

TERMS OF REFERENCE: ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) COMMITTEE

Status:	Senior sub-committee
Parent Committee:	Audit Committee
Junior Committees:	None

Purpose

The Environmental Committee serves to guide the Academy in its commitment to sustainability, ensuring adherence to environmental, social, and governance (ESG) standards; and to foster a culture of environmental responsibility and innovation across the institution.

To support the Governing Body in ensuring the Academy remains compliant with all relevant ESG matters and requirements; to look beyond compliance towards the creation of value and opportunity in respect of environmental, social and governance decision-making and initiatives. To lead the Academy in environmental sustainability and promote good practice that drives long-lasting change and has a positive impact on people, profit and planet.

Role

- To develop and implement an Environmental and Sustainability Strategy in collaboration with the Governing Body, Senior Management Team, staff and students.
- To maintain oversight of the full spectrum of ESG-related legislation, data and reporting at operational and strategy level
- To enhance awareness and understanding of sustainability issues through educational initiatives, events, and collaborative projects that engage the entire Academy community.
- To keep the Governing Body abreast of environmental regulations, trends and issues as they affect the Academy and develop the Academy's environmental and sustainability policies accordingly.
- To support the Academy to evaluate significant environmental issues and key objectives and to develop and implement an action plan in order to manage these objectives and continually improve the Academy's environmental performance.
- To consider data against set targets so that performance may be monitored and measured.
- To provide a forum for discussion about environmental issues, compliance, obligations, policy-making and practical measures as they affect the interests and activities of the Academy.

- To provide content for Academy communications, submitting an annual environmental report to the Senior Management Team and Governing Body via the Audit Committee, and raising issues of significance as required.
- Matters or recommendations requiring financial commitment or significant policy change shall be forwarded to the Senior Management Team for consideration and decision.
- The Senior Management Team shall authorise any actions that may result in changes to institutional policy or practices.

Responsibilities of Members

- To monitor and contribute to the development of the Academy's Environmental and Sustainability Strategy and other policies as required.
- Bring to the meeting, for discussion, any environmental issues, concerns or suggestions raised by staff, students or other interested parties.
- To act as points-of-contact for environmental sustainability within the Academy, promoting the principles of policy and best practice within day-to-day work.
- To contribute to and oversee ESG entries in the Academy's risk register.

Meetings

The Environmental Committee will meet at least three times per year.

Membership

Chair	Catherine Jury, Registrar and Director of Student Operations, Di Thorpe, Head of Estates Conor Jordan, Head of Philanthropy Francesca Dolan, Social Media & Marketing Officer Sebastian Groves, Infrastructure & Cyber Security Manager Jayan Gunasekera, Junior Project & Estates Administrator Barbara Meyer, Curator of Instruments Isobel Shankland, Head of People Operations Claire Sharpe, Librarian Alex Hills, Academic Studies Lecturer Jennifer Sheppard, Academic Studies Lecturer Sam Batchelor, Department Administration Team Leader Helen Kuby, Junior Academy Brass Teacher Cydonie Banting, Research Manager
Student Union Secretary	SU President or other SU rep Executive Assistant

Terms of Reference are reviewed annually and confirmed at the first meeting of each academic year.