

SUSTAINABILITY AND ENVIRONMENTAL POLICY

Grŵp Llandrillo Menai was formed in April 2012 following the merger between Coleg Llandrillo, Coleg Menai and Coleg Meirion Dwyfor. The Grŵp has sites in Conwy, Denbighshire, Gwynedd and Ynys Môn with provision at a large number of community based venues. The Grŵp provides a wide range of education and training, both full and part-time, at Further and Higher Education levels and has approximately 1,520 staff and attracts about 17,730 students.

The Grŵp Policy is to support the creation of a sustainable Wales by embedding sustainability at the heart of everything we do.

To achieve this the Grŵp has committed to delivering an Environmental Sustainability Framework that works across: Grŵp Operations, Learners and their Curriculums and Developing Employers and Communities.

Objectives of the Policy:

To make sustainability, environmental best practice and global citizenship part of every aspect of College life.

To ensure compliance with all relevant legislation, compliance obligations and to adopt policies which will contribute to a sustainable future.

To ensure the development and adoption of an environmental management system which prevents pollution and supports continual improvement in the College's environmental performance.

To promote awareness of energy and water use amongst all members of the College and to improve the efficiency in use of these resources.

To reduce the consumption of materials where possible and to extend the life of materials where practicable.

To recycle or re-use materials where possible and to dispose of waste in the most environmentally friendly way.

To ensure that the College has a minimal negative effect on the local environment and makes a positive contribution to the local community and its environment.

To ensure that all students and College staff are aware of environmental issues and to provide a range of courses and training in relevant topics.

To ensure that all staff and students are aware of the environmental impacts of transport and to encourage the use of alternative forms of transport.

To monitor progress on a regular basis to identify areas for improvement.

Signed



DAFYDD EVANS
Chief Executive

Equality Impact Assessment			
Assessment completed by:	Gwennan Richards	Dated:	31/10/22
Assessment approved by:		Dated:	
Consideration	Response	Special requirements / controls	
Which protected groups might be disadvantaged by the policy/process?	It is not considered that the policy will have any negative impact on protected group(s) as it offers more opportunities for all staff & learners..	NONE	
Which protected groups might benefit from the policy/process?	Employees across all the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation) may benefit from this policy.	NONE	
Does the policy advance equality and foster good relations?	The policy applies to all employees, regardless of protected characteristics. As such the policy seeks to ensure equality of opportunity in its application.	NONE	
Could any part of the process discriminate unlawfully?	The policy has been developed to ensure that any potential unlawful discrimination has been eliminated. Implementation of the policy will be monitored and action will be taken should there be any concerns related to discrimination.	NONE	
Are there any other policies that need to change to support the effectiveness of this one?	No.	NONE	

Welsh Language Impact Assessment			
Assessment completed by:	Gwennan Richards	Dated:	31/10/22
Assessment approved by:		Dated:	
Consideration	Response	Special requirements / controls	
What positive effects will the implementation of the policy or procedure have on the use of Welsh language?	This policy will encourage all staff to consider GLLM as an environmentally responsible employer. All promotional activities referred to in this policy will be bilingual.	The policy will ensure that all students and College staff are aware of environmental issues and commits the Grŵp to providing a range of courses and training in relevant topics. The Grŵp will need to ensure that staff and learners have the option to attend Welsh/bilingual versions of these training events and courses.	
What negative effects will the implementation of the policy or procedure have on the use of Welsh language?	No perceived negative effects.	NONE	
Are there sufficient Welsh speaking staff available to implement the policy or procedure? If not, what steps will be taken to ensure that sufficient staff are available, and by when?	This Policy is owned by all staff & learners and is managed by a cross section of bilingual staff.	NONE	
Does the policy or procedure comply with Grŵp Llandrillo Menai Welsh Language Scheme / Language Strategy?	Yes	NONE	

Sustainability Impact Assessment			
Assessment completed by:	Lisa Fowle	Dated:	04/11/2022
Assessment approved by:		Dated:	
Consideration	Response	Special requirements / controls	
How will this policy impact upon the Grŵp's sustainability strategy?	This policy will support sustainability as a key legal document.	NONE	