

Cubitt Education Ltd – Sustainability and Environmental Policy

Policy Owner: Cubitt Education Ltd

Approved by: Sadie Walters

Date: 06.08.2025

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1. Policy Statement

Cubitt Education Ltd is committed to minimising our environmental impact and embedding sustainability into our operations, teaching, and training provision. We recognise our responsibility to contribute to the UK's environmental goals, including the Net Zero by 2050 target, and to promote sustainable practices among our learners, staff, and partners.

We will integrate sustainability principles into our decision-making, resource use, and service delivery to support a more sustainable future.

2. Purpose

This policy aims to:

- Reduce the environmental impact of our operations.
- Embed sustainability awareness and practices into our training delivery.
- Comply with environmental legislation and best practice standards.
- Encourage staff, learners, and stakeholders to adopt environmentally responsible behaviours.

3. Scope

This policy applies to:

- All staff, contractors, and learners of Cubitt Education Ltd.
- All operational activities, including training delivery (face-to-face and online), office administration, events, and corporate workshops.

4. Environmental and Sustainability Commitments

4.1 Resource Efficiency

- Reduce paper use through digital-first communication and e-learning materials.
- Print only when necessary, using recycled paper and double-sided printing where possible.
- Promote the use of recycled and sustainable materials in training and office supplies.

4.2 Energy and Carbon Reduction

- Minimise energy use in offices by switching off equipment when not in use and using energy-efficient lighting and appliances.
- Reduce travel by promoting virtual meetings, remote delivery, and local delivery where possible.
- Offset unavoidable carbon emissions through credible carbon offset schemes.

4.3 Waste Management

- Recycle paper, plastics, and other materials in all office and training locations.
- Dispose of e-waste responsibly through licensed recycling providers.
- Reduce single-use items in favour of reusable alternatives.

4.4 Sustainable Procurement

- Choose suppliers and partners who demonstrate environmental responsibility.
- Consider sustainability credentials when sourcing products and services.

4.5 Training and Awareness

- Integrate sustainability topics into relevant training programmes, especially those linked to Corporate Social Responsibility (CSR) and environmental awareness.
- Provide CPD opportunities for staff on sustainable practices.

5. Compliance and Legislation

Cubitt Education Ltd will comply with all relevant environmental laws and regulations, including but not limited to:

- Environmental Protection Act 1990
- Waste (England and Wales) Regulations 2011
- Climate Change Act 2008

- The UK Government's Net Zero Strategy

6. Roles and Responsibilities

Managing Director:

- Overall responsibility for implementing and reviewing the policy.

Staff and Trainers:

- Follow sustainable working practices in their roles.
- Encourage learners to adopt sustainable approaches.

Learners:

- Participate in sustainability initiatives during training.
- Respect environmental guidelines in learning venues.

7. Monitoring and Review

- Sustainability performance will be reviewed annually as part of our Quality Improvement Plan (QIP).
- New initiatives and targets will be set to further reduce environmental impact.
- Feedback from staff, learners, and partners will inform improvements.

8. Related Policies

- Corporate Social Responsibility Policy
- Health and Safety Policy
- Equality, Diversity & Inclusion Policy

Document Control

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