fircroftcollege

ESTATE & SUSTAINABLE DEVELOPMENT STRATEGY 2024-30

fircroftcollege

Contents

ESTATE & SUSTAINABLE DEVELOPMENT STRATEGY 2024-30

1. Introduction

The areas of sustainability and estate development are very closely linked therefore an overarching strategy has been developed to encompass both areas. The Sustainable Development Policy and Estates Policy with accompanying action plans support the implementation of this strategy.

2. Aims of this Strategy

Fircroft College is committed to:

- Offering a range of high-quality facilities and accommodation for students, staff, partners and other college users.
- Identifying new opportunities and ideas to improve and develop the estate including retrofitting current buildings with new energy efficient heating/cooling systems, conversion to solar electrical generation and
- Integrating curriculum delivery further and working with partners and seeking future funding opportunities.
- Ensuring that we are sustainable and environmentally sensitive as an organisation.
- Increase its biodiversity in its grounds, reduce its GHG consumption and meeting its Net Zero targets and pledges.
- Ensuring that we meet all legislative requirements e.g. Health and Safety, Safety at Work, Safeguarding etc.

The College is committed to sustainable development underpinned by the principles of the UK's Sustainable Development Goals by recognising the needs of:

- The economy
- Society; and
- The natural environment

It is also committed to meeting the Climate Commission for UK Higher and Further Education's road map actions.

3. General Principles

"The survival of our societies and our shared planet depends on a more sustainable world." United Nations Sustainable Development Goals

The College will ensure that as a minimum it meets legislative requirements regarding estate, environmental management and Safety at Work Act.

The College will meet the requirements and restrictions of its Lease, sustainable developing the land and buildings in line with the college vision and Bourneville Village Trust vision.

The Strategy will link in to and complement other college strategies e.g. People Strategy, Careers Strategy and College Impact Framework. It will also align with the college's strategy and strategic objectives
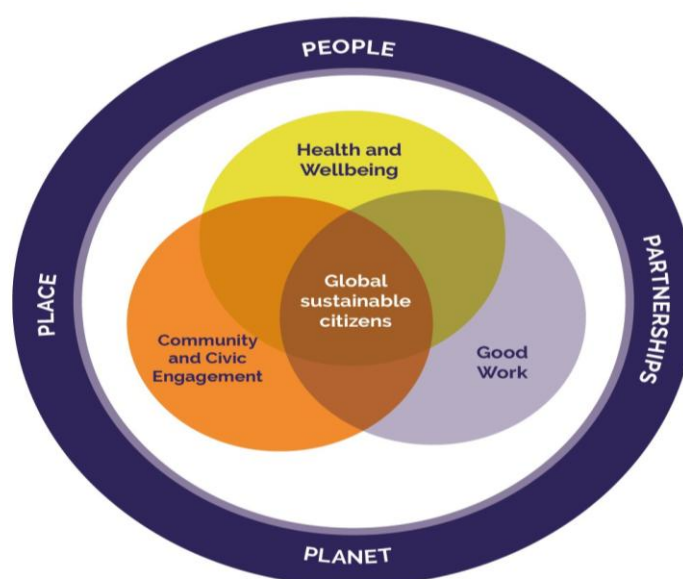
4. Sustainable Development & Procurement

Any estate activities or developments that are planned as part of this strategy will have sustainability and sustainable development values at its core. Sustainable development has been defined as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Sustainable development calls for concerted efforts towards building an inclusive, sustainable and resilient future for people and planet. For sustainable development to be achieved, it is crucial to harmonize three core elements: economic growth, social inclusion and environmental protection. These elements are interconnected and all are crucial for the well-being of individuals and societies" The Sustainable Development Agenda, 2024.

With any development of the estates or grounds, appropriate consideration will be given to Equality, Diversity & Inclusion for all. The heritage and legacy of the estate will also be considered before any developments are approved.

The college will engage with staff, students, governors and volunteers to identify sustainable development priorities and seek feedback on the impact of any possible changes made.

It is hoped by implementing this strategy and underpinning policies and action plans that the college will meet its Green pledge and commitment statement. The principles and focuses of the colleges sustainable development are underpinned via its Environmental Sustainability Framework (appendix B)

Procurement

Sustainable procurement is defined as: "a process whereby organisations meet their needs for goods, services, works and utilities in a way that achieves value for money on a whole life basis in terms of generating benefits not only to the organisation, but also to society and the economy, whilst minimising damage to the environment." (Sustainable Procurement Policy – Gov.uk)

This definition is based on three pillars of sustainability which are slightly different to those mentioned above: environmental, social, and economic. The health of each pillar depends on that of the other two, meaning that all three must be considered in unison to achieve sustainable outcomes.

➢ Environmental: Seeking to minimise any negative environmental impacts of goods and services purchased by the college, across the whole life cycle from raw material extraction to end of life.
➢ Social: Managing and monitoring supply chains to ensure that fair contract prices and terms are applied, that ethical, human rights and employment standards, as expressed in both the International Labour Organisation (ILO)'s and World Trade Organisation Fundamental Conventions are met.
➢ Economic: This principle relates not only to obtaining value for money from the colleges contracts, across the whole life of the product or service, but also ensuring as far as is possible under relevant procurement law, that local businesses, particularly Small and Medium sized Enterprises (SME's) can benefit from college procurement processes.

All contracts must ensure compliance with all relevant, current environmental legislation. The above principles should be applied to all future procurement, also considering the colleges financial regulations and any other applicable legislation (e.g. New Procurement Act 2023 set to come into effect from October'24).

To ensure the above principles are met, the college will aim to utilise the Crown Commercial Services for its capital procurement wherever possible.

5. Overview of the Estate

As a site approaching 120 years old, the College grounds and buildings benefit from the Cadbury history and architecture whilst facing the challenges of being a 21st Century educational provider.

The Buildings

The College operates from 4 buildings on one 6 acre site in Selly Oak Birmingham. The gross internal floor area equates to 3,367 m2. It is not a listed building and is

leased from Bournville Village Trust under a leasehold agreement. There is a 1960's 4 bedroom house included in the lease at 1016 Bristol Road.

The main building: built around 1901, has a current Energy Efficiency rating of C. It has 16 bedrooms on floors 1 and 2, 7 of which are en-suite the rest have hand basins.

Breeze Hall and Tutor Block, also built around 1901, the original stable block which has offices and a teaching area. Sections were upgraded in 2005

Primrose Hill was built around 1965. It is a purpose-built residential block with 30 rooms across 3 floors all en-suite. There are 6 accessible rooms on the ground floor, a student recreation room and a laundry.

The Oak Tree Centre. Built on top of the original library in 2005. A purpose built 2 floor teaching area linked to the main building.

The physical condition of the building has been identified as ranging from good to poor in certain areas by its recent DfE Condition Data Collection (CDC) survey. The college are currently utilising specific external capital investment funds to address certain issues and the college has a rolling maintenance programme in place.

Over the next 6 years the college will aim to recondition certain areas of the buildings as well as retrofit others. New energy efficient heating and electricity systems will be installed as well as building a new eco classroom and developing a new learning hub. This is alongside its annual schedule of maintenance and improvements.

The Gardens

The outside grounds equate to 6 acres of land which comprises of lawns, a pond, and woodland area. The college has erected a polytunnel, shed and outdoor covered area as well as creating a 250m2 vegetable plot. The college also utilises its grounds to increase biodiversity, an example of this is housing over 20 beehives on site.

The College employs one part time gardener to lead the development and maintain these grounds as well as utilising the support of the local Community Payback Scheme. In the coming months and years it is hoped to develop further opportunities to link in with community volunteer groups or individuals further.

To meet the demand of the college kitchens, and to reduce the reliance on its suppliers, the college will look to increase output of its vegetable gardens and extend into new growing areas. It will also look to develop the biodiversity of the site by creating specific wildflower plots, plant efficient saplings and create further habitats for wildlife (e.g. the installation of dead hedges).

Kitchens

The college has migrated to a vegetarian/vegan based menu by default with a small selection of meat based meals on offer. The kitchen has reduced its supplier pool from 5 national based suppliers to 3 regional suppliers. This has had actual impact on reducing the carbon consumption of the college. The college has also trialled several approaches to reducing its water wastage in the kitchens including moving to biodegradable packages for service.

The college will aim to align its menu to a seasonal menu and increase the amount of produce used in the kitchen that is grown from the college gardens. This will directly help the college meet one of its sustainability pledges linked to learners health. By providing healthy, natural ingredients as part of the college meal, learners are assured to get at least one healthy meal a day. It will also review its processes relating to waste to reduce this to a minimum.

6. Committed to Net Zero

In order to meet its pledges outlined in the college's green declaration, it is required to meet the following targets:

1. To reduce its carbon emission consumption across college from 135 tnCO2e in 2023 to zero by 2030.
   1.1. Reduce the carbon production from its residential building 'Primrose Hill' from 32 tnCO2e to zero by 2026
2. Increase the solar energy production to meet emerging demand in Primrose Hill.
3. Reduce waste produced from college operations including but not limited to water, food, plastics and other non-biodegradable material.
4. Embed sustainability principles into college delivery and wider college operations.
5. Increase the colleges biodiversity across its site.

Actions linked to the achievement of these targets can be found in the college's Estates Action Plan and the Colleges Green Team Action Plan.

7. Risks & Controls

In line with the College's Risk Management Policy the College has identified 3 main risks associated with estates management, these are identified on the Risk Register as:

- A lack of planning on business continuity results in the inability to manage and recover from a disaster.
- Accommodation - capacity issues from growth/expansion of courses.
- A lack of action by the college could contribute further to the effects posed by climate change.

The management of these risks are reviewed by the college's management team on a termly bases with new risks identified and added where applicable. A more detailed risk assessment profile is attached as Appendix A.

Other controls:

- The College operates several cross-college groups which link into estates delivery, these include Health & Safety Committee, Green Team and Facilities team meetings.
- The digital complaints monitoring system highlights any areas of concerns from learners. These are then reviewed by Student Services and escalated to the colleges Estates & Facilities Manager to action.
- Employee Voice teams and Student Voice meetings include opportunities to raise concerns or suggestions.

- The College in collaboration with its IT team manage digital risks and emergency planning.

8. Monitoring of this Strategy

The Colleges management team will receive regular updates on progress against the objectives and discuss any issues or barriers identified. The colleges Head of Business Infrastructure assumes responsibility of the delivery of this strategy and will report into key stakeholders as required.

The Operations Committee will receive progress updates at each termly meeting.

9. Review

The achievement against objectives will be reviewed annually by Governing Body.

This Strategy will be reviewed annually alongside the College strategy to ensure that current priorities and legislative requirements are being met and the strategy remains relevant and achievable by the college's Head of Business Infrastructure.
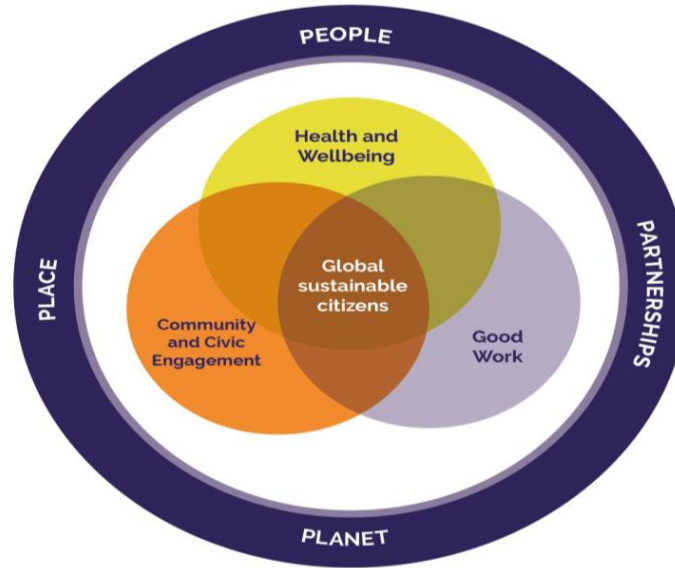
Estates Strategic Risk Assessment

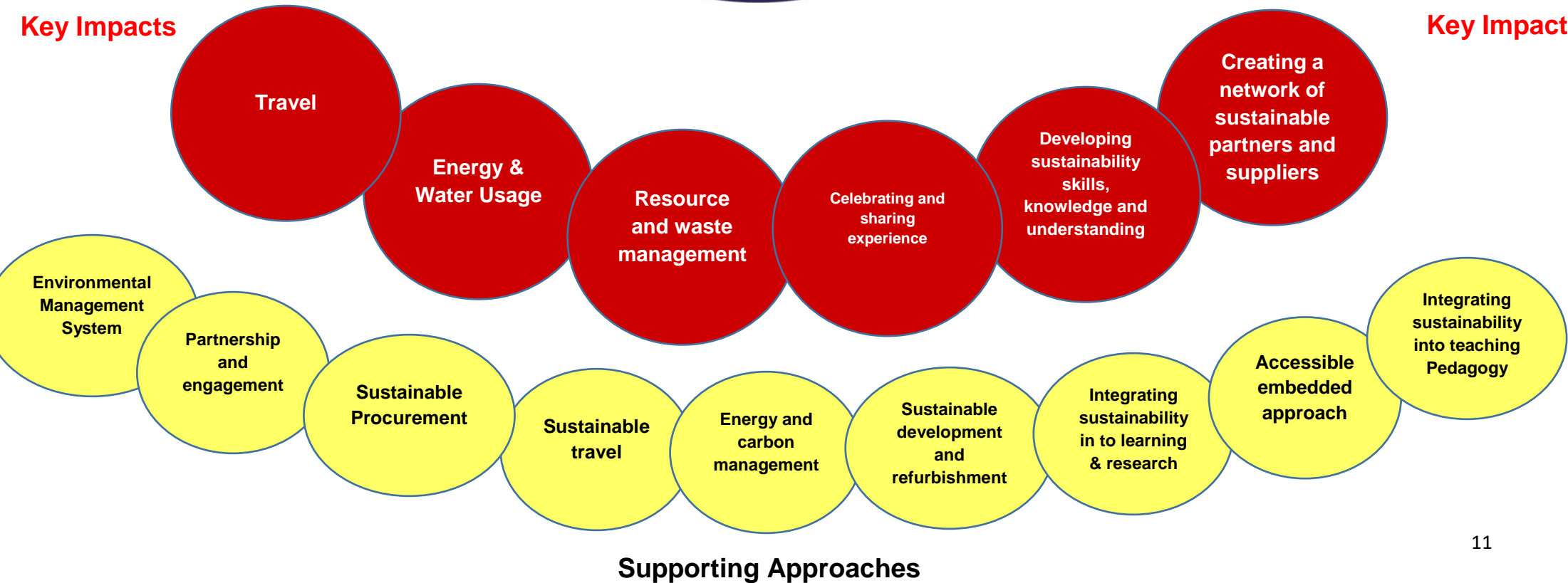| Strategic Risk as identified on Risk Register	Specific risk	Control in place	Current work
A lack of planning on business continuity results in the inability to manage and recover from a disaster	Fire	• Fire system upgraded 2018 and all emitters tested monthly. • System linked to monitoring company who call fire brigade if false alarm not confirmed • 24/7 staffing with trained Fire Marshalls amongst staff and Access students. • Business continuity insurance in place	Fire Marshall training takes place each Oct when new Access Students in place
	Flood	• 24/7 staffing with patrols checking all areas • Alarm on boiler in basement • CDC Capital investment sourced to address drainage issues identified in recent site audit.	
	General	• Public liability insurance in place • Emergency call out numbers available to on call staff for all events – electrical, plumbing etc. • New out of hours plan in place for weekend and evening supervisors. • Bomb alert procedure available to all staff • Barriers in place at car parks to avoid unwanted visitors during low usage times • Planned maintenance and responsive repairs procedure in place • Electrical testing carried out every 5 years plus PAT testing annually. • Trusted contractors in place to support College.	Staff desktop exercise May 2023. Next area of focus post reception build Testing carried out August 2023
	Break in	• Evening and overnight waking staff patrol every hour. Blinds closed, offices secured.	CCTV being upgraded

9

		• Building and contents insurance in place • CCTV in place	
The College's Health and Safety policy and procedures are not fully implemented.	Accident at the College on site	• Staff and students informed about H&S policy and who to contact with concerns at induction. • Posters stating who to go to around H&S concerns to displayed at reception. • Team of first aiders on site 24/7. QE hospital close to College. • Ongoing maintenance taking place in addition to call out and annual checks. Maintenance request form available online. • Student 'Fitness to Study' processes in use.	QAC Accessibility survey undertaken Feb 2018 with some suggestions which have been taken into estates plans. H&S Audit carried yearly by the independent auditors - reasonable assurance that the college manages H&S.
	External trips incident	• Procedure in place for risk assessing trips. All arranging staff aware of it • Offsite working procedure in place to ensure staff inform someone of their whereabouts	No incidents to report
	Loss of reputation	• External speaker procedure in place and followed • DBS checking in place for staff • Student behaviour policies in place for students • 24/7/ staffing to deal with any incidents • Staff trained on safeguarding and GDPR	No incidents to report
Accommodation - capacity issues from growth/expansion of courses.	Loss of learner recruitment	• Key college staff meet weekly to review recruitment challenges and issues linked to residency or capacity are discussed. • Delivery plan reviewed frequently to ensure maximum occupancy is maintained	

Environmental Sustainability Framework

Key Impacts

Key Impacts

Supporting Approaches

Estates Action Plan

Value	Key Impacts	Action	Owner	Target Date
Place, Planet	Energy consumption and Water Use	Collect power usage via smart meters every 30 minutes across site	Estates & Facilities Manager	1st April'24
People, Place, Planet	Energy consumption and Water Use	Review college current water consumption, monitor and reduce mains water consumption by 20% in 3 years and 40% in years	Head of Business Infrastructure	Primrose Hill July'26, Full site July'30
Place, Planet	Energy consumption and Water Use	Installation of 125 additional solar panels	Estates & Facilities Manager	1st September'24
Place, Planet	Energy consumption and Water Use	100% installation of energy efficient lightbulbs	Estates & Facilities Manager	1st September'24
People, Place, Planet	Energy consumption and Water Use	Installation of new EVC, 2 by 2024, 4 by 2026, 6 by 2028, 10 by 2030	Estates & Facilities Manager	1st September'24
People, Place, Planet	Resource and waste management	Improve recycling processes with the aim to reducing general waste and the amount of waste sent to landfill. Currently 62% of rubbish waste is sent to recycle, aim to increase to 80% by 2026, 90% by 2028	Green Team Sub Committee	1st Target 1st August'26
Place, Planet	Developing sustainability skills, knowledge and understanding	Design, manufacture and construction of a new Eco Classroom. Upfront carbon production target of 228.43 (kgCO2e/m2) Embodied carbon production target of 391.28 (kgCO2e/m2)	Head of Business Infrastructure	1st April'25
Planet, People	Resource and waste management	Composting currently 80L per month, target 100L per month by 2026. 200L by 2030	Lead Gardener/Kitchen Manager	1st Target 1st August'26

Planet, People	Resource and waste management	100% of ingredients for soup course grown onsite.	Lead Gardener/Kitchen Manager	1st August'25
Planet, People	Resource and waste management	Increase percentage of herbs used in ingredients used in the kitchen from 40% currently to 80% of herb ingredients grown on site by 2026	Lead Gardener/Kitchen Manager	1st August'26
Place, Planet	Resource and waste management	Increase volume of wild flower meadows/areas by 10% and increase the range of wild flowers by 20% by 2026	Lead Gardener	1st August'26
Place	Resource and waste management	Replace tarmac on frontage by 2026 and remaining drive by 2030	Estates & Facilities Manager	1st August'26
Place, Planet	Resource and waste management	Targeted planting of species to promote and increase in habitation for certain birds and wildlife	Lead Gardener	1st August'25
Place, Planet	Energy consumption and Water Use	Monitor and manage heating usage by better using communal spaces and closing areas when not in use. Embedding of PMS to track usage	Estates & Facilities Manager	1st April'25
Planet	Energy consumption and Water Use	Upgrade bain-marie to electric which will reduce the time it is needed to be switched on and remove the need for water to be heated.	Kitchen Manager	1st August'26
People, Planet	Creating a network of sustainable partners and suppliers	Increase the number of volunteers supporting garden activities from 1 to 3 in 2025 and 10 by 2027	Lead Gardener	1st August'25
Place, Planet	Energy consumption and Water Use	Increase the number of multi-purpose cooking units to support a variety of cooking methods. This will reduce gas consumption levels.	Kitchen Manager	1st August'26
Place, Planet	Energy consumption and Water Use	Construct a walk in freezer, potential reduction in electrical consumption by reducing the number of medium size freezers	Kitchen Manager	1st August'26
Place, Planet	Energy consumption and Water Use	Replace 50% of residential showers by 2024 and remaining 50% by 2027	Estates & Facilities Manager	31st July'27

Place	Creating a network of sustainable partners and suppliers	Continue with integration of RFID access, 100% external doors fitted by 2026, internal communal spaces and offices by 2028 and bedrooms by 2030	Estates & Facilities Manager	31st July'26
Place	Developing sustainability skills, knowledge and understanding	Cyclical approach to domestic maintenance, carpets, furniture etc	Estates & Facilities Manager	31st July'26
Place	Developing sustainability skills, knowledge and understanding	Air conditioning in all classrooms by 2027	Estates & Facilities Manager	31st July'26
People, Planet, Place	Developing sustainability skills, knowledge and understanding	Increase number of accessible bedrooms by 10%	Estates & Facilities Manager	31st July'26
Place	Creating a network of sustainable partners and suppliers	Increase the effective coverage of CCTV with sound across site by 20% and the increase the signage by 50%	Information Systems & IT Manager	31st July'25
People, Place	Creating a network of sustainable partners and suppliers	Increase the number of fire marshals trained and available	Estates & Facilities Manager	31st July'25
People	Creating a network of sustainable partners and suppliers	Update training requirement for assessing risk so this is mandatory for all staff and governors as well as bitesize learning for learners	Estates & Facilities Manager	31st July'25
People	Developing sustainability skills, knowledge and understanding	Review and raise awareness of learner residential requirements e.g. peeps	Estates & Facilities Manager	31st July'25

Place	Creating a network of sustainable partners and suppliers	Installation of additional drop sinks	Estates & Facilities Manager	31st July'26
People, Place	Creating a network of sustainable partners and suppliers	Installation of evac chair	Estates & Facilities Manager	31st July'25
People, Planet	Creating a network of sustainable partners and suppliers	College will source training for its kitchen staff related to efficient cooking.	Kitchen Manager	31st July'25
People, Planet, Place	Creating a network of sustainable partners and suppliers	Review opportunities for philanthropic opportunities in the garden linking to learning and community opportunities	Head of Business Infrastructure	31st July'25