



Foreword

Workers' Educational Association, (WEA) is committed to promoting sustainability and our own sustainable development.

In the context of the current economic and financial climate, and the increasing evidence and awareness of environmental impacts, sustainability is becoming a core consideration for organisations all around the world.

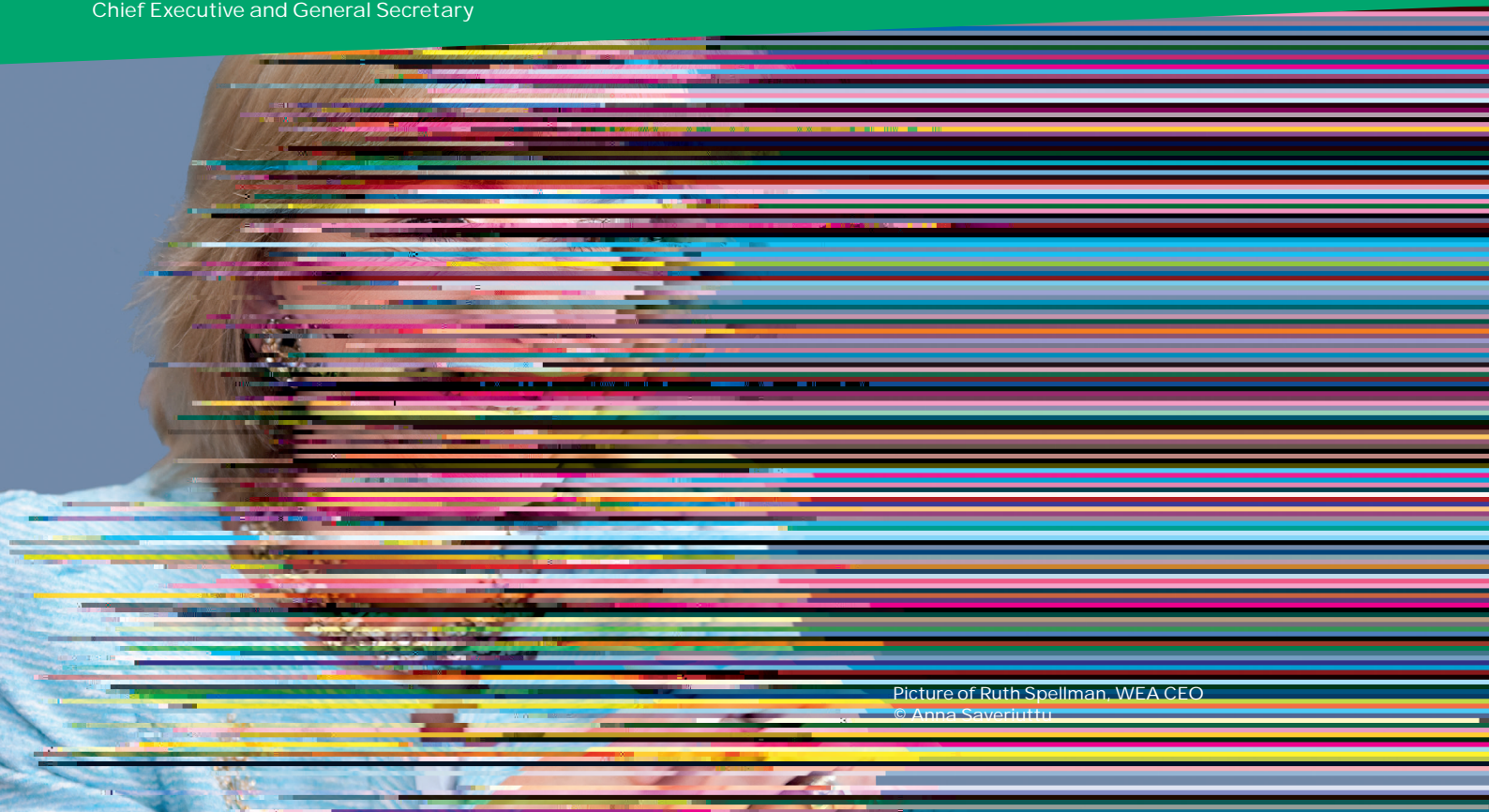
For the WEA, it is something which is embedded within the fabric of our vision, mission and values, and concern for the environment and promoting a broader sustainability agenda are integral to WEA's professional activities and the management of the organisation.

It is though more important than ever before that we increase our sustainable development efforts, to not only maintain our own sustainability but also ensure that we increase the positive contribution we make to the wider community.



Ruth Spellman OBE

Chief Executive and General Secretary



We aim to follow, promote and embed good sustainability practices across the organisation in order to reduce the environmental impact of all our activities and to increase the positive social and economic impacts of our work. We aim to do this through our education delivery and how we operate internally in our day to day internal support services.

This Policy sets out the framework by which the WEA will undertake its approach to embedding sustainable actions throughout the organisation.

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Sustainable development, whilst largely about environment awareness and taking action to mitigate against the negative impacts of global developments, for example climate change, is also concerned with improving social and economic conditions.

It does this through taking actions to ensure future financial security and investing in the population on a social level, observing and promoting actions which lead to fairness and equality, engagement and inclusion and health and well-being.

We adopt a whole organisation approach to sustainability, with action plans developed to ensure that targets span all areas of our business.

Our sustainable targets will be challenging but SMART (Specific, Measurable, Achievable, Relevant, Time bound).

Action plans will be aligned with and developed to support the WEAs strategic objectives to support the WEAs strategic objectives and meet the expectations of our stakeholders.

Leaders at all levels

To facilitate a whole organisation approach, all staff and stakeholders are invited to actively contribute to the design of our annual action plans to ensure that these are achievable and effective through practical ideas and experience gained on the ground. Initiatives to advance sustainable development will be shared and celebrated.

Sustainable Development Team

Our Sustainable Development Team monitor progress and take a day to day lead on driving strategy and actions to advance our sustainable development objectives.

Sustainability Champion Forum

Our Sustainability Forum acts as a conduit for gathering, sharing and considering new ideas and initiatives and mapping these to real practical actions to achieve the objectives set out in sustainability action plans.

Membership of the Forum will be by self-nomination or recommendation based on specialist role/expertise/interest.

Monitoring and Reporting

A baseline review, undertaken using SIGMA's Performance Review and LSIS Reaching Forward Index for comparison purposes was conducted during spring 2013. These reviews provided the initial baseline for identifying priorities and targets and will be used to compare and measure progress against updated baselines in 2018.

From 2018 our sustainable development progress is reported and

We will achieve our objectives through:

- Compliance with all applicable legislation, regulations and codes of practice
- Integration of sustainability considerations in all our business decisions and into our teaching, learning and education delivery
- Ensuring that all staff and other stakeholders, students, funders and partners are aware of our Sustainable Development Policy and accompanying documents
- Setting annually, an action plan for further advancing and improving our sustainability performance
- Regularly monitoring s mu t / mPmP t % à

Links to other policies and documents

What	How
Procurement Policy and procedures	Scored criteria for supplier selection, preferred suppliers utilising responsible use of resources and waste elimination/reduction
Tutor Surveys	Practices for embedding sustainable development into our teaching and learning and to help inform targets and measures
Financial Regulation and procedures	Cost efficiencies and due diligence
Volunteer Policy	Social impacts and active engagement
Induction Policy	Awareness and active engagement
Travel and expenses policy	Equitability and promotion of environmentally and financially aware practices
Equality , Diversity and Inclusion Policy	Equitability and social justice
Partnerships	Widening awareness and joint responsibility and approach to embedding good sustainability practices
ICT strategy and procedures	Responsible use and disposal of physical resources
Data retention policy	Responsible and compliant data storage, retention and disposal
Premises and facilities arrangements	Quality standards and use of resources, energy efficiencies
Digital inclusion strategy	Social impacts, embedding awareness and engagement through our teaching, learning and education delivery

Version control

Version No.	Date	Details / description of change(s)
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Note: current version in bold

V1.0	September 2013	

The WEA
4 Luke Street
London
EC2A 4XW