



## Sustainability Management Policy

Ushaw is committed to improving its environmental performance, by identifying and managing its environmental impacts; delivering value for the community; helping to ensure longevity; reducing running costs and to consider the environmental behaviour of our Partnerships.

We will aim to balance our environmental initiatives with the commercial/business imperatives of the Charity.

### Priorities colour code:

Already in Progress/ Immediate Action   Introduce ASAP   Aims Going Forward

### Key Objectives:

#### 1. To protect the environment from the potential impact of Ushaw's activities

- a. Membership/ Follow appropriate green enterprises to seek advice on eco-friendly initiatives across the site and outdoor areas to help improve our carbon footprint, welcome wildlife, and look after our surroundings as best as possible
- b. Leave certain areas set aside to encourage wildlife
- c. Consider the 'No Mow May' initiative
- d. Invest in further pollinator planting species
- e. Plant trees and hedging - aim to use plastic-free/ biodegradable tree covers and weed mats for any new planting
- f. No cutting back of hedging/ shrubs during nesting season (officially Feb to August)

#### 2. To increase the awareness of environmental issues within Ushaw and encourage colleagues and customers to contribute positively to the protection of the environment

- a. Monthly Sustainability Focus Group sessions to highlight/ discuss feedback
  - b. Highlight/ promote planting and wildlife schemes
  - c. Highlight/ promote local growers/ suppliers; organic/ free-range products plus Fairtrade options
  - d. Use recyclable materials and environmentally friendly products for educational and family craft sessions
- 3. To establish a Sustainability /Environmental Management Plan (EMP) that will allow the Trustees to significantly contribute to sustainable development**
- a. Focus group to feed into agenda for discussion
- 4. To operate within the limits of the Sustainability/ Environmental Management Plan while achieving defined objectives and demonstrating a commitment to continual improvement**
- a. Approved
- 5. To ensure the most efficient use of energy, water, and material resources and invest in technology to conserve resources where viable**
- a. *Energy:* Investigate Green Energy options - check out tariffs  
Switch off appliances when not in use - ensure residents are aware of this rule (include in new contract)
  - b. Choose energy-efficient alternatives when purchasing or leasing new equipment and appliances
  - c. Minimise temperature leakages via good draught seals, insulation, and keeping doors closed
  - d. Solar power options - any small-scale projects we can introduce?
  - e. *Water:* Invest in toilet Water Hippo (save 2-3 litres of water per flush)
  - f. Install a rainwater tank and grey-water collection system for use in the gardens
  - g. Water collection for composting
- 6. To minimise waste production, recycle waste where practicable, and dispose of remaining wastes through safe and appropriate methods**
- a. Identify waste streams

- b. Catering: Provide staff and volunteers with re-usable bottles (or ask them to bring their own) provide/sell reusable bottles or cups to your customers
- c. Monitor to ensure staff and volunteers are using the refillable alternatives
- d. Reward customers and staff for bringing their reusable cups with discounts or other opportunities - educate staff and customers on alternatives
- e. Avoid single-use waste as much as possible - use recyclable straws; cups; catering; takeaway containers and packaging
- f. Wherever possible buy soft drinks in cans or glass bottles rather than plastic
- g. Provide at least 50% vegetarian and vegan options - consider a meat-free day
- h. Provide Recycle points across the whole site (each floor and outdoors) ensure all staff are trained to use the correct points
- i. Green waste is to be removed from the site and composted
- j. Investigate recycling options; food schemes - ie Refuse or similar
- k. Ask suppliers to avoid single-use waste products or products with excessive packaging (swap single-serve sauce packets for a condiment station)
- l. Prioritise catering that uses Fair Trade, Local, Seasonal, Carbon Neutral, and other sustainable food options
- m. *General Waste:* Partner with an organisation that collects old IT equipment and furniture; and redistributes these items to people in need
- n. Reduce the amount of waste produced by increasing the quantity of waste re-used and recycled
- o. Make sure chemicals and oil are responsibly thrown away and not just poured down drains - use 3rd Party contractor

**7. To incorporate the aims of sustainable development into purchasing activities, contract specifications, and construction projects**

- a. Aim to purchase FSA-accredited paper products
- b. Aim to purchase recycled/environmentally friendly toilet rolls and paper towels
- c. Aim to purchase environmentally-friendly (cruelty-free) cleaning and toiletry products
- d. Take bottles of water out of B&B rooms
- e. Help to drive economic growth through supporting job creation and facilitating opportunities for businesses that operate in the local community

- f. Provide information on walking, riding, and public transport routes to your business
- g. Prioritise catering that uses Fair Trade, local, seasonal, Carbon Neutral, and any other sustainable food option
- h. Ask caterers to avoid single-use waste products or products with excessive packaging (for example, swap single-serve sauce packets for a condiment station)
- i. Offer incentives to your customers for walking, riding, or car-pooling
- j. Purchase items that are made out of recycled material, are recyclable, reusable, or have a guarantee they are made to last
- k. Seek to purchase locally made products, where possible (low carbon miles)
- l. Purchase products with an environmental or social certification (e.g. Forest Stewardship Council (FSC), Fair Trade, or Carbon Neutral)
- m. Request any landscape/ other contractors to recycle as much as possible