

# Sustainability Promise

**Bauer Academy activities have environmental and social impacts. As a team, we aim to develop effective sustainability practices and environmental improvements wherever we can.**

## Our Ways of Teaching

- ▶ Bauer Academy specialises in online delivery. Our interactive workshops and coaching sessions are carefully designed to be delivered online.
- ▶ Bauer Academy always opts for paperless when possible. Enrolment paperwork, handbooks and all teaching materials are provided electronically, unless required for additional learning needs.



## Our Ways of Working

- ▶ Bauer Academy is a remote/hybrid team – ensuring, as much as possible, we individually reduce our carbon footprint every day. When travel is essential, sustainable modes of transport are encouraged.
- ▶ Bauer Academy continuously works to improve energy efficiency by switching off machines (in the office and at home), reusing paper and plastic, and avoiding disposable kitchen materials at events.
- ▶ Bauer Academy's marketing strategy focuses on paperless approaches – no flyers or posters, except for safeguarding purposes.
- ▶ Bauer Academy continually develops best practice, with all team members completing mandatory Environmental and Sustainability training every year.

**All Bauer Academy team members have agreed to this Sustainability Promise, reflecting our individual commitment and collective responsibility. Where we can make a positive difference, we will.**

## Our Curriculum

- ▶ Bauer Academy's curriculum design includes education for a sustainable future whenever appropriate, encouraging learners to contextualise environmental issues across all programmes.
- ▶ Bauer Academy's quality monitoring provides feedback on the relevance of teaching material and the impact of exercises relating specifically to sustainability issues.
- ▶ Bauer Academy's Community Connector Programme includes sessions dedicated to green issues, promoting environmental awareness and positive action.



## Our Leadership

- ▶ Bauer Academy leaders regularly review relevant policies and contracts, discuss best practice, improve sustainable purchasing practices, and embed green ways of working.
- ▶ Bauer Academy leaders ensure Bauer Academy is fully compliant with all relevant Bauer policies, environmental legislation, regulations, and agreements.
- ▶ Bauer Academy engages with other training providers, colleges, universities, and awarding bodies to share best practice and demonstrate collective responsibility.

**We estimate that online delivery and paperless approach remove over 630,000+ miles of travel and over 500,000+ sheets of paper each year!**