

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

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

Purpose

The ESG 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 and up to date with all relevant ESG matters and requirements; to work 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 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, in person at the Academy.

Membership

Chair	Catherine Jury, Registrar and Director of Student Operations
Clerk	Jayan Gunasekera, ESG Coordinator
	Glenn Cottenden, Deputy Head of Estates
	Cydonie Banting, Research Manager
	Sam Batchelor, Department Administration Manager
	Francesca Dolan, Social Media & Marketing Officer
	Sebastian Groves, Infrastructure & Cyber Security Manager
	Alex Hills, Academic Studies Lecturer
	Conor Jordan, Head of Philanthropy
	Helen Kuby, Junior Academy Brass Teacher
	Fran Latham, Senior Case Manager
	Barbara Meyer, Curator of Instruments
	Claire Sharpe, Librarian
	Jennifer Sheppard, Academic Studies Lecturer

Student Union	SU President or other SU rep
---------------	------------------------------

Student Representatives are welcome to attend meetings but are not full committee members.

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

Version 3
May 2025