Sustainability and Environmental Policy

Version Control

1. Full Document Number:	SECPOL001
2. Version number:	3.0
3. Superseded version number:	2.0
4. Document owner job title:	Chair of Sustainability and Environment Committee
5. Department / function:	SEC
6. Approved by:	LSTM Executive
7. Date of approval:	25 June 2024
8. Next review date:	01 May 2027
9. Date of Equality Impact Assessment (assessment enclosed):	09 June 2024
10. Accessibility checked: Yes/no	Yes Use the Accessibility Checker in the Word Toolbar, or see Accessibility guide
11. Does this policy apply to LSTM Group (LSTM and subsidiaries?) Yes / no	Yes
12. All policies will be added to the LSTM website unless an exception is provided here	If there's an exception, provide a contact email address for the LSTM website
13. If this policy has been reviewed, has this resulted in a minor or major changes?	Minor
14. Does this policy ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business?	Yes

Always view the current version of the document via the Knowledge Exchange Policy Hub.

Modifications from previous version of document

Version	Date of issue	Details of modification
ESTPOL012 V1.0	31 July 2019	Ownership of policy changed to SEC. Additional context added to outline urgency of action Further actions added on communication, water consumption and disinvestment in extractive industries. Associated Action plan developed.
	24/06/2021	Reviewed by IVCC policy subgroup and confirmed approval from IVCC perspective.
SECPOL001 V3.0	06/06/2024	Periodic review following updates on Sustainability and Environment Policy and Action Plan

Contents

1 Introduction and Context

1.1 This policy was developed in response to the climate emergency. Climate change is a driver of poor health outcomes and as a leading institute of global health, LSTM has an obligation to consider the sustainability and environmental impact of all our activities and promote climate justice

1.2 LSTM understands its responsibility to protect the environment from the impact of its operations and to engage its staff and students and the wider community to minimise its environmental impact through, teaching and research. LSTM is committed to reaching the targets of all relevant sustainability related legislation and to continually and consciously measure and improve its environmental performance.

2 Equity, Diversity and Inclusion

2.1 LSTM is committed to promoting equality of opportunity, combatting unlawful discrimination, and promoting good community relations. We will not tolerate any form of unlawful discrimination or behaviour that undermines this commitment and is contrary to our equality policy

2.2. This policy required an [Equality Impact Assessment](#) included in the appendix.

3 Safeguarding

3.1 In line with our Safeguarding policy and procedures, LSTM's processes reflect our organisational commitment to keeping children and vulnerable adults safe

4 Scope

4.1 This policy applies to all staff and students in the wider LSTM Group

4.2 For the purposes of this policy, the LSTM Group shall include IVCC, WTC and all subsidiaries. Where LSTM is used in this document, it should be read as referring to all LSTM Group companies. Where an LSTM-specific role or committee is referred to, it should be read as referring to the equivalent role/committee within the LSTM Group company

5 Policy Statement

LSTM will:

5.1 Continually improve our environmental performance within the context of value for money and sound corporate governance

5.2 Introduce environmental management into our everyday operations to ensure sustainability issues are considered and addressed

5.3 Monitor, measure and report on the environmental impacts of LSTM's activities, operations, research, and teaching

5.4 Promote and raise environmental awareness to staff, students, and LSTM's wider community, and support them in reducing their environmental impact both in the UK and in our hubs, through the implementation of sustainable working practices

5.5 Implement a sustainable procurement policy to reduce the carbon and environmental impact of our procurement activities

5.6 Develop and maintain an environmental risk register for LSTM

5.7 Utilise green energy providers and reduce carbon emissions from our energy and utility consumption

5.8 Develop and implement a strategy to manage and reduce our waste

5.9 Reduce pollution and manage emissions and discharges

5.10 Continue to develop the Local Travel Plan and enhance sustainable travel options, decreasing carbon and other emissions from staff, students and contracted individuals commuting and LSTM's fleet vehicles where possible

5.11 Reduce the carbon emissions from business travel per FTE by following the key principles of the LSTM Global Travel Policy, and increasing transparency to travel data to enable staff, students and contractors to understand their travel related emissions and make conscious travel decisions

5.12 Aim to achieve high environmental standards such as BREEAM, LEED for new build and major redevelopment of buildings

5.13 Provide, protect, and enhance natural habitats on LSTM's estates

5.14 Continue to ensure our investment portfolio excludes companies that have a direct relationship with extraction industries, including fossil fuels

5.15   Raise awareness amongst staff and students about climate change, climate injustice and LSTM's Sustainability and Environment Action Plan in addressing this

5.16   Integrate environmental sustainability within the formal and informal learning practices and curriculum

6. Target and Monitoring

6.1 To support objectives, time bound targets have been set within the [Sustainability and Environment Action Plan](#), and will be implemented and monitored by the Sustainability and Environmental Committee with oversight by the LSTM Executive

6.2 LSTM has committed to a target of Net Zero by 2040 in line with target set by the Liverpool City Region

7. Responsibilities

7.1 It is the responsibility of LSTM Executive to actively support and promote LSTM's environmental commitments and obligations externally and within their areas of control

7.2 It is the responsibility of Senior Managers, Line Managers and Supervisors to ensure that sustainability is built into the decision-making processes and operational activities of their functions

7.3 It is the responsibility of the Sustainability Manager alongside Sustainability and Environment Committee (SEC) to set targets, monitor, review, and report on the environmental performance, including providing specialist advice as required

7.4 It is the responsibility of staff, student, and contractors to make personal decisions to support sustainable working practices, creating a more positive sustainable culture

8. Glossary of Terms

Climate Emergency: The situation in which urgent action is needed to reduce or halt climate change to avoid catastrophic environmental damage, and its effects on people and communities.

Climate Justice: The framing of the climate crisis as a social and ethical issue disproportionately affecting the world's marginalised due to power imbalances between race, gender, sexuality, class, age, disabilities etc. Climate justice tackles the root causes of injustice in the fight for a sustainable future.

Climate Equity: The principle that each individual—regardless of gender, race, ethnicity, income, and other characteristics—should benefit from a clean environment and have access to the resources and opportunities they need to protect themselves from the impacts of climate change.

BREEAM (Building Research Establishment Environmental Assessment Methodology): A standard that provide a framework to enable property investors, owners, managers and occupiers to assess how sustainable their assets are and drive sustainable improvements, creating opportunities for benchmarking, assurance and validation of operational asset data.

LEED (Leadership in Energy and Environmental Design): A certification framework for healthy, highly efficient, and cost-saving green buildings, which offer environmental, social and governance benefits.

9. Related documents and resources

9.1 Refer to relevant resources and use hyperlinks:

LSTM Sustainability and Environment Action Plan 2023-2028

LSTM's Global Travel Policy

International Travel Guidance Document v1.docx

LSTM Equity Diversity Inclusion Policy

Safeguarding policy and procedures

Liverpool City Region Combines Authority Net Zero target

Equality Impact Assessment (EIA) template

(Please refer to the EIA guidance document)

Equality Impact Assessment: Section 1 (to be completed for all Policies)

Title of policy/process:	*Sustainability and Environment Policy*
Policy owner job title:	*Sustainability and Environment Committee*
Date of EIA:	*06/06/2024*
Policy relevant to: Staff / students / visitors etc:	*Staff, Student, Visitors, Consultants*
Summary of any consultation with stakeholders (e.g. date and type of consultation):	*To be reviewed by:* *Sustainability and Environment Committee* *IVCC policy subgroup*
This policy has been checked for accessibility on: (date)	
I confirm that this policy does/does not impact people, and therefore does not require an EIA (delete as appropriate)	**Does** impact people *(continue to Section 2)*

Section 2: To be Completed if your policy has an impact on people, or if you are unsure of the impact of a Policy or Procedure and need to engage with stakeholders (note: you do not need to use this template – only use it if it's helpful)

Ref.	Protected Characteristic (Equality Act 2010)	Yes (positive/ negative) / no	Potential issues to consider, any data obtained	Potential actions that can be taken to mitigate against impact
1.1	Is it likely that the policy or framework **could** have a positive or negative impact on a group depending on their *ethnicity*?	*No*		
1.2	Is it likely that the policy or framework **could** have a positive or negative impact on a group depending on their *gender*?	*No*		
1.3	Is it likely that the policy or framework **could** have a positive or negative impact on people during *pregnancy or maternity*?	*No*		
1.4	Is it likely that the policy or framework **could** have a positive	*No*		

	or negative impact on *people with disabilities*?			
1.5	Is it likely that the policy or framework **could** have a positive or negative impact on people due to their *sexual orientation*?	*No*		
1.6	Is it likely that the policy or framework **could** have a positive or negative impact on people due to their *religion, belief, or lack thereof*?	*No*		
1.7	Is it likely that the policy or framework **could** have a positive or negative impact on people who are *trans*?	*No*		
1.8	Is it likely that the policy or framework **could** have a positive or negative impact on people due to their *age*?	*No*		
1.9	Is it likely that the policy or framework **could** have a positive or negative impact on people due to *marriage or civil partnership*?	*No*		
2.0	We are committed to endeavouring to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.	*Yes*		

Ref.	Other groups who could be impacted (acquired characteristics)	Yes (positive/ negative) / no	Potential issues to consider, any data obtained	Potential actions that can be taken to mitigate against impact
2.1	Is it likely that the policy or framework **could** have a positive or negative impact on people due to their *contract type (part-time or full-time)?*	*No*		
2.2	Is it likely that the policy or framework **could** have a positive or negative impact on people due to their *contract status (fixed-term or indefinite)?*	*No*		
2.3	Is it likely that the policy or framework **could** have a positive or negative impact on people due to *their grade?*	*No*		
2.4	Is it likely that the policy or framework **could** have a positive or negative impact on *people with dependents or caring responsibilities*?	*No*		

Ref	PREVENT Duty	Yes /no	Potential issues to consider, any data obtained	Potential actions that can be taken to mitigate against impact
2.5	PREVENT: Does this policy/proposal impact on any of the following areas of PREVENT duty: (a) staff and student welfare (b) events and external speakers (c) training in relation to PREVENT	No No No		
2.6	Is a separate risk assessment required?	No		

Conclusion

a. What issues are highlighted by the EIA process? Summarise the action you will take to mitigate against them, or how you've changed your policy to remove the issues.	N/A
b. If you consider intersectionality of protected characteristics, are the issues compounded? Summarise the action you will take to mitigate against the issues.	N/A
c. Are there are groups of people who aren't recorded so far, who may be adversely impacted by this policy/framework?	NO
d. Are there any opportunities within the policy/framework to particularly promote equity?	The policy will raise awareness of climate change injustice and equity, and LSTM's action plan to address this.
e. Does the policy/framework need amendment after the outcome of the EIA process?	No
f. Timeline for amendment, review and further consultation with key stakeholders.	N/A
g. Any additional comments	Non

Once Section 1 & 2 are completed, copy and paste into your policy template, with any confidential or restricted data (or identifying numbers of individuals [<5]) redacted, to allow for sharing of good practice across the School via the internal Policy Hub. Please ensure you refer to job roles and group names, and not individual's names.

Please share the final document with <u>inclusion@lstmed.ac.uk</u> prior to internal publication.