



Henshaws Sustainability Pledge

At Henshaws, we are committed to creating a sustainable future through our environmental policies, practices, and everyday actions. We recognise our responsibility to protect the environment for our staff, service users, Artmakers, communities, and future generations.

We believe that everyone has the right to an independent and fulfilling life. Through our support, advice, and training, we help people and their families build skills, develop confidence, support one another, and look forward to a positive future. We believe this also means protecting and improving the future of our environment.

Our sustainability commitments reflect our core values of **Ambition, Respect, and Empower**.

Ambition

We are committed to driving positive environmental change across the charity and continuously improving the way we work.

- We will provide training to increase environmental awareness across the organisation.
- We will review our curriculum, teaching, and learning to ensure sustainability is embedded throughout the charity.
- We will include climate responsibility within staff training and development.
- We will embed sustainability into our policies, procedures, and decision-making.
- We will review our transport strategy to support more sustainable travel and reduce environmental impact.
- We will continue improving the sustainability of our estates and buildings across all sites.
- We will use data from our ESOS Energy Report to reduce energy consumption and improve efficiency.
- We will ensure our technology strategy supports sustainability through reduced paper use and environmentally responsible equipment.
- We will develop sustainability objectives and action plans across all areas of the charity.
- We will establish and maintain a cross-charity Sustainability Strategic Board to support continual improvement.
- We will seek opportunities for funding and partnerships that help us achieve our environmental goals.



Respect

We recognise that sustainability is a shared responsibility, and we will work respectfully with our communities, partners, and the environment.

- We will work collaboratively with local partners, groups, and organisations to share learning and strengthen our communities.
- We will ensure staff, service users, and stakeholders are informed and involved in our sustainability journey.
- We will participate in local sustainability initiatives and networks.
- We will ensure our procurement processes consider environmental impact and sustainable practices.
- We will work with suppliers and contractors who are committed to sustainability.
- We will support national and local environmental and community initiatives, including charities and organisations that share our values.
- We will align our work with the United Nations Sustainable Development Goals and make them meaningful within our local communities.
- We will encourage sustainable practices in the planning of events, activities, and day-to-day operations.
- We will continue to develop hybrid and flexible working practices that support environmental benefits.

Empower

We will create opportunities for everyone to contribute to a more sustainable future and ensure people feel able to make a difference.

- We will listen to and involve service users, staff, and families in shaping our environmental actions and priorities.
- We will inspire and support people to make sustainable choices both within Henshaws and at home.
- We will provide facilities and resources that enable everyone to participate in reducing waste, increasing recycling, and protecting the environment.
- We will develop plans to increase access to electric vehicle charging points across our sites.
- We will ensure leadership teams, Trustees, and Governors champion and support our sustainability commitments.



- We will maintain succession planning and staff engagement to ensure sustainability remains embedded throughout the organisation for the future.

Together, we are committed to creating a more sustainable, inclusive, and positive future for everyone.

Henshaws pledge also includes:

We will work towards gaining a Green Gown or AoC Beacon Award

<https://www.greengownawards.org/green-gown-awards-uk-ireland>

<https://www.collegeawards.co.uk/beacon-awards>

We will use the Sustainability Leadership Scorecard to monitor our ongoing improvements

https://www.eauc.org.uk/sustainability_leadership_scorecard

We will sign and join the Race to Zero to be net zero by 2030

<https://www.educationracetozero.org/home>

We will follow the Climate Action Roadmap for FE colleges and ensure this is developed across the whole charity https://www.eauc.org.uk/fe_roadmap