

ENVIRONMENTAL SUSTAINABILITY POLICY

September 2026



SCOPE

This Policy applies to the environmental impacts arising from activities under the control of Harrow School, including the management and development of its estate, the use of energy and natural resources, travel, procurement, waste, teaching and learning, and engagement with the wider School community.

It applies to all employees and pupils. Contractors, suppliers and other parties working on behalf of the School are expected to support its objectives where relevant through contractual and procurement arrangements.

OBJECTIVES

The School aims to:

- understand and manage its significant environmental impacts;
- comply with applicable environmental legislation, regulatory requirements and other obligations adopted by the School;
- use energy, water, materials and other resources efficiently and reduce avoidable waste and emissions;
- protect and, where practicable, enhance biodiversity and the local environment;
- embed environmental sustainability within decision-making, education and the everyday life of the School; and
- achieve continual improvement through proportionate objectives, measurement and review.

POLICY FRAMEWORK

This Policy provides the overarching framework for the School's Environmental Sustainability Strategy and associated action plans. The Strategy establishes the School's strategic aims, priorities and measurable objectives and is reviewed and updated as required.

The School will have regard to relevant environmental legislation and recognised good practice. Its environmental management arrangements will be proportionate to its activities and informed, where appropriate, by the principles of ISO 14001.

POLICY COMMITMENTS

Carbon and energy

The School will seek to reduce energy consumption and greenhouse gas emissions through effective monitoring, improved operational control, behavioural change, investment in energy efficiency and the proportionate adoption of lower-carbon technologies. Estate investment decisions will consider whole-life energy performance and the School's longer-term carbon objectives.

Water, resources and waste

The School will manage water responsibly and seek to reduce avoidable consumption. It will apply the waste hierarchy by preventing waste where practicable, promoting reuse and recycling, and ensuring that residual and hazardous waste is handled and disposed of responsibly.

Travel and transport

The School will promote lower-carbon travel choices and seek to reduce avoidable single-occupancy vehicle journeys associated with its activities. The environmental impact of the School vehicle fleet and business travel will be considered when operational and investment decisions are made.

Estate, biodiversity and pollution prevention

The School will manage, maintain and develop its estate in a manner that avoids or minimises adverse environmental impacts, respects its historic setting and, where practicable, enhances biodiversity and the local environment. Appropriate controls will be maintained to prevent pollution and manage environmentally harmful substances, materials and processes.

Procurement and partnerships

Environmental and relevant social considerations will be incorporated proportionately into procurement and contract management. The School will seek opportunities to work with suppliers, local organisations, partner schools and other stakeholders to improve environmental outcomes.

Education and engagement

The School will promote sustainability literacy through teaching, learning and wider educational opportunities. Staff and pupils will be encouraged to understand the environmental consequences of their activities and contribute to improvement initiatives.

ROLES AND RESPONSIBILITIES

Senior Management

Senior Management is responsible for approving the School's strategic direction, ensuring that appropriate governance and resources are in place, and considering material environmental risks, opportunities and performance.

Director of Operations & Facilities

The Director of Operations & Facilities is the owner of this Policy and leads the operational elements of the Environmental Sustainability Strategy, including the environmental impact of the estate and carbon reduction. They coordinate environmental management arrangements, supports the development of objectives and action plans, and reports material progress and concerns through the appropriate governance structure.

Head of Sustainability Education

The Head of Sustainability Education leads the teaching and learning elements of the Environmental Sustainability Strategy and promotes sustainability literacy and pupil engagement across the School.

Environmental Committee

The Environmental Committee provides oversight of the School's environmental sustainability arrangements, monitors progress against the Strategy and recommends priorities or corrective action where required.

Environmental Management Working Group

The Environmental Management Working Group coordinates operational delivery across relevant departments, supports the collection and review of performance information, and reports progress and emerging issues to the Environmental Committee.

Sustainability Action Group

The Sustainability Action Group supports staff and pupil engagement, promotes sustainability initiatives and provides feedback on environmental priorities and performance.

Heads of Department, budget holders and project leads

Those responsible for departments, budgets, contracts and projects must consider relevant environmental impacts in their decisions, implement agreed actions and controls, and provide information required for monitoring and reporting.

Staff and pupils

All members of the School community are expected to support this Policy, use resources responsibly, follow relevant environmental arrangements and report environmental concerns or opportunities for improvement through appropriate channels.

IMPLEMENTATION, MONITORING AND REPORTING

The Environmental Sustainability Strategy and associated action plans will translate this Policy into proportionate objectives, targets and programmes of work. Priorities will reflect the significance of environmental impacts, legal and regulatory obligations, available evidence, operational need and the resources reasonably available to the School.

Performance will be assessed using appropriate baselines, measures and other evidence. Progress against the Strategy will be reviewed at least annually by the Environmental Management Working Group and Environmental Committee, with material risks, significant underperformance and resource requirements escalated through the School's governance arrangements.

Environmental objectives and action plans may be updated without requiring amendment of this Policy, provided that they remain consistent with its purpose and commitments.

POLICY REVIEW

This Policy will be reviewed every two years, or sooner where required by material changes in legislation, recognised standards, School strategy or operations. The Environmental Sustainability Strategy and its action plans may be reviewed more frequently to reflect progress, changing priorities and available evidence.

Electronic copies are available via the School's intranet.