

THE LHAA LBTA ENVIRONMENTAL AND SUSTAINABILITY POLICY

Introduction

The LHAA & LBTA seeks excellence in every aspect of our work and is committed to minimising the environmental and sustainable impact of our business operations whilst maintaining the core values of respect, responsibility and customer first; in order to achieve economic success whilst improving environmental performance, personal wellbeing and strong links in the community.

We are committed to sustainable development as a guiding principle within our work. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

Core principles

The LHAA & LBTA commitment is to:

- Promote environmental awareness and responsibility amongst all staff and learners.
- Continuously improve our environmental performance and integrate recognised environmental management best practice into our business operations.
- Manage waste generated across the Academy according to the principles of reduce, re-use and recycle.
- Ensure environmental issues, including climate change and life cycle cost of goods are taken into account in the procurement of goods and services.
- Monitor the effectiveness the issues of providing access for all, as well as reducing the impact of travel.
- Examine ways to reduce the consumption of energy and water and encourage energy efficient practices reducing the impact the Academy has on the environment and level of carbon emissions currently produced.

Responsibilities

The implementation of this policy will be the responsibility of the Senior Management Team. The group will meet as required, and will include relevant staff, and student members. The group will develop a continuous plan for improving environmental performance, with measurable indicators where possible.

The LHAA will assess the environmental impacts of our operations and set objectives and targets in order to improve our environmental performance. We will regularly review these targets.

We will:

- Promote responsibility for the environment within the organisation and communicate and implement this policy at all levels within the workforce
- Reduce the use of energy, water and other resources
- Minimise waste by reduction, re-use and recycling methods

- Comply with all relevant environmental legislation/regulation
- Ensure that our policies and services are developed in a way that is complimentary to this policy; not prioritise funding needs ahead of sustainability requirements
- Encourage all charities to commit to the sustainable development attitude
- Identify and provide appropriate training, advice and information for staff and encourage them to develop new ideas and initiatives
- Provide appropriate resources to meet the commitments of this policy
- Promote and encourage involvement in local environmental initiatives/schemes

Context of this policy is:

To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.

To integrate sustainability considerations into all our business decisions ensuring that all staff are fully aware of the LHAA Environmental and Sustainability Policy and are committed to implementing and improving it.

To minimise the impact on sustainability of all office and transportation activities informing our clients and suppliers aware of the Environmental and Sustainability Policy, and encourage them to adopt sound sustainable management practices.

To review, annually report, and to continually strive to improve our sustainability performance.

For example:

1. Travel & Meetings

To advise our staff to walk, cycle and/or use public transport to attend meetings, apart from in exceptional circumstances where the alternatives are impractical and/or cost prohibitive.

To avoid physically travelling to meetings etc., where alternatives are available and practical, such as using teleconferencing, video conferencing or webcams, and efficient timing of meetings to avoid multiple trips. These options are also often more time efficient, while not sacrificing the benefits of regular contact with salons/clients and partners.

To reduce the need to travel to meetings and elsewhere, and to facilitate regular salons/clients contact, we will provide a webcam to clients free of charge where appropriate.

To reduce the need for our staff to travel by supporting alternative working arrangements, including home working etc., and promote the use of public transport by locating our offices in accessible locations.

2. Purchase of Equipment and Consumption of Resources

To minimise our use of paper and other office consumables, for example by double-siding all paper used, and identifying opportunities to reduce waste.

As far as possible arrange for the reuse or recycling of office waste, including paper, computer supplies and redundant equipment.

To reduce the energy consumption of office equipment by purchasing energy efficient equipment and good housekeeping.

Seek to purchase electricity from a supplier committed to renewable energy.

Seek to maximise the proportion from renewable energy sources, whilst also supporting investment in new renewable energy schemes.

To ensure that timber furniture, and any other timber products are recycled or from well-managed, WITH sustainable sources.

3. Working Practices and Advice to Clients

To ensure that all employees take account of sustainability issues in their advice to salons/clients.

To include a copy of our Environmental and Sustainability Policy in all our proposals to salons/clients.