Sustainability Policy

Introduction

At Celtic English Academy we are committed to environmental sustainability.

We have a duty of care to our students, their wellbeing and futures as English speakers, but we also care about our environment, the future of our school and our world, so that generations to come will be able to have the same opportunities that we can offer to our students today.

Why this policy exists

Celtic English Academy recognises the importance of the role it has to play in environmental stewardship and in promoting principles of sustainability in its business activities. This policy exists to inform employees of the company's responsibilities and underpin procedures and requests management may ask staff to adhere to in order to make Celtic English Academy a more sustainable business.

Responsibilities

Celtic English Academy will:

- Manage and control its environmental risks in a sustainable manner by complying with relevant legislation and adopting, where appropriate, best practice
- Endeavour to integrate the principles of sustainability into its strategies, policies and procedures • Aim to promote and adopt sustainable initiatives and encourage its staff and students to follow in this manner

Celtic will strive to do the following in a sustainable manner:

- Maximise energy efficiency and use of renewable resources
- Minimise waste generation and facilitate repair, reuse and recycling over disposal of wastes
- Promote sustainable travel to and from Celtic English Academy
- Promote continual improvement in maintenance practices and establish sustainability guidelines for internal and external design teams and contractors working on new build and refurbishment projects

When working with external authorities and bodies Celtic will:

- Develop good working relationships with all relevant external authorities
- Develop links with appropriate environmental bodies and associations
- Report any incidents as required

Regarding the development of managers and staff, Celtic will:

- Provide appropriate training and/or information to staff as required
- Encourage initiatives volunteered by any member of staff
- Create a space for sustainability focus groups cross-departmentally
- Add sustainability as an item on quarterly management and board meetings

Current activities

Celtic English Academy is continuing its commitment to the environment, which is very important to us as an

organisation and is also valued by the people we employ and others we engage with.

We occupy three Victorian buildings that have been adapted for educational and office use. We try to make the best use of natural light and energy saving practices. We are committed to the reduction of our carbon footprint and minimising our impact, as a company, on the environment.

Our current sustainability measures include, but are not limited to:

- Recycling all paper and cardboard.
- Recycling our plastic water cups and encouraging staff and students to bring reusable water bottles.
- Reusing textbooks, DVDs and resources.
- Reusing furniture, fixtures and fittings to minimise waste.
- Turning off the lights when a room is unoccupied.
- Turning off the plugs and not leaving technologies on standby.
- Using 100% energy supply from renewable resources for gas and electricity.
- Using recyclable paper.
- Using double-sided printing wherever possible.
- Using digital teaching materials wherever possible and encourage students to bring their own devices
- Recycling our printer and toner cartridges.
- Recycling any redundant electrical equipment.
- Buying office supplies and classroom stationary in bulk online to reduce multiple driving journeys.
- Providing reusable canvas bags for students as merchandise to promote ‘bag-for-life’ use day to day.
- Planting wildflowers and hanging baskets outside the buildings to bring nature into the city space.
- Encouraging staff to walk, cycle or take public transport to work, where possible
- Encouraging students to walk, cycle or take public transport from their homestays/residence by providing city maps and information about bus routes.
- Providing 10 bike rack spaces for staff or student use, with CCTV installed over the spaces.
- Including information about the Cycle to Work scheme in staff inductions and the Employee Handbook.
- Encouraging staff to use the city bike rentals and actively showing students how to use them during social activities e.g., to set up the bike hire app.
- Promoting agile working, to allow hybrid home-office working where possible in job roles.
- Promoting charitable activity days, that can include fundraising and awareness raising for sustainability.
- Assessing whether local or international travel is required for business meetings or if they can be effectively conducted via video calls.
- Being carbon-aware when deciding on methods of travel for business trips by one, or multiple staff.
- Carbon off-setting all international flights in full.
- Offering online courses at different levels, where possible, to allow students to join Celtic English Academy classes from their home country.
- Offering sustainability education in our English language teaching (more information below).
- Including special dietary requirements inclusive in all homestay accommodation pricing to allow for increased preference-based diets e.g., vegan, vegetarian, that are not limited to allergies only.
- Planning for a water filtration system built into the mains rather than bottled canisters.
- Working with the Welsh Government Business Wales team to continuously develop our sustainability plans through our Green Growth Pledge.

Curriculum

Celtic English Academy takes its responsibility as an education provider seriously. Students come to learn the

English language but through the curriculum, class discussions and meeting people from different countries, learning extends beyond simply language.

Teachers are encouraged to consider topics of sustainability and global citizenship throughout their teaching.

For adult students there is the choice of taking the **Global Citizenship English** course which comprises of General English with the **AFS Global Competence Certificate.**

For junior students, summer programmes or year-round groups, the curriculum includes topics on the **United Nations Sustainable Development Goals** and has been designed in-house.

Resources
https://eltfootprint.home.blog/
https://sdgs.un.org/goals
https://www.carbontrust.com/resources/guides/carbon-footprinting-and-reporting/carbon-footprinting/

Celtic
English
Academy

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