National Star
Realising the aspirations of people with disabilities

Senior Manager Responsible	Reviewed by	Approved by	Date Approved	Next Review Date
Deputy Chief Executive	E Hodgin	Board of Trustees	24.02.26	**Feb 29**

Working with National Star
Sustainability Policy (England)

1. About this Policy

1.1 National Star acknowledges the importance of being responsible, sustainable, and ethical in order to meet the needs of the present and leave a better environment for future generations. We believe this can be achieved through the skills and knowledge that our learners, residents and colleagues acquire and put into practice, through business and community engagement, and through our own strategies and operations.

1.2 In line with the charity's values National Star is committed to the advancing sustainable practice in all aspects of its activities and services, and to raising awareness of its sustainability policy among all colleagues, learners, residents, and stakeholders. The organisation is aware that future development and land usage should complement this and will work in cooperation with relevant authorities to this end.

1.3 The Deputy Chief Executive has ultimate responsibility for the environmental performance of the organisation.

1.4 All colleagues, learners and residents have a responsibility in delivering this policy. Colleagues requiring support with any aspect of this policy should in the first instance contact the Sustainability Lead.

2. Scope

2.1 This policy applies to all activity undertaken directly by the organisation.

3. Policy Statement

The organisation will:

3.1 Comply with all applicable legal and other requirements to which the organisation subscribes.

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3.2 Set and communicate clear quantifiable environmental objectives and targets.

3.3 Put in place appropriate controls to prevent pollution.

3.4 Provide all learners with the opportunity to raise their awareness of sustainability issues by supporting sustainability-related curricular and extracurricular activities.

3.5 Promote an ethos of environmental responsibility for National Star residents developing sustainability consciousness.

3.6 Develop a carbon management plan setting out the route to net zero.

3.7 Encourage the adoption of sustainable travel practices by colleagues, learners, residents and stakeholders.

3.8 Reduce the environmental impact of the organisation through conservation of its material resources and sustainable procurement practices.

3.9 Put in place measures to promote reduction, re-use and recycling of waste.

3.10 Ensure the Procurement Policy contains requirements for Sustainable Procurement to encourage improvements in the environmental performance of suppliers, goods, and services.

3.11 Ensure new building developments consider sustainable construction principles.

3.12 Take positive action to promote biodiversity on sites that the organisation manages or owns.

3.13 Engage with stakeholders such as fellow education providers, environmental and wildlife charities and the wider community to promote environmental best practice and seek collaborative opportunities to facilitate developments in this area.

3.14 Ensure that the Sustainability Policy is communicated to all students and individuals working for or on behalf of the organisation and to provide training and awareness for staff and learners where appropriate.

3.15 Provide information regarding the organisation’s environmental performance to colleagues, learners, residents and stakeholders.

3.16 Ensure that the Sustainability Policy is reviewed every three years, documented, implemented, and maintained to ensure continual improvement.

3.17 Support the delivery of the organisation’s Corporate Responsibility objectives.

3.18 Encourage sites, where the organisation operates in partnership with other organisations, to adopt a policy in accordance with the commitments laid out within this Policy.

4. Relationship with other policies

- Procurement policy

5. Review

5.1 Review every three years.