**Purpose of this Policy**

JC Training & Consultancy has established links throughout the UK. JC Training & Consultancy provides quality training opportunities to working people aged 18+.

Through our dedicated training courses JC Training & Consultancy can teach the skills required by employers, or work closely with employers to meet specific training requirements.

Sustainable Development enables people to develop the knowledge, values and skills to participate in decisions about the way we do things individually and collectively, both locally and globally, that will improve the quality of life now without damaging the planet for the future.

**Commitment**

JC Training & Consultancy leadership is committed to ensuring the company ethos incorporates all the principles of sustainability.

JC Training & Consultancy recognise that to ensure our learners and staff are educated in issues related to sustainable development we need to plan for and embed sustainability into the curriculum and all aspects of work based learning.

**Leadership and Management**

Overall leadership and management of sustainability lies with Managing Director

**Sustainability Champion**

There is a Sustainability Champions in place to ensure that sustainability is embedded into the curriculum.

The Sustainability Champion will be allowed sufficient time to carry out their role. They are responsible for:

* Being the point of contact within the company for environmental issues
* Being involved in keeping the Environmental Policy up to date
* Being involved in making any environmental improvements
* Keeping aware of environmental issues
* Ensuring the Environmental Policy is being upheld
* Keeping Environmental Records
* To be involved in the annual Self-Assessment and undertake resulting actions as appropriate

**Communication.** The Champion will ensure that sustainability is discussed at team meetings. The MD will ensure that it is discussed at management and board meetings.

**Staff;** It is the responsibility of all staff to uphold the principles of sustainability to all learners, employers and outside organisations. Staff will always act in compliance with the Environmental Policy.Line Managers need to consider the member of staff’s implementation of these principles in their working life when completing one to ones and Personal Development Reviews.

**Learner Involvement**

Learners will be given information to educate them on the principles of sustainable development. They should embrace these principles and uphold them in their everyday life and at their own places of work.

**Environmental Policies and Procedures**

The Environmental Policy describes the responsibilities of all staff in improving environmental performance.

**Self-Assessment Report (SAR) and Action Plan**

The Champion is responsible for the completion of the SAR and the resulting action plan. These needs to be approved by MD, where necessary. The MD will compile the overall self-assessment and co-ordinate the sharing of best practice to ensure all are making good progress.

The Champion will monitor the progress of the action plan at quarterly support meetings, and will report back to the Senior Management Team and director with any immediate actions, resource or staff development requirements.

**Teaching and Learning**

All staff and learners must be made aware of sustainability and its principles during induction. This needs to be embedded throughout employment / training programme.The Champion is responsible for ensuring sustainability is embedded in the curriculum.

This will include the seven key themes:

* Identity and culture – recognising and respecting diverse views, values and beliefs and acknowledging their importance and shaping lives and communities e.g. equality and diversity
* The natural environment – recognising the wealth, diversity and value of natural environments and how these can affect, and be affected by the actions of human communities
* Wealth and poverty – recognising that all human beings have certain needs, but understanding that these needs are not met everywhere and in all societies. It is understanding that inequalities can seriously affect peoples’ lives, but our actions can make a difference in combating poverty e.g. Fair-trade, Making Poverty History
* Health – understanding the essential features of “good health” and recognising the impact of choices about health issues on the quality of life for all people e.g. healthy eating, food miles
* Climate change – recognising that climate can be affected by many factors and that climate change affects humans and other living things e.g. local and global issues
* Consumption and waste – Sustainability, understanding that some resources are finite and that managing these resources has implications for people’s lifestyles and business e.g. recycling
* Choices and decisions – developing respect for self and others, accepting responsibility for personal actions and participating in group decisions. Understanding how our actions have consequences for others e.g. anti-bullying, stereotyping, recycling

This will be embedded using the following methods. (It is the Champion’s responsibility to ensure that a range of methods are utilised. Sharing of good practice of these methods will take place).

**Apprenticeships**

* Essential Skills
* Workshops
* Information

 **Staff**

* Training and Development
* Team meetings
* Team building exercises
* Notice boards

**Community and Partnership**

It is the responsibility of the Champion to establish links with a range of organisations for the support and welfare of our learners and to develop opportunities for JC Training & Consultancy staff and learners to take part in community projects.

The Champion should focus on forming the following partnerships:

* Links to specialist organisations or networks whose mission is concerned with sustainable development
* Partnerships with community development organisations and networks; and
* Partnerships with third sector organisations which focus specifically on developing environmental awareness.

**Sustainability Policy Review and implementation**

This policy has been reviewed by a cross section of staff to ensure it is suitable and appropriate. It will continue to be reviewed in such a manner annually with the MD.