

KEY AIMS

STCG has a vision to be one of the leading colleges in sustainable practice and will continue to develop ways to reduce emissions with a view to reduce our footprint in a phased approach as follows:

- 50% by 2035
- 75% by 2040
- And achieve Net Zero emissions by 2050.

KEY PRINCIPLES

Climate Action Roadmap




The Climate Commission for UK Higher and Further Education, established in November 2019, developed a strategic, sector-wide approach to addressing the climate emergency. As part of this work, the Commission produced a Climate Action Roadmap for Further Education, providing a structured pathway for colleges to progress towards net-zero carbon emissions.

STCG have adopted the FE Climate Action Roadmap as the overarching framework guiding our environmental sustainability strategy.

The roadmap includes three ‘levels’ to approach sustainability, organised by different levels of maturity:

- **Emerging:** colleges just beginning to address sustainability
- **Established:** colleges with an established approach to sustainability and structures in place to support it
- **Leading:** colleges which are models to others on sustainability.

To provide transparent governance oversight, progress against the roadmap will be monitored through a RAG-rated Compliance Scorecard.

RAG Status	Compliance Level	Compliance	Criteria
 Green	Fully Compliant	76-100%	Low Risk — Actions fully delivered and embedded. Only business-as-usual monitoring required.
 Amber	In Progress/ Partially Compliant	26-75%	Medium Risk – Work underway with measurable progress, but some gaps remain. Planned actions are in place with realistic delivery timelines.
 Red	Non-Compliant	0–25%	High Risk - No work begun on task; no evidence of planning or activity.

SUSTAINABLE DEVELOPMENT GOALS

Colleges have an important role to play in working towards the achievement of the UN Sustainable Development Goals (SDG), introduced in 2015. STCG will seek to lead agendas that build social and economic sustainability through partnerships with local communities and beyond, aligning our objectives to the 17 Sustainable Development Goals.



“There is no “Plan B” because we do not have a “Planet B”; We have to work to galvanise our action”
UN Secretary-General

MONITORING REPORT - EMERGING

This Monitoring Report sets out a whole STCG Group approach to Environmental Sustainability, endorsing and aligning with the FE Climate Action Road Map as an Emerging College. The Monitoring Report below specifies actions.

*Following a review of the FE Climate Action Roadmap conducted in mid-2025 by its authors—the Association of Colleges (AoC) and the Environmental Association for Universities and Colleges (EAUC)—the criteria and expectations within each of the three framework stages have been expanded.

As a result, our assessed position has changed to reflect these additional requirements. The Plan below specifies actions for reviewing first two phases phases 2025 – 2028, realising EMERGING Status by July 2028.

What does an Emerging College look like, and how are we progressing now following a change in framework?

An **Emerging College** is one that has established the foundations for a whole-college approach to sustainability, with developing leadership, governance, operational practice, and curriculum integration. The revised framework introduces more detailed tasks within each stage, and our progress is now measured against these updated expectations.

The newly added actions have an **asterisk ‘*’** at the beginning of the action and throughout the document.

	Initiative	Status	Nov 25 Status	% Status April 26	Complete/ Target
1.	Gather views of its students and staff on sustainability and their appetite for change.	Views are gathered from Students each year as part of Green Week.	100%	100%	April 2022
2.	Establish a Sustainability Committee/Group	Environmental Group and Financial Planning & Resource Comm, through to Governors	100%	100%	2021
3.	Leaders set Net-Zero targets and sustainability ambitions	approved by GLT 50% by 2035, 75% by 2040, achieve Net Zero emissions by 2050.	100%	100%	2022
4.	Deliver carbon literacy training to staff and students. – <i>1 day Carbon Literacy training</i>	A Carbon literacy on-line module will be delivered to all 16-18 students as part of their Pastoral Tutor sessions during Green Week (20 th – 24 th April 2026). All study programme students will have had the opportunity to complete the module by July 2026. All pastoral tutors reviewed the module to assist with its delivery in March 2026. <ul style="list-style-type: none"> - Adult Students - Apprenticeships - Staff 	0%	60%	
5.	* Engage teaching and learning community with ESD (Education for Sustainable Development)	<ul style="list-style-type: none"> • Tutorial materials with sustainability themes will be delivered in all Pastoral Tutorial sessions during Green Week from 20th April 2026. • Student sustainability competition web page completed with competition entry submission form on-line. The Judging panel will consist of three members of staff and a student. Only one entry to date. Intensive promotion of competition and prizes at each college from 13th – 24th April. £50 first prize and £25 second prize Amazon voucher per college (Kingston/CIC, Merton, Carshalton and Wandsworth/Tooting). Vouchers will be presented by College Principles to the winning students and publicised. • Students at each college will complete a Green Audit. The findings and recommendations will be available from April 20th will inform Green Week and future activities. 	0%	80%	

		<ul style="list-style-type: none"> Green Week (20th – 24th April 2026) will include lessons with sustainability themes embedded into content delivery where appropriate, themed enrichment activities including a sustainability fair, pastoral sessions with sustainability themes linked to carbon literacy unit (as above) and opportunities for learners to engage with employers promoting ‘green’ work opportunities. The Employers Green event will be held on the 23rd of April. June – As part of the Carbon literacy project training for staff gather feedback and ideas from teachers, feedback will inform ESD baseline and action plan (2026-2027). 								
6.	* Include sustainability in learner progression IAG (information, advice and guidance)	<p>Use the Green Careers Guide to support learners in green careers and showing the Pathway to Green Jobs for support staff, activities planned for remainder of year:</p> <ul style="list-style-type: none"> Career planning agenda standing item (termly meetings) June - Update Careers and Employability Hub with green career pathway section June - Identify training need and deliver relevant training for nominated CE-IAG staff <p>2026-2027</p> <ul style="list-style-type: none"> Academic Tutorial Scheme of work to incorporate sustainability as key ‘Careers learning’ theme to be delivered in Term 2. CV writing clinics for green career pathways. 	0%	70%						
7.	Upskill on measuring emissions/carbon footprint	Provided by Trident in Dec 2023. Progress of developing staff internally with support from EAUC	100%	100%	Complete					
8.	Measure Scope 1 and Scope 2 emissions, estimate Scope 3 if possible	Scope 1 & 2, measured since 2022, now have baseline for Scope 3, and completed measurement of 24/25. Not confident in base position for 23/24 provided by Trident and agree to reset base.	100%	100%	Complete					
9.	*Publish sustainability targets and related strategies	Sustainability Policy is published on our website but not our targets, policy will be updated with targets and will approved at next committee meeting.	90%	100%	Complete					
10.	*Conduct biodiversity survey of estate	Complete habitat and biodiversity surveys of your estate at different points in the year to create a baseline for your estate. This has been allocated to FM for STC and will be carried out over the next 6mths+ to capture all seasons. Wandsworth has been completed.	0%	20%	Target January 2027					
11.	Implement strategies in place to reduce energy use	Heating set points are managed via BMS where possible, LED light replacement ongoing etc. Switch off stickers.	100%	100%	Complete					
12.	* Complete a single use plastics and takeaway container audit and implement actions for their removal/reduction.	<p>Single use plastic audit completed in Dec 25 and actions identified and implemented.</p> <ul style="list-style-type: none"> Relaunch the “Bring Your Own Cup” offer in January, including 20p off hot drinks when using a reusable mug/cup. Increase visibility of this offer through signage, tills prompts and digital screens. Explore replacing fruit/yoghurt pots with reusable pots, supported by a return point for collection. Review stock levels of reusable pots and agree a process if losses occur. Review bin signage and recycling points to support correct disposal. 	0%	100%	Complete Dec 25					
13.	Modify estates strategy in-line with net zero targets.	EV infrastructure in place, all maintenance and procurement of kit is prioritised as energy efficient. Estates plan developed by MStep 2025. Upgraded building performance by replacing windows.	100%	100%	Complete					
14.	Campus food suppliers to supply sustainable food choices.	Caterlink confirmed sustainable choices are part of menu ie seasonal, plant based, local veg	100%	100%	Complete					
15.	Sign the Race to Zero for Universities and Colleges	<table border="1"> <tr> <td>South Thames Colleges Group</td> <td>United Kingdom</td> <td>2050</td> <td>2030</td> <td>Pending</td> </tr> </table>	South Thames Colleges Group	United Kingdom	2050	2030	Pending	100%	100%	Complete
South Thames Colleges Group	United Kingdom	2050	2030	Pending						
16.	Join communities of practice, groups and networks	Member of AOC & EAUC and speaking to other Colleges and member of Kingston Council	100%	100%	Complete					

REMOVED - Ensure recycling, food waste, and signage is available in every college building

MONITORING PLAN – ESTABLISHED 2023 - 2033

This monitoring plan sets out a whole STCG Group approach to Environmental Sustainability, endorsing and aligning with the FE Climate Action Road Map as an **ESTABLISHED** College. The Plan below specifies actions for the second phase, realising ESTABLISHED Status by 2028. What does an “ESTABLISHED” College look like and how are we progressing?

The newly added actions have an **asterisk ‘*’** at the beginning of the action and throughout the document.

	Initiative	Status	Nov 25 Status	% Status April 26	Complete/ Target
1.	* Incorporate sustainability into all governance arrangements	Environmental Group and Financial Planning & Resource Comm, through to Governors	100%	100%	Complete
2.	* Complete climate risk assessment and embed adaptation measures within strategies and operations	Climate risk assessment completed in March 26	0%	100%	Complete April 26
3.	Incorporate net zero ambitions in the strategic plan and establish a ring-fenced budget.	Incorporated into budgets across group.	100%	100%	Complete
4.	* Participate in Global Goals Teach In (removed audit against SDGs)	Earth Day / Green week activities undertaken in April 20 th – 24 th April as set out in section 1.	0%	100%	Complete April 26
5.	*Create an ESD (Education for Sustainability) baseline and action plan	<ul style="list-style-type: none"> June - Completion of the Student-led Sustainability Curriculum Mapping for South Thames Colleges Group <p><u>2025–2026 planned activity</u></p> <ul style="list-style-type: none"> June - mapping activity in pilot schools (one from each college) e.g. STEM, Creative etc. To provide recommendations <p><u>2026-2027</u></p> <ul style="list-style-type: none"> Recommendations from School mapping process inform curriculum design and planning and CPD (continuing professional development). Create EDI baseline and action plan 		? DW	
6.	* Ensure relevant staff have access to CPD, supporting them to incorporate sustainability into their professional practice	<p><u>2026-2027</u></p> <ul style="list-style-type: none"> CPD programme to include sustainability as core theme / development day September to June - School sustainability champions identified and complete free programme <p><u>2027–2028</u></p> <ul style="list-style-type: none"> Sept - Study programme scheme of work includes ‘opportunities to embed sustainability into workshop and lesson delivery’. Sept - Create Group Sustainability Teachers / Tutors resource bank Sept - Create student led Sustainability Hub 			
7.	Set and implement target to reduce waste in the college by 50-75% - target	An interim target of 20% has been set over 2yrs – longer term targets to be agreed.	80%	100%	Complete

8.	*Develop and implement biodiversity-positive approaches to estates management	Once a habitat and biodiversity baseline for your estate has been established, develop and implement an action plan to improve the quality and range of habitats on your estate. – Baseline is being created from March 2026	0%	20%	January 2027
9.	*Implement travel policy to reduce emissions from commuting to/from campus	Target completion by July 2026	0%	20%	July 2026
10.	Apply for a grant loan for financial support to improve energy efficiency on the estate	N/A all energy efficiency projects are funded through the College Capital bid process in line with RAG rating	100%	100%	Complete
11.	Sign SDG Accord and identify staff member to be responsible for reporting.	Email sent to Peter MS November 25, signed up in 2026	20%	100%	Complete
12.	Join or establish climate action network with local council	Kingston already signed up. Who else can support?	20%	20%	?
13	* Develop sustainable procurement policy and strategy; engage with supply chain to improve sustainability	Policy has been drafted and sent to RG for approval on 01/04/26	0%	90%	May 2026
14.	Develop and implement plan to measure and report all Scope 1 and 2 emissions and significant Scope 3 emissions	Plan in place to measure scope 1 & 2 and Scope 3.	60%	90%	

REMOVED - It reports annually on its progress on meeting its net zero targets and interim targets, to the college community and the public.

REMOVED - Its staff only travel for business on long-haul airplane flights when it is critically necessary (likely less than once a year), under a travel policy that aims to reduce emissions from travel. It has invested in video-conferencing to support remote meetings.

REMOVED - Our 10-year estates strategy reflects its commitment to its net zero targets, including an ambition to optimise the use of the estate (rather than build new buildings), refurbish buildings to improve their efficiency, and applying BREEAM standards to new buildings

REMOVED - It understands what parts of its investment portfolio are invested in fossil fuel companies. It has a plan to divest from fossil fuels and achieve a green investment portfolio

ACTION PLAN – LEADING 2023 – 2033

This action plan sets out a whole STCG Group approach to Environmental Sustainability, endorsing and aligning with the FE Climate Action Road Map as a **LEADING** College. The Action Plan below specifies actions for the third phase 2026- 2030, realising **LEADING** Status by December 2030.

What does an “**LEADING**” College look like and how are we progressing?

	Initiative	Status	Nov 25 Status	% Status April 26	Complete/ Target
1.	Embed climate responsibility and sustainability into staff development	Email sent to Daniel Fraser and Jane Morrison to explore how this is done ie mandatory training?	0%	5%	
2.	Share carbon footprint data collection approach as model to other colleges	In discussions with New City College (London) and Nottingham College along with EAUC and AOC.	0%	5%	
3.	Audit college curriculum against the SDGs using Responsible Futures Framework and accreditation				
4.	*Establish ESD partnerships	Education for Sustainable Development (ESD) is an approach to education that equips learners with the knowledge, skills, and values needed to: <ul style="list-style-type: none"> • Understand environmental and climate issues • Make sustainable choices 			
5.	*Measure ESD outcomes and impacts				
6.	Partner with local community/ council/businesses to improve local biodiversity.				
7.	Apply for a Green Gown (UK wide) or AoC Beacon Award (England only)				
8.	Develop fossil fuels divestment plan				
9.	Implement renewable energy on a part of/all of the Estate	Solar panel project put forward in Capital Bid for Merton for 26/27	0%	10%	
10.	* Expand travel policy to reduce long-haul aviation travel				