



Outcomes
First Group

Environmental Policy

Policy Folder: ESG

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1. Policy Statement

Outcomes First Group (OFG) is committed to conducting its operations in an environmentally responsible and legally compliant manner, guided by the principles of sustainability and responsible stewardship. As part of this commitment, we recognise both the direct environmental impacts of our corporate and operational activities, and the vital educational role we play in shaping environmental understanding and behaviours.

Our approach integrates the strategic ambition to reduce environmental risks and to promote environmental awareness across the individuals we support, our workforce, and our wider communities. Decarbonisation is one of OFG's core strategic pillars, and this policy outlines the framework through which our environmental goals will be achieved across education, care, and operational settings.

We are equally committed to educating the pupils within our schools about environmental issues and the importance of sustainable living. We aim to equip them with the skills and knowledge necessary to understand global and local environmental concerns and to act on them. This policy supports the development of eco-conscious behaviours, encourages both team members and pupils to consider the impact of their actions, and promotes environmental learning opportunities. When applied effectively, this policy ensures that our schools not only operate sustainably but also serve as learning environments where pupils are inspired to live sustainably.

2. Scope

This policy applies to all OFG entities, including Acorn Education, Options Autism, Momenta Connect, Blenheim and all affiliated educational and care settings. It extends to all employees, contractors, suppliers, and partners associated with the Group. Site-specific adaptations may be developed where necessary, provided they remain aligned with the overarching principles set out herein.

3. Objectives

OFG aims to embed sustainability into every aspect of its operations, from day-to-day activities to long-term capital projects. We are committed to promoting environmental awareness, reducing waste, conserving natural resources, enhancing biodiversity, and cultivating a culture of environmental responsibility at every level of the organisation.

4. Governance and Accountability

Environmental governance is overseen at the Executive level, with strategic leadership provided by the Commercial Development Director and operational responsibility held by the Head of Sustainability. Implementation is supported by the Property Team, Site Managers, School Heads, and designated Green Champions. Environmental Performance Reports are submitted annually to the Executive Team to ensure transparency and alignment with organisational goals.

5. Environmental Commitments

Outcomes First Group recognises the environmental implications of its operations and the broader role it plays in fostering environmental awareness among the individuals it supports. In line with our ESG Policy, OFG is committed to continually reducing its environmental footprint and promoting a culture of sustainability across the organisation. To deliver on this commitment, we focus on the following areas:

5.1 Energy and Carbon Reduction

OFG is committed to reducing its reliance on fossil fuels and enhancing the energy performance of its sites. This includes the phased transition to low-carbon heating systems such as electric boilers and heat pumps, the deployment of LED lighting and smart building technologies, and regular site-level energy audits. Schools are encouraged to display Energy Performance Certificates (EPCs), install smart meters, promote behavioural energy saving, and involve pupils through visual prompts and curriculum links. Energy consumption is monitored and managed across both existing and new buildings, and improvements are pursued through infrastructure upgrades and behaviour change initiatives.

5.2 Waste Management and Resource Efficiency

Waste management systems are standardised across the Group to support consistent recycling practices and reduce landfill contributions. Single-use plastics are encouraged to be phased out, and measures to minimise food waste are promoted across settings. In schools, student-led waste reduction initiatives are encouraged, and the use of composting and reusable materials is supported. Across all services, the Group encourages team members and individuals in our care to apply the principles of waste reduction, reuse, and recycling as part of everyday practice.

5.3 Water Conservation

To reduce water usage, OFG installs low flow fixtures and responds promptly to leaks. Water-saving education campaigns are encouraged at site level to raise awareness among team members and pupils. Water usage is managed through efficiency measures in both new developments and existing properties, and opportunities to reduce excessive consumption are actively explored.

5.4 Biodiversity and Green Spaces

Biodiversity is enhanced through the development of outdoor spaces that support local wildlife and native plant species. Schools are supported through our Green Committee in establishing gardens, tree planting programmes, and wildlife habitats that serve both educational and ecological functions. These initiatives contribute to pupil learning while enhancing local environmental value.

5.5 Sustainable Procurement

OFG prioritises the procurement of goods and services from suppliers that demonstrate verified sustainability credentials. Annual supplier reviews include environmental and ethical performance assessments. Local and UK-based sourcing is encouraged to minimise transportation-related emissions. Environmental considerations are integrated into procurement processes, including ethical sourcing standards.

5.6 Sustainable Travel and Transport

Travel-related emissions are addressed by promoting walking, cycling, carpooling, and the use of public transport. OFG is gradually transitioning its vehicle fleet to lower-emission alternatives and supports the use of virtual meetings when feasible to reduce unnecessary travel. Road safety and travel awareness are also encouraged within educational settings.

5.7 Environmental Management in Schools: Green Mark Programme

OFG has introduced the Green Mark programme to support the structured development of environmental management systems within its schools. This tiered accreditation model guides each site through continuous improvement in areas such as compliance, stakeholder engagement, and performance monitoring, while enabling site-level responsiveness to local environmental priorities. The programme also promotes pupil and team members participation, ensuring that environmental responsibility is embedded into each setting's daily life and culture.

6. Performance Monitoring and Continuous Improvement

Environmental performance is monitored across all OFG sites. These include metrics on energy consumption, waste diversion, and carbon emissions. Data is used to inform decision-making and support continuous improvement. An annual report is produced to communicate progress and future priorities.

7. Legal and Strategic Alignment

This policy has been developed in accordance with relevant legislation, including the UK Climate Change Act 2008, the Environmental Protection Act 1990, and the Equality Act 2010. It supports OFG's broader sustainability vision and strategic priorities and reflects the group's commitment to best practice in environmental governance.

8. Review and Approval

This policy is reviewed annually by the Head of Sustainability, in consultation with key operational leads. All amendments are subject to formal approval by the Policy Board to ensure legal, strategic, and operational alignment.

9. Annex A – School Sustainability Guide

9.1. Purpose

The purpose of this annex is to support schools in embedding sustainability into daily operations, curriculum delivery, and community engagement. It provides practical actions and expectations that align with the Group's environmental objectives while reflecting the unique educational role schools play in shaping sustainable behaviours.

9.2. Scope

This guide has been designed for all OFG schools and education settings, staff, pupils, volunteers, visitors, and contractors on site or on school-led activities. It should be read alongside local safeguarding, data protection, and health & safety policies.

9.3. Roles and Responsibilities

Role	Key Responsibilities
Headteacher	Leads implementation; ensures curriculum coverage; champions energy/resource awareness across the school; ensures appropriate waste and catering practices.
Facilities/Site Manager	Monitor energy/water/waste; identify and report inefficiencies; recommend improvements (e.g., sensor lighting, draught-proofing); coordinate compliant waste contracts.
Teachers	Integrate sustainability into lesson planning and encourage energy- and waste-conscious classroom behaviours (e.g., shut down devices; lights off).
Eco Committee/Council	Pupil-led group that meets regularly to identify campaigns, track progress, and share ideas with the wider school community.
Parents & Guardians	Support eco-friendly habits at home (e.g., recycling, responsible use of resources).

Schools may nominate Green Champions to coordinate activities locally and use the Green Mark Programme to structure a unique Environmental Management System for their school setting.

9.4. What Good Looks Like

9.4.1 Energy and Carbon

- Switch off lights, devices, and taps when not in use.
- Close windows and doors in cold weather.

- Display the school's Energy Performance Certificate (EPC).
- Upgrade to energy-efficient systems where feasible.
- Use curriculum activities to teach pupils about energy saving and climate change.

9.4.2 Waste and Recycling

- Reduce paper (double-siding; digital comms); reuse scrap paper; print only when essential.
- Provide clearly labelled **recycling / food waste / general** bins across the site; display simple posters.
- Compost food waste from kitchens and packed lunches.
- Phase out single-use plastics and encourage reusable bottles and containers.
- Organise regular litter-picking activities on school grounds and in the local community with staff supervision and safe group sizes.

9.4.3 Water Conservation

- Install low-flow fixtures and promptly repair leaks.
- Educate pupils about responsible water use.

9.4.4 School Grounds and Biodiversity

- Maintain a clean, safe, and green school environment.
- Establish wildlife-friendly areas such as gardens, bug hotels, and tree-planting projects.
- Involve pupils in grounds maintenance initiatives where appropriate.

9.4.5 Procurement

- Prioritise local, seasonal, and sustainably sourced products for school meals and supplies.
- Always work with suppliers with demonstrable environmental credentials. Please refer to the group's Supplier Management Process which can be found in the group resources SharePoint.

9.4.6 Sustainable Travel

- Encourage walking, cycling, scooting, and public transport where possible and safe.
- Provide secure bike/scooter storage.
- Promote staff car sharing where feasible.
- Promote a "no engine idling" policy outside school.
- Reward and recognise low-carbon travel (walk/cycle/public transport).
- Promote benefits of recycling and UK/local sourcing; collaborate with local community and peer schools to share best practice.

10. Curriculum Integration

Embedded Environmental Sustainability into the curriculum through science, PSHE, geography, and project-based learning. Teachers are encouraged to support pupils to develop critical thinking about global and local environmental issues and apply this knowledge through practical action, including:

- Gardening projects and food growing.
- Waste audits and recycling campaigns.
- Participation in [Eco-Schools](#) programmes and creation of an Eco Code.

11. Sustainable food & sourcing

- Teach pupils where food comes from; grow fruit/veg where possible.
- Design menus around seasonal, locally sourced produce; select sustainably sourced fish. (Curricular + catering alignment).

12. School Grounds & Healthy Living

- Monitor energy use termly and act on insights (e.g., motion-sensitive lighting; insulation upgrades).
- Use efficient lighting when replacing; consider environmental impacts in estates projects.
- Promote healthy lifestyles (e.g., walk instead of drive; daily exercise) as part of a sustainable ethos.

13. Monitoring and Reporting

- The school collects termly data on energy, waste, water and travel where feasible; set annual priorities and track progress.
- Report progress to staff, pupils, and parents.
- Record Eco Council minutes and/or campaign outcomes; review this annex annually and update local procedures as needed.

14. Legal and Strategic Alignment

This annex supports compliance with relevant environmental legislation and guidance, including Climate Change Act 2008; Environmental Protection Act 1990; Control of Pollution Act 1974; Department for Education guidance on Sustainability in Schools; and is aligned with the Group's ESG Policy and sustainability plan.



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