sustainability Manager and reported via quarterly Finance scorecards to the Board. Performance will also be shared regularly with the Environmental Sustainability Steering Group, the Eco Champions and communicated to wider OCL/external sources as necessary.

Training requirements

Appropriate training will be made available to those with specific responsibilities (as above section). All staff will be given basic awareness training.

Statutory requirements

Environmental legal and reporting requirements are detailed in the EMS Legal Register which will be made available on the Environmental Sustainability National Portal.

OCL will review this policy annually or more frequently subject to legal or regulatory updates or if internal changes require it.

RACI Matrix

R: Responsible A: Accountable C: Consulted I: Informed

Policy Element	Leadership						Academy			National			Individuals			
	Board	OCL CEO	OCL COO	Executive Finance Committee	National Curriculum leads	Regional Directors	Academy Principal	Eco Champions	Other academy staff	Environmental Sustainability Steering Group	Learning & Development	Other national functions*	National Environmental & Sustainability Manager	National Procurement Manager	*further detail on other national functions	
Setting and reviewing our environmental aims		I	C	I	I		I	C		A	I		R			
Developing and maintaining the EMS	I		A					C		R		R	R			Property & Estates, Comms, others as named in procedures
Environmental sustainability in the curriculum		A	I		R		R	I		I			C			
Aligning and meeting sustainability objectives in our supply chain	I		A					I		C		I	R	R		Any contract managers
Performance reporting	I	I	A	I		I	I	I		C		I	R	R		
Communication of the policy	I	I	I	I	I	I	I	I	I	C		R	A			Comms team
Training requirements			I			C	C	C	I	A	C	I	R			As applicable to training
Statutory requirements (legal register)	I	I	A							C		I	R			As applicable in legislation

Document Control

Changes History

Version	Date	Owned and amended by	Recipients	Purpose
0.1	May 2023	National Environmental and Sustainability Manager	Environmental Sustainability Steering Group	Initial draft
0.2	June 2023	National Environmental and Sustainability Manager	Environmental Sustainability Steering Group (ESSG) Sarah Graham Wider teams as shared by the ESSG	Re-draft after initial ESSG feedback
0.3	June 2023	National Environmental and Sustainability Manager	National Directors group	Re-draft after Sarah Graham feedback and updated RACI
0.4	October 2023	National Environmental and Sustainability Manager	National Directors Group	Re-draft after feedback from Jill Rowe/David Bailey
0.4	March 2025	National Environmental and Sustainability Manager	Compliance, Policy and Legal Directorate	For upload

Policy Tier

- Tier 1
- Tier 2
- Tier 3
- Tier 4

Owner

Jessica Marshall, National Environmental and Sustainability Manager

Contact in case of query

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Approvals

This document requires the following approvals.

Name	Position	Date Approved	Version
Environmental Sustainability Steering Group		June 2023	0.3
National Directors' group		November 2023	0.4

Position with the Unions

Does the policy or changes to the policy require consultation with the National Unions under our recognition agreement?

- Yes
- No

Location

Tick all that apply:

Environmental Sustainability Policy
V0.4
Jessica Marshall/March 2025

- OCL website
- Academy website
- Policy portal
- Other: state

Customisation

- OCL policy
- OCL with an attachment for each academy to complete regarding local arrangements
- Academy policy
- Policy is included in principals’ annual compliance declaration

Distribution

This document has been distributed to:

Name	Position	Date	Version
Environmental Sustainability Steering Group including CEO			