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Related policies/procedures/guidance/forms	Environmental Sustainability Strategy 2025-30 Governance Framework Equality, Diversity, and Inclusion Policy Student Success Strategy 2025-30 Safeguarding Policy Modern Slavery and Human Trafficking Policy

	Risk Management Policy Data Protection Policy
Staff member responsible for update	Katie Jack

Amendment History

Version	Revision Summary	Date Approved	Author

Environment, Social and Governance (ESG) Policy

1. Policy Statement

1.1 Christ the Redeemer College London (CRC) is committed to operating as a responsible, ethical and sustainable higher education institution that contributes positively to society, protects the environment, promotes social inclusion, and upholds the highest standards of governance.

1.2 The College recognises that environmental sustainability, social responsibility and effective governance are fundamental to its mission of providing high-quality education and supporting the long-term success of its students, staff and wider communities.

1.3 The College is committed to embedding Environmental, Social and Governance (ESG) principles into its strategic planning, decision-making, operations, teaching, student experience, partnerships and organisational culture as outlined in the College's Environmental Sustainability Strategy 2025-30.

2. Purpose

2.1 This policy aims to:

- Promote environmental sustainability across college operations.
- Support social responsibility, equality and community engagement.
- Strengthen ethical leadership, accountability and transparency.
- Align institutional activities with the United Nations Sustainable Development Goals (SDGs).
- Support compliance with applicable legislation and regulatory requirements.

- Contribute to long-term institutional resilience and sustainability.
- Demonstrate responsible stewardship of resources and public trust.

3. Scope

3.1 This policy applies to:

- Members of the Board of Governor
- Senior Management Team
- Academic and Non-Academic Staff
- Students
- Contractors
- Consultants
- Suppliers
- Partner organisations
- Volunteers

3.2 The policy applies to all campuses, teaching locations, partnerships and activities undertaken on behalf of the College.

4. Legal, Regulatory and Strategic Framework

4.1 External Requirements

- Higher Education and Research Act 2017
- Office for Students Regulatory Framework
- Equality Act 2010
- Modern Slavery Act 2015
- UK GDPR and Data Protection Act 2018
- Health and Safety at Work Act 1974
- Charities Act 2011
- Public Interest Disclosure Act 1998
- UK Environmental Legislation
- Charity Governance Code

4.2 Strategic Frameworks

- United Nations Sustainable Development Goals (SDGs)
- UN Principles for Responsible Management Education (where applicable)
- UK Higher Education Sustainability Principles
- Sector best practice in ESG and sustainability

5. ESG Principles

5.1 The College commits to:

Environmental Responsibility

5.2 Minimising environmental impact and promoting sustainable practices.

Social Responsibility

5.3 Supporting equality, inclusion, wellbeing, student success and community engagement.

Good Governance

5.4 Maintaining accountability, integrity, transparency and effective oversight.

Continuous Improvement

5.5 Monitoring performance and seeking opportunities for enhancement.

Ethical Leadership

5.6 Making decisions that reflect the College's values and responsibilities to stakeholders.

6. Environmental Commitments

6.1 The College recognises its responsibility to contribute to environmental sustainability.

Objectives

6.2 The College will seek to:

- Reduce its carbon footprint and contribute towards net-zero ambitions.
- Establish and monitor baseline measures for energy usage, paper consumption, waste generation and recycling.
- Improve energy efficiency through building upgrades and smart technologies.
- Explore renewable energy opportunities, including solar energy and other appropriate technologies.
- Reduce paper usage through digital-first processes.
- Reduce waste generation and promote recycling and composting initiatives.
- Eliminate unnecessary single-use plastics and encourage reusable alternatives.
- Promote sustainable water consumption and resource efficiency.
- Encourage environmentally responsible travel choices among staff and students.

- Integrate environmental considerations into procurement and estate development decisions.
- Promote environmental awareness and sustainability education throughout the College community.

Key Areas

Energy Management

6.3 The College will establish baseline data on energy consumption and seek continuous improvement through:

- Energy-efficient building upgrades.
- Smart lighting systems.
- Energy-efficient equipment and appliances.
- Monitoring and reporting of energy consumption.
- Exploration of renewable energy technologies, including solar energy where feasible.

Waste Management

6.4 The College will promote waste reduction through:

- Reduction of paper consumption.
- Increased recycling facilities.
- Clear waste segregation and signage.
- Reduction of food waste and promotion of composting initiatives where feasible.
- Replacement of single-use plastics with reusable alternatives.
- Awareness campaigns promoting responsible consumption and disposal practices.

Sustainable Building Design

6.5 The College shall embed environmentally sustainable practices into the refurbishment of existing buildings and the design, fit-out and selection of future premises.

6.6 The College will seek to:

- Improve energy efficiency.
- Use environmentally responsible materials.
- Promote natural lighting.
- Encourage sustainable water use through water-saving devices.
- Increase internal and external green spaces, including plants and trees where practicable.
- Consider environmental impact when undertaking estate development activities.

Sustainable Procurement

6.7 Environmental considerations will form part of supplier evaluation and procurement decisions where appropriate.

Digital Sustainability

6.8 The College will encourage responsible use of technology and digital resources to reduce environmental impact.

Sustainable Travel and Transport

6.9 The College recognises that transport contributes to environmental impact and therefore seeks to encourage:

- Walking.
- Cycling.
- Public transport use.
- Virtual meetings where appropriate.
- Sustainable travel planning for college activities and events.

6.10 This is in line with our commitment to low-carbon transport options as part of our Net-zero/carbon footprint reduction

Environmental Awareness

6.11 Students and staff will be encouraged to participate in:

- Sustainability campaigns.
- Energy conservation initiatives.
- Recycling and waste reduction programmes.
- Sustainable transport initiatives.
- Environmental volunteering activities.
- Student-led sustainability projects and campaigns.

7. Social Commitments

7.1 The College recognises that education is a powerful tool for social mobility, inclusion and community development.

Equality, Diversity and Inclusion

7.2 The College will:

- Promote equality of opportunity.
- Eliminate unlawful discrimination.
- Foster an inclusive learning and working environment.
- Support widening participation initiatives.
- Monitor equality outcomes.

Student Success

7.3 The College will:

- Promote student engagement and belonging.
- Support retention, progression and achievement.
- Enhance employability outcomes.
- Listen and respond to student voice.

Staff Wellbeing

7.4 The College will:

- Promote staff wellbeing.
- Support professional development.
- Encourage positive workplace culture.
- Foster respectful and inclusive working practices.

Community Engagement

7.5 The College will seek to:

- Build partnerships with local communities.
- Support civic engagement activities.
- Encourage volunteering and social impact initiatives.
- Contribute positively to the communities it serves.

7.6 The College will support student-led environmental sustainability events, campaigns and initiatives that contribute positively to the College community and wider society

Education for Sustainable Development

7.7 The College recognises Education for Sustainable Development (ESD) as an important element of higher education.

7.8 The College will:

- Embed sustainability within learning, teaching and assessment;
- Continue to integrate ESD principles within university-validated programmes;
- Encourage programme teams to consider opportunities to "green the curriculum";
- Explore opportunities to develop modules or programmes focused on environmental sustainability;
- Promote sustainability literacy and global citizenship among students.

Research and Scholarship

7.9 The College shall encourage and support research and scholarship activities that contribute to environmental sustainability, sustainable development and related societal challenges.

7.10 Sustainability shall be recognised as a cross-cutting academic theme that may inform scholarly activity across disciplines.

Safeguarding

7.11 The College will maintain robust safeguarding arrangements to protect students, staff and visitors from harm.

Human Rights and Modern Slavery

7.12 The College is committed to:

- Respecting human rights.
- Preventing modern slavery and exploitation.
- Maintaining ethical employment practices.
- Promoting responsible supply chains.

8. Governance Commitments

8.1 The College is committed to maintaining effective governance arrangements that support accountability, integrity and public confidence.

8.2 The Board of Governors shall receive annual assurance reports regarding the implementation of the Environmental Sustainability Strategy and the wider ESG Strategy

Governance Principles

8.3 The College will promote:

- Accountability
- Transparency
- Integrity
- Independence
- Ethical conduct
- Responsible decision-making

Board Oversight

8.4 The Board of Trustees shall:

- Provide strategic leadership.
- Monitor ESG performance.
- Ensure compliance with legal and regulatory requirements.

- Review significant ESG risks.

Environmentally Sustainable Governance

8.5 The College shall establish an Environmental Sustainability Task Group reporting to Academic Board.

8.6 The Task Group shall:

- Coordinate implementation of environmental sustainability initiatives
- Monitor environmental performance
- Review progress against agreed targets and KPIs
- Support annual implementation planning
- Promote cross-departmental collaboration on sustainability initiatives

Risk Management

8.7 ESG considerations shall be incorporated into the College's risk management framework.

8.8 The College will identify, assess and manage risks relating to:

- Environmental impact
- Equality and inclusion
- Student outcomes
- Governance effectiveness
- Regulatory compliance
- Reputational risk

Ethical Conduct

8.9 All staff and governors shall adhere to:

- Code of Conduct requirements.
- Conflict of Interest procedures.
- Anti-Bribery and Corruption requirements.
- Whistleblowing arrangements.

Data Protection and Cyber Security

8.10 The College will maintain robust arrangements to protect information, personal data and institutional systems.

9. Alignment with Sustainable Development Goals

9.1 The College recognises the relevance of the United Nations Sustainable Development Goals and will seek to contribute to the following priority goals:

SDG 4 – Quality Education

Providing accessible, inclusive and high-quality education.

SDG 5 – Gender Equality

Promoting equality and eliminating discrimination.

SDG 8 – Decent Work and Economic Growth

Supporting employability, fair employment and ethical working practices.

SDG 10 – Reduced Inequalities

Supporting widening participation and equality of opportunity.

SDG 12 – Responsible Consumption and Production

Promoting sustainable procurement and resource management.

SDG 13 – Climate Action

Reducing environmental impact and encouraging sustainable behaviours.

SDG 16 – Peace, Justice and Strong Institutions

Promoting accountability, transparency and ethical governance.

SDG 17 – Partnerships for the Goals

Developing effective partnerships to enhance educational and social outcomes.

10. ESG Objectives and Key Performance Indicators

10.1 The College will monitor ESG performance through indicators including:

10.2 Environmental

- Energy consumption
- Paper usage
- Waste and recycling rates
- Sustainable procurement initiatives

10.3 Social

- Student retention rates
- Student satisfaction
- Graduate outcomes
- Equality and diversity indicators
- Staff wellbeing measures
- Student engagement participation

10.3 Governance

- Compliance audit outcomes
- Board effectiveness reviews
- Policy review completion rates
- Regulatory compliance indicators
- Risk management performance
- Annual performance reports shall be presented to the Board of Trustees.

11. Roles and Responsibilities

Board of Governors

11.1 The Board of Governors is responsible for strategic oversight of ESG performance.

The Rector

11.2 The Rector is responsible for institutional leadership and implementation.

Senior Management Team

11.3 The Senior Management Team is responsible for embedding ESG principles into operational planning.

Head of Compliance and Quality

11.4 The Head of Compliance and Quality is responsible for:

- Monitoring ESG compliance.
- Coordinating ESG reporting.
- Supporting risk management.
- Maintaining ESG assurance processes.

Staff

11.5 All staff are responsible for supporting ESG objectives through day-to-day activities.

Students

11.6 Students are responsible for contributing positively to sustainability, inclusion and community engagement initiatives

12 Reporting and Assurance

12.1 The College shall:

- Monitor ESG performance annually.

- Report significant ESG matters to the Board.
- Include ESG considerations within institutional planning processes.
- Review progress against ESG objectives.
- Publish ESG-related information where appropriate.

12.2 An Annual ESG Report shall be prepared for consideration by the Board of Governors.

13 Policy Review

13.1 This policy shall be reviewed annually or earlier where:

- Regulatory requirements change.
- Institutional priorities change.
- Significant ESG risks emerge.
- Board review determines amendment is necessary.