



ESG Impact Report

1st September 2021 – 31st August 2022

Contents

The Alpha Plus Group: Who We Are and What We Stand For	3	Strengthening Our Social Impacts	17
The Importance of Optimism: A Comment from our ESG Committee Chairman	4	Supporting Our People's Excellence	18
ESG Highlights and Objectives	5	Mental Health and Wellbeing at Our Schools and Colleges	18
Our ESG Highlights	5	Charitable Support	19
Our Evolving ESG Objectives:	5	Diversity, Equity, and Inclusion	20
Environment	6	Continued Learning and Development	21
Social	6	Sustainability in the Classroom	22
Governance	6	Governance: Leading Together	24
How our ESG actions support the UN Sustainable Development Goals	7	Our Quest for Best Practice in Leadership	25
Reducing Our Environmental Impacts	9	Policies	26
Our Journey to Net Zero	10	Safeguarding	26
Our Net Zero Glidepath	11	Health and Safety	27
Our Sustainability Commitments: 2022-2040	13	Risk and Compliance	27
Our Energy Initiatives	14	Information Security / GDPR	27
Our Waste Initiatives	15	Anti-Bribery and Corruption	28
Staff Travel	16	Anti-Slavery and Human Trafficking	28
		Code of Conduct	29
		Let Us Review	30

The Alpha Plus Group: Who We Are and What We Stand For

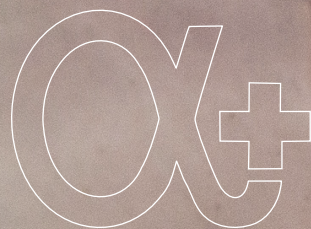
The Alpha Plus Group is a private education group with a simple aim: we seek to give every child in our care the best possible start in life. The Group owns and manages 17 schools and nurseries as well as three sixth-form colleges. We are one of the largest private school providers in London. We also operate three schools and two colleges outside of London: in Cambridge, Manchester, Tonbridge, Coventry, and New York. Our Heads and Principals set the educational and operational priorities in their schools, as we do not believe that “one size fits all”. We welcome diversity alongside shared common values within the Group.

Every one of our schools and colleges delivers our “Gold Standard of education”. This equates to outstanding leadership and governance, having high aspirations and expectations of staff and pupils, and maintaining effective partnerships with parents. It is about recognising that excellence is a never-ending pursuit.

Beyond our core aim of delivering excellent educational outcomes for our pupils, we are committed to being at the forefront of the environmental, social, and governance (ESG) agenda within the education sector. We are proud of our role in educating the leaders of tomorrow and believe that part of our responsibility is to empower every pupil to champion sustainability during and beyond their time at our schools.

To this end, we continue to develop and deliver our ESG commitments. This is our third year reporting on our ESG impacts and we continue to set further targets to measure and track progress. Through our estate management, charity support, treatment of our staff, and education of our pupils, we aim to tackle the pressing social and environmental issues facing our local communities and the planet.

This report details the ongoing progress and renewed targets regarding the Alpha Plus Group’s environmental and social impacts resulting from our everyday activities and governance.



**We have one simple aim:
we seek to give every child
in our care the best possible
start in life.**





Richard Jones
DIRECTOR OF
PROPERTY

The Importance of Optimism

A Comment from our ESG Committee Chairman

A lot can change in a year. This time last year, we were only a couple of months out of Covid-19 restrictions, 'Plan B' had yet to be launched, and countries around the world were about to commit to timelines to remove at least as much greenhouse gas from the atmosphere as that which they emit.

Although in some ways that time feels like a distant memory, it is undeniable that we now live in a different world. We have all become more aware of the risks facing humanity, and less naïve about the fragility of our social and health systems. The world is waking up to the dangers posed by environmental degradation, and it can sometimes feel overwhelming to think about the challenges we face as a global population.

This is why optimism and committing to act for positive change is now more important than ever. At Alpha Plus Group, we want to remain at the forefront of the fight against climate change, and as such, we released our commitment to achieve Net Zero by 2040, ten years earlier than the UK government's national target.

We also continue to support all those who are part of the Alpha Plus Group, be it students, families, or staff, to live happy and fulfilling lives and to contribute positively to their communities. We are proud of the continued work of our schools to fundraise and donate impressive sums to local charities.

In these days that can sometimes seem full of darkness, let us continue to work together for a brighter future.

“At Alpha Plus Group, we want to remain at the forefront of the fight against climate change”



100% of our schools and colleges delivered our "Gold Standard of education"

Ran a mindfulness programme for teachers



Procured 100% renewable electricity

Put in place extended counselling services for pupils



Our schools raised £416,592 for charity



Our ESG Highlights

Have replaced approximately 50% of incandescent lights across our estate with LEDs

Created a BAME Council to embed our DE&I culture

Optimised our bussing routes to reduce emissions

We developed our Net Zero glidepath and target for 2040



Diverted 100% of sanitary waste from landfill

Surveyed our top suppliers about their ESG impact



Scored above average across 70% of TES metrics for staff wellbeing and satisfaction

Our Evolving ESG Objectives

Environment

Over the past 2 years, the COVID-19 pandemic has had a profound impact on our energy consumption, transport, waste, and water usage, making it difficult to know whether the changes we have observed are due to our ESG actions or to our adjustment to the realities of the pandemic.

We have therefore reset this year as our new baseline against which to measure future improvements.

Last year, we set ourselves several targets for reducing our environmental impacts, including reducing energy consumption and increasing recycling. This year, we went beyond isolated energy and transport reduction targets and committed to a Net Zero timeline to minimise our carbon emissions. In addition, we have focused on best practice regarding waste disposal, energy, and water consumption, and we have undertaken a route optimisation exercise to reduce our bussing transport emissions. Our schools and colleges encourage staff, pupils, and their families to take the lead on a wide range of local environmental initiatives.

Social

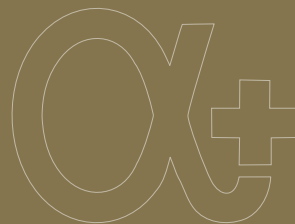
Our staff are key to providing an excellent educational experience for our pupils. We value their unique perspective and are able to continuously improve as employers thanks to open communication channels with our colleagues, using staff engagement and satisfaction at work as key measures of success.

We offer an extensive programme of learning and development opportunities for staff. We are already reporting on our gender pay gap, and plan to expand this to include ethnicity pay gap reporting. Our BAME Council¹ continues to contribute to our ongoing diversity, equity, and inclusion (DE&I) objectives.

Our schools and colleges work to instil a sense of awareness and generosity in our pupils by engaging in efforts to support the wider community. Each year, our pupils and their families work with our staff to raise funds for local charitable initiatives addressing a range of causes, including providing opportunities for less privileged pupils to learn at our schools.

Governance

Our policies and procedures meet the highest level of good practice, including compliance with all applicable laws and regulatory requirements. Our governance framework structures how the Alpha Plus Group meets and delivers our services, requirements, and standards. Our Board is fully invested in the ESG efforts of our community and our senior leadership team coordinates much of our activity in this area. Under the newly established Terms of Reference for our ESG Committee, members meet frequently to establish and update our ESG agenda and to monitor progress against objectives. We also reviewed our education and HR policies, to ensure they are up to date and aligned with our vision.



Our schools lead on local initiatives to reduce waste, energy consumption, and water usage. We involve pupils and their families in improving biodiversity at schools and awareness of global issues.



How our ESG actions support the UN Sustainable Development Goals

Developed by the United Nations, the Sustainable Development Goals (SDGs) are 17 overarching goals that are designed to act as a "blueprint for achieving a better and more sustainable future for all."

We aspire to use our position in society to create better outcomes for millions

of people every day. In our first year of ESG action, we recognised the value of aligning our activities with the UN's SDGs, and identified five goals where we felt we could contribute the most to the global sustainability agenda. Our contributions towards each goal are highlighted here:

UN SDG 3

Ensure healthy lives and promote wellbeing for all at all ages.



UN Target

3.9 Strengthen the capacity for early warning, risk reduction, and management of global and national health risks.

Our Contribution

We provide counselling services across our schools and colleges. Pupils use these services for one-on-one sessions and group discussion.

Our mindfulness professional development program, run in partnership with the University of Oxford, helps educators develop the skill-set needed to support pupil mindfulness practices.

We support our staff's mental and physical health through our Wellbeing Leads, Mental Health and Wellbeing Forums, Health and Wellbeing policies, and an employee assistance programme.

UN SDG 4

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



UN Target

4.1 By 2030, ensure that all girls and boys complete free, equitable, and quality primary and secondary education leading to relevant and effective learning outcomes.

Our Contribution

We partner with the Gold Standard Charitable Trust, a group which provides means-tested bursaries to pupils whose circumstances would otherwise put an independent school education out of reach. The Gold Standard Charitable Trust also supports current pupils whose families experience unforeseen financial difficulty.

This year, we also supported training and development for five apprentices including four in nursery schools and one in IT.



We believe in securing the future of the Earth, and being responsible custodians of a planet our children will inherit.

How our ESG actions support the UN Sustainable Development Goals continued



UN SDG

Reduce inequality within and among countries.



REDUCED INEQUALITIES

UN Target

10.2 By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.

Our Contribution

Our BAME Council helps to create an inclusive culture across the Alpha Plus Group. The Council provides company updates on BAME-related issues.

We embed diversity into our recruitment, staff training, and governance.

Each of our schools and colleges participates in a School Council which works to develop ideas for events, community awareness programmes and to promote the value of diverse and inclusive schools.

Each year, our staff and students support various national and international charities. This year, our schools raised £416,592 for charities, with donations to local community charities as well as charities providing student bursaries.

UN SDG

Ensure sustainable consumption and production patterns.



RESPONSIBLE CONSUMPTION

UN Target

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Our Contribution

We continue to grow our food waste separation initiative, with most schools already participating.

As of September 2022, all sanitary waste is incinerated rather than sent to landfill.

Our schools and PTAs run local waste reduction initiatives, including litter-picking days, second-hand uniform shops, and donation programmes for unwanted items. Many of our schools and colleges have recycling points for batteries and have removed single-use plastic from water fountains and cafeterias.

Themed assemblies in schools cover a wide variety of sustainability topics such as the effect of plastics on the environment and how to reduce their use.

We survey our top suppliers about their ESG impacts and share our ESG report to encourage alignment with our goals. Our procurement priorities include substantially reducing waste generation through prevention, reduction, recycling, and reuse.

UN SDG

Take urgent action to combat climate change and its impacts.



CLIMATE ACTION


UN Target

13.3 Improve education, awareness-raising, and human and institutional capacity on climate change mitigation, adaptation, impact reduction, and early warning.

Our Contribution

We continue to procure 100% renewable electricity.

We reduce our energy consumption wherever possible through behaviour change campaigns with staff and students and through investment in building improvements like LED lighting, boiler upgrades, loft insulation, and double glazing of windows.



Reducing Our Environmental Impacts

Our Journey to Net Zero



Every year, climate change means Antarctica now loses ice that is equivalent in weight to Mount Everest – 151 billion tonnes.¹

The children and young people of today will be affected by the outcomes of current decision-making, including the level of action taken to prevent the worst impacts of climate change. Businesses and governments around the globe are factoring climate change into their operational and strategic decision-making, which naturally feeds into the education system – itself a vital engine in the fight against climate change. Our responsibility to our pupils must therefore include doing all we can to reduce our contribution to climate change.

Net Zero is the internationally agreed upon goal for mitigating climate change in the second half of this century. It is achieved when a defined group (i.e. a company or a country) removes at least as much

greenhouse gas (GHG) from the atmosphere as that which it emits. This is usually achieved through a combination of reducing emissions as much as possible, through technological and behavioural efficiencies, and by offsetting any residual emissions. According to the Intergovernmental Panel on Climate Change (IPCC), the world needs to be Net Zero by 2050 to remain consistent with the 1.5°C global warming target detailed in the Paris agreement.

In 2019, the UK became the first industrialised nation to legislate for Net Zero emissions. In the summer of 2022, Alpha Plus Group launched our Group-wide strategy and commitment to achieve Net Zero by 2040, ten years in advance of the UK Government's Net Zero 2050 target.

In spring 2022, we partnered with Sustainable Advantage, a leading consultancy in Environment, Social, and Governance (ESG), to calculate our carbon footprint for the previous year. Together, we identified areas for improvement across our scope 1, 2, and 3 emissions. We understand that our efforts must be about more than pledges and promises – we want to make a real impact with tangible results.

We believe our commitment will drive change and accountability for improvement within the Alpha Plus Group at a regional level, with increased participation from our own operations, as well as suppliers, students, and their families.

Achieving our Net Zero 2040 goal will

require operating in a way that has an uplifting impact on people and the planet for decades to come. This includes continued investment in low-carbon technologies, transport optimisation, and working with our supply chain to positively influence our upstream impacts. It will take dedicated planning and positive cultural change to transform the environmental goals detailed in our Commitment report into our new reality – a journey that we are determined to take together with both our internal and external partners.

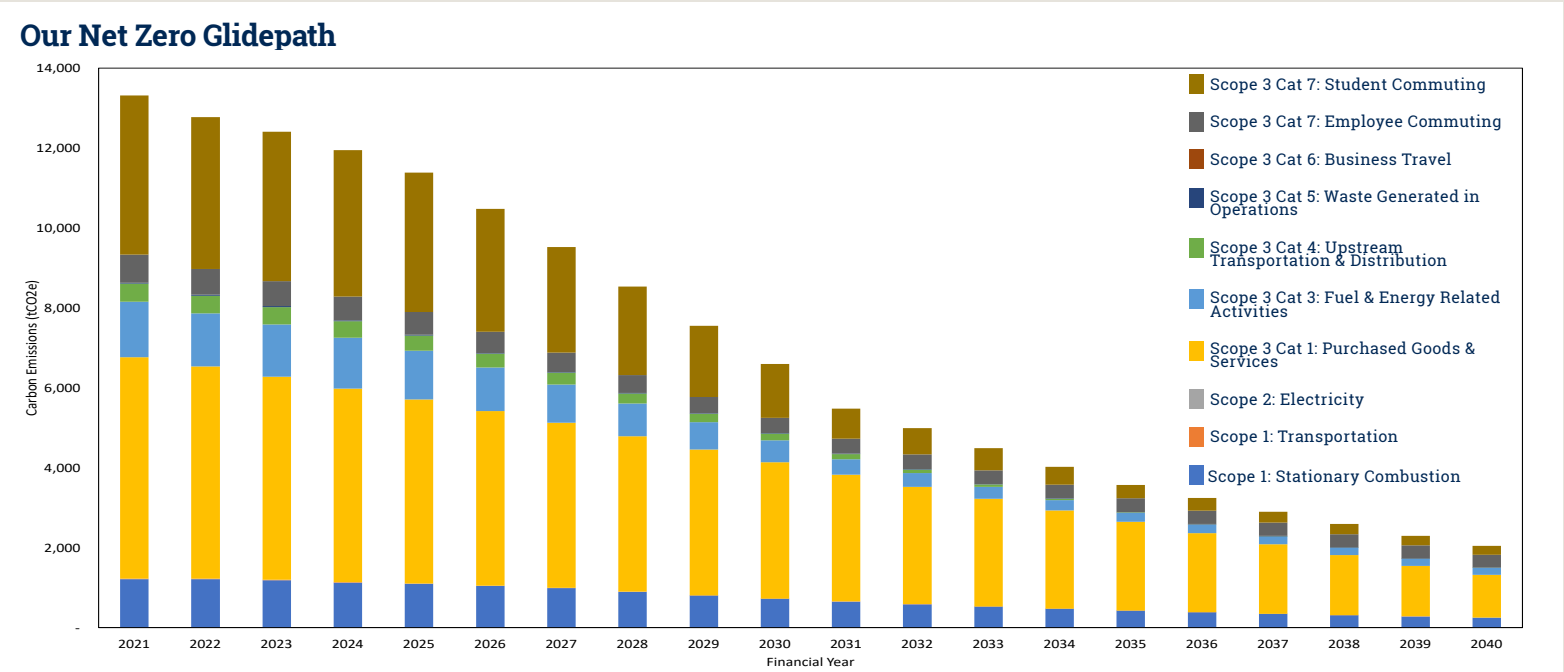
We will continue to be transparent about the highs and lows as we work towards our goal: Net Zero by 2040. While we work towards that target, we will strive to reduce our gross total emissions each year.



¹National Geographic, NASA's Grace Follow-On satellite

Our Journey to Net Zero continued

- ✓ Target: Net Zero emissions by 2040
- ✓ Target: Year-on-year reduction of gross total emissions
- ✓ Target: Become Carbon Neutral



α+

Meat-free days have been held in schools in order to raise awareness of the environmental, social, and health benefits of reduced meat consumption.



Our Journey to Net Zero continued

As part of our commitment to reducing our emissions year-on-year, we also procure 100% renewable electricity, monitor our energy usage, introduce energy efficiency and behaviour change initiatives, and minimise our transport emissions through route optimisation.

Purchased electricity was the only identified Scope 2 emissions source. Per the GHG Protocol Scope 2 Guidance, Scope 2 emissions have been calculated and reported using two separate methodologies:

- A location-based method, reflecting the average emissions intensity of grids on which energy consumption occurs. This includes the total kWh hours of electricity used
- A market-based method, reflecting the 100% renewable electricity that the Alpha Plus Group has purposefully chosen during our energy procurement. This calculation method recognises the lower emissions impact of green energy



		1st September 2020 – 31st August 2021		1st September 2021 – 31st August 2022	
		tCO ₂ e	%	tCO ₂ e	%
Scope 1	Stationary Combustion (Natural gas)	1214	75%	1,039.7	63%
Scope 1	Transportation	14.02	<1%	15.36	<1%
Scope 2	Electricity	380.55	24%	601.7	36%
Gross Total Emissions: Location-based method (tCO ₂ e)		1608.57	100%	1656.79	100%
Renewable Electricity (tCO ₂ e)		(-380.55)	-	(-601.7)	-
Gross Total Emissions: Market-based method (tCO ₂ e)		1228.55	-	1055.06	-



We procure 100% renewable electricity, monitor our energy usage, and introduce energy efficiency and behaviour change initiatives.

Our Sustainability Commitments: 2022-2040



<p>Issue a carbon survey to our key suppliers to understand their emissions and the positive actions they are taking to join us to limit emissions from the products and services we procure from them.</p>	<p>Launch a student commuting survey to better understand how our students travel to our schools and the impact this has on our carbon emissions.</p>	<p>Offsetting By 2030, after efficiency and reductions initiatives have been implemented, Alpha Plus Group will offset remaining Scope 1 and 2 emissions to become Carbon Neutral.</p>	<p>By 2040, Alpha Plus Group will have fully transitioned to electric vehicles (EV) for our company fleet (owned/leased vehicles) and 0% of emissions will come from Scope 1.</p> <p>By 2040, we will reduce waste by 43%, focusing our procurement priorities on substantially reducing waste generation through prevention, reduction, recycling, and reuse.</p>	<p>72% Scope 1, 2, and 3 emission reduction by 2040.</p>
<p>2023</p> <p>By 2023, all new products procured will be recyclable, biodegradable, or non-toxic, to minimise their end-of-life footprint. We will encourage our existing suppliers to start their own journey to Net Zero and we will provide them with guidance on how to begin their Net Zero journey if they have not yet done so.</p> <p>By 2023, a Green Champion and a Greener School Student Committee will be formed, made of students and educators.</p>	<p>44% reduction in Scope 1 and 2 emissions by 2030 with various initiatives, like replacing all standard lights with LEDs across all schools by the end of the reporting period.</p>	<p>2030</p> <p>By 2030, our administration will go paper-free.</p> <p>By 2030, we will reduce our animal product purchases by at least 50%, offer an 80% plant-based menu, and encourage students and staff to celebrate Meat-Free Mondays at school and at home.</p> <p>Zero waste to landfill by 2030.</p>	<p>2040</p> <p>By 2040, Alpha Plus Group will have replaced all heating systems requiring gas with electric heating systems.</p>	<p>Offsetting By 2040, we will offset the remaining Scope 3 emissions using nature based / carbon removal offsets to become Net Zero.</p>



Our Energy Initiatives

✓ **Target: Reduce gas usage year-on-year**

✓ **Target: Replace 100% of incandescent lights with LEDs**

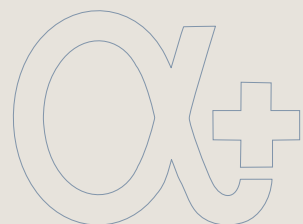
We continue to procure 100% renewable electricity across all sites. We review our buildings and estates and implement energy efficiency measures. Our online reporting tool enables us to gather data about individual sites' energy consumption. This in turn helps us to target energy efficiency awareness campaigns and capital expenditure opportunities to reduce energy at the highest-consuming schools and colleges.

Our energy data comprises consumption figures which are verified through our energy billing validation process, including all gas and electricity used at our schools and colleges. We have not included data regarding energy use in our boarding house, Purbeck House. This is because the data is not available through our bill validation process. We will work to acquire the data needed to include Purbeck House energy usage in future reports.

This year, extracurricular and other day-to-day activities resumed to normal, post COVID-19 levels. As a result, our overall energy consumption as a Group is higher this year than in the previous two years, but is more reflective of normal operations.

More than 50% of our energy is sourced from 100% renewable electricity. We will continue to reduce our dependency on gas while increasing our use of renewables in the years to come.

To achieve our proposed energy consumption reductions, we plan to begin replacing gas boilers with electric boilers from 2026. We are proceeding with initiatives to increase building insulation, replace windows with more energy-efficient options, replace incandescent lights with LEDs, and assess and install solar panels where appropriate.



Our pupils took part in 'Switch off Fortnight' and 'Power Down Hour' to reduce energy usage.

	1st September 2019 – 31st August 2020	1st September 2020 – 31st August 2021	1st September 2021 – 31st August 2022
Gas kWh	5,790,760	4,542,216	5,140,133
Electricity kWh	1,393,871	2,232,497	3,111,686
Total kWh	7,184,631	6,774,713	8,312,318



Our Waste Initiatives

- ✓ **Target: Recycle >55% of waste**
- ✓ **Target: Divert 100% of sanitary waste from landfill**

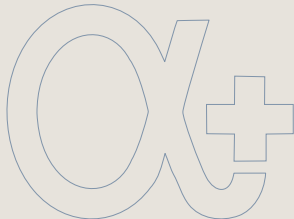
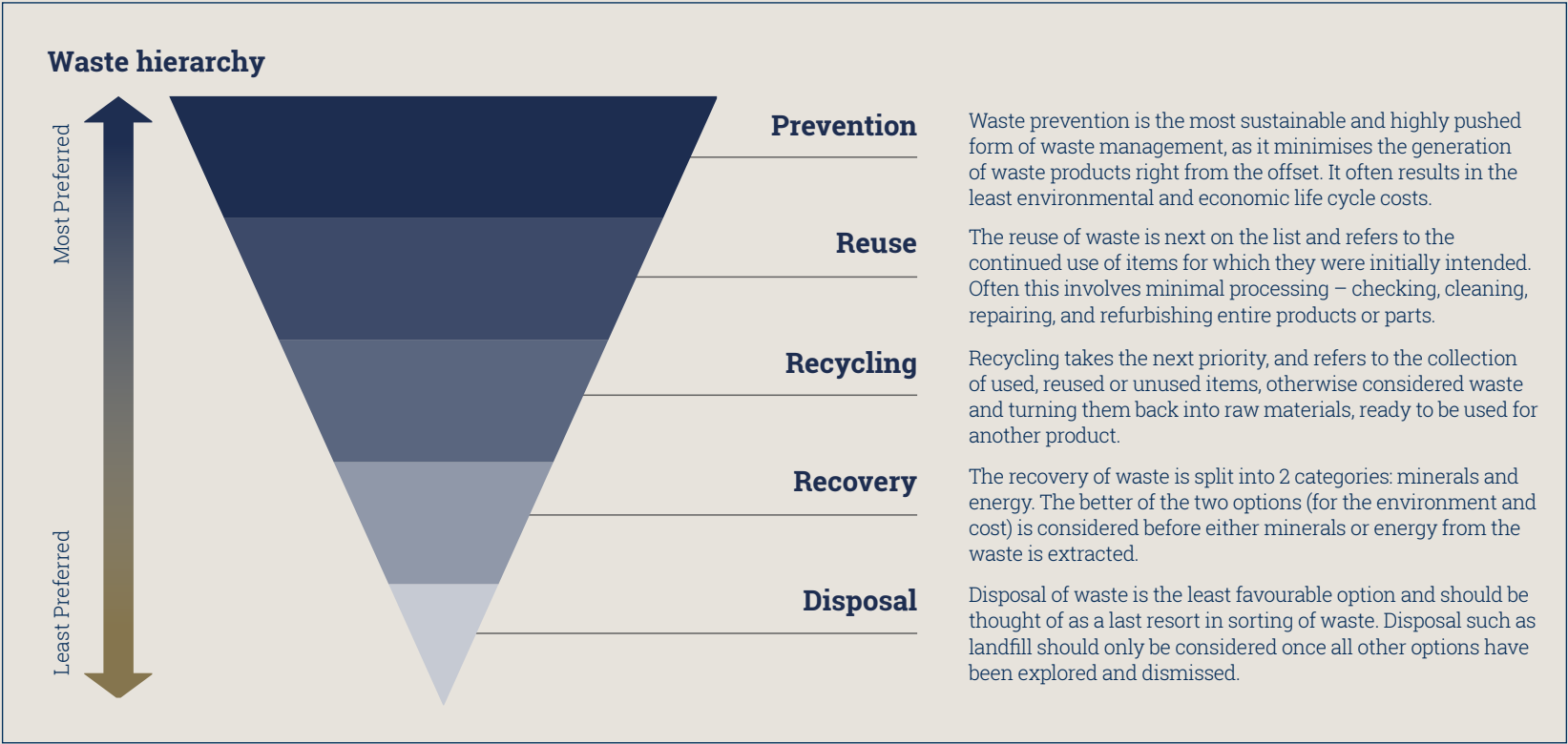
Recycling and best practice waste disposal is an area of focus for Alpha Plus Group and we are making good progress towards our target of recycling at least 55% of our waste.

We continue to work with our waste supplier to monitor our waste performance data via an online portal. This allows us to understand our waste patterns at a granular level, which in turn enables us to introduce

efficiencies to reduce our waste and limit the amount that ends in landfill.

Over the past year, we have continued to improve our recycling percentage. Most of our schools now separate food from general waste. Additionally, all sanitary waste is incinerated (excluding nappies), thus diverting it from landfill.

Our focus moving forward will be on dividing general waste and finding a better solution for nappies, for which there is currently no option aside from landfill in the UK. From 2023, we will introduce a series of waste mitigation and reduction awareness guides for our staff and students to follow.



Our pupils undertook upcycling challenges, collected old school supplies for recycling, created posters to encourage their peers to recycle, and reduced food waste at home by creating dishes with food that was about to go out of date.

Staff Travel

- ✓ Target: Provide driver training to 100% of staff
- ✓ Target: Install telematics on 100% of vehicles
- ✓ Target: Replace 25% of fleet with hybrid or electric vehicles

Many of our schools are accredited through the Transport for London STARS programme (Sustainable Travel: Active, Responsible, Safe). Additionally our schools have Junior Travel Ambassadors who promote active, safe, and sustainable methods of transport to and from school.

We track staff business mileage. We review both the mileage our staff drive in company vehicles (part of our Scope 1 emissions), and the distance staff drive in their own vehicles when travelling for company business (included in our Scope 3 emissions). We do not currently include staff commuting to their regular place of work.

This year, we worked with StudentSafe, a London-based group of education transport experts, to optimise our bussing routes for efficiency. We did so with the aim of cutting down on the emissions produced from transporting our pupils to school and to extracurricular activities. While we have not previously included bussing in our transport reporting, due to the lack of available data, we are working with StudentSafe to map out all bussing routes and to capture mileage for inclusion in next year’s report. At our pilot school, we have reduced home-to-school routes from 14 to nine. We are now in the process of mapping our routes across our London-based schools with the aim of scaling-up the route optimisation project. By doing so, we anticipate reducing our bussing

	1st September 2019 – 31st August 2020	1st September 2020 – 31st August 2021	1st September 2021 – 31st August 2022
Company vehicle mileage	20,699 miles	30,057 miles	23,360 miles
Staff business mileage	3,285 miles	3,664 miles	7,725 miles
Total	23,984 miles	33,721 miles	31,085 miles

transport emissions for home to school routes by 16%, and by 9% for transport to sports and games.

Additionally, we plan to reduce our reliance on petrol and diesel vehicles with a steady shift to electric vehicles (EVs).

We will provide driver training to our staff, focusing on how to drive more efficiently and reduce emissions. We will also:

- Install telematics to gather granular data on drivers’ performance to issue further guidance and training
- Initially, move from petrol and diesel to hybrids if EVs are not yet feasible
- Eventually, replace diesel, petrol, and hybrid with EVs
- Use alternative low-carbon fuels

A detailed commuting guide will be created to explain the impact of various transport options, and low carbon options will be encouraged. An infographic will be designed to guide parents and staff on how the HM Revenues & Customs (HMRC) newly introduced EV salary sacrifice scheme works.





Strengthening Our Social Impacts

Supporting Our People's Excellence

At Alpha Plus Group, we strive to ensure a positive environment for our staff, our families, and the communities in which we serve and operate. We do this by supporting the health and wellbeing of our students and staff, fundraising and giving back to our communities, and ensuring we continue to work towards being a diverse and inclusive place to work and study. We believe these efforts enable our staff and students to excel and achieve their best.

Mental Health and Wellbeing at Our Schools and Colleges

The COVID-19 pandemic and the interruptions to daily life it caused were extremely disruptive for many young people and families. Although already an area of focus for Alpha Plus Group, the pandemic further illustrated the need to offer quality support for the mental health and wellbeing of our students and staff.

This year, we implemented Child in Time – a charity that provides access to qualified and recommended counsellors with experience working with children. Counselors provide both individual and group sessions. Every school or college has access to a set number of funded days to utilise Child in Time, and a monthly report is produced measuring how the counselling service is being accessed.

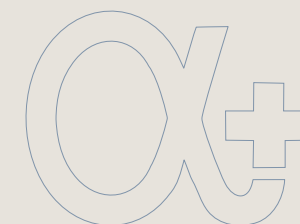


We also ensure that mental health is highlighted in our regular Designated Safeguarding Lead (DSL) forums.

Every school has a Wellbeing Lead, who attends the termly meeting of the Mental Health and Wellbeing Forum. At each meeting, an expert is invited to give a presentation on varying topics related specifically to children's health and wellbeing. In the past year, topics have

included social media and its effects on mental health and wellbeing, and online safety for schools.

Mindfulness has been shown to improve mental health, helping to manage stress while reducing anxiety and depression. In 2022, we ran a mindfulness professional development programme for 12 of our teachers, delivered in partnership with the University of Oxford Mindfulness Centre.



Equally important as our work to reduce our environmental impacts is ensuring we have a positive effect across the Alpha Plus Group on our staff, communities, and the families we serve.

The programme developed participating teachers' skills in supporting pupils to develop mindfulness practices. The development programme received positive feedback from participants.

Our employee assistance programme (EAP) supports our staff members and their families and includes free access to resources that support overall health, mental health, and general wellbeing.

Charitable Support

The pupils, parents, and staff of Alpha Plus Group are passionate about fundraising and giving back to local communities. Alpha Plus Group partners with the Gold Standard Charitable Trust. Gold Standard Charitable Trust is an organization that provides means-tested bursaries to pupils whose circumstances would otherwise put an independent school education out of reach. The Trust also supports current pupils whose families experience unforeseen financial difficulty.



In 2022, thanks to their generosity and hard work, Alpha Plus Group schools raised £416,592 for community charities and charities providing bursarial support.

Diversity, Equity, and Inclusion

Alpha Plus Group educates the young people in our schools and colleges on the importance of diversity, equity, and inclusion (DE&I). We also embed the pursuit of DE&I into our recruitment, staff training, and governance processes.

Fair Recruitment

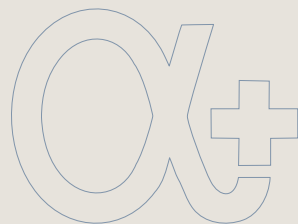
At least one person on every recruitment panel at Alpha Plus Group must have undertaken Fair Selection training, to ensure that the recruitment process is thorough, effective, fair, and free from bias and discrimination. All staff must undertake diversity training within their first three months of employment at Alpha Plus Group. Our Board at Alpha Plus Group is responsible for our Equality and Inclusion policy, ensuring top-level support.

Black, Asian and Minority Ethnic (BAME) Council

In November 2021, we established our BAME Council which exists to embed inclusivity across all areas of work at Alpha Plus and to share developments across the Group in relation to the issues that affect BAME staff. The Council meets once per term and comprises of a Chair, a Council secretary, and eight staff members from the teaching professional services staff.

Additionally, we encourage each of our schools and colleges to develop Diversity

Councils. These councils promote collaboration between pupils, parents, and staff and have been responsible for activations such as Black History Month, National Anti-Bullying Week, and assemblies led by students with Special Educational Needs.



Alpha Plus Group educates the children and young people in our schools and colleges on the importance of diversity, equity, and inclusion. We also embed the pursuit of DE&I into our recruitment, staff training, and governance processes.



Continued Learning and Development

Continued opportunities for learning and development are paramount to creating and maintaining a highly-skilled and satisfied staff.

Our mandatory training programme includes national educational requirements, as well as requirements unique to Alpha Plus Group. Additionally, some of our schools add their own, highly-specialised, training requirements. Our training database is tracked and we work with schools and colleges to ensure all Heads are communicating mandatory training requirements to staff. To fund additional training opportunities beyond these requirements, each of our schools and colleges has a training budget which is reviewed alongside the central training budget.

Over the past year, the average number of training sessions per staff member has increased from 5.2 to 7.6. During this same period, we also supported four nursery apprentices, as well as one IT apprentice. Additionally, we partner with Buckingham University, supporting their Initial Teacher Training programmes. We have 18 Group-wide forums dedicated to supporting and providing guidance for specific groups such as Special Educational Needs and/or Disabilities Coordinators (SENDCOs), senior staff, and curriculum leads.

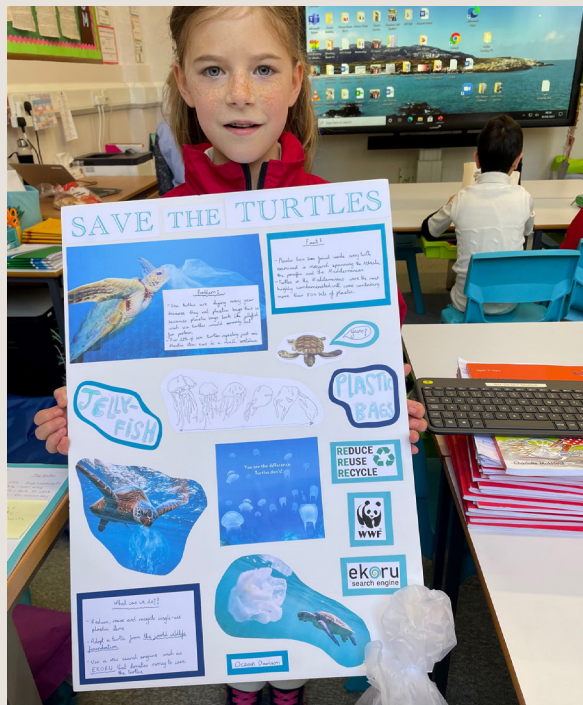


Sustainability in the Classroom

At Alpha Plus Group, we strive to teach our pupils about key, contemporary issues through our curriculum. Environmental stewardship is one top issue on which we encourage our students to focus.

Alpha Plus Group pupils learn about sustainability, social ethics, and the environment from Reception straight through to college. Subject areas with a focus on these topics include Geography, Art, Science, and PSHE/PSHCE. For many of our schools and colleges, the curriculum during Eco Week has an additional cross-subject focus on the environment. Lessons cover sustainability topics including electricity and energy, greenhouse gases and global warming, sustainable fishing and farming, local/seasonal diets, transport and industry, and deforestation. Our schools hold themed assemblies and provide extracurricular activities relating to a range of sustainability topics.

Many of our Reception classes hold Forest School sessions during the summer term, which offer a stronger focus on outdoor learning. In these sessions, children learn about habitats found within school grounds and the wildlife that these habitats sustain.



“We have a teacher-led Green Team. Year 6 initiated a collection for #TeamSeas, which was then taken up by the Green Team to be supported on Earth Day as a whole-school initiative, raising over £500 for the charity and increasing awareness of plastic pollution in our oceans. The Green Team led an assembly on the issue.”

Hilden Grange

“Each class throughout the school votes for a ‘Green Girl’ at the start of the year to represent their class and their ideas. The Green Girls meet once every half term to learn more about the environment and ecological issues and to discuss ways that we can make our school and community more environmentally sustainable. Each classroom also has a ‘suggestion box’ which children put any ideas they have inside. This box is regularly brought to Green Girl meetings, so pupil voices are heard.”

Pembridge Hall





“Chepstow House School follows the Eco-Schools programme and has an eco-committee. One pupil from each class Y1-Y6 is voted in by their peers at the beginning of each academic year and they remain on the committee all year. We conduct an environmental review at the start of each year and create an action plan based on areas for improvement. We meet regularly (once or twice per half term) and run several initiatives and competitions throughout the year. We were the first school in our borough to gain ‘Green Flag’ status (the highest award). We recently renewed this status and received a Green Flag with Distinction.”

Chepstow House

Award-winning Sustainability Initiatives

Our schools and colleges are recognised by external national award and accreditation programmes for the work they do to improve sustainability. In addition to the TfL STARS award outlined in the Transport section of this report, awards and accreditations received by our schools and colleges include the Eco-Schools Programme, the Duke of Edinburgh Award Scheme, the Royal Forestry Society's Junior Forester Award, and the Green Flag accreditation programme.





Governance: Leading Together

Our Quest for Best Practice in Leadership

The Alpha Plus Group's leadership plays a key role in achieving our strong governance. Our Governors meet regularly and have clearly defined responsibilities, ensuring good communication and joined-up leadership.

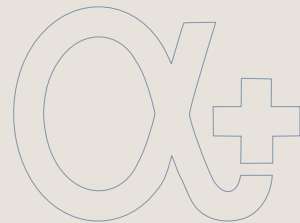
Consisting of 13 members, our Board meets eight times per year to review and consider operational and strategic matters including financial reporting; Directors' progress reporting; academic, pastoral, and operational performance data; safeguarding and compliance issues; and inspection outcomes. Heads and Principals periodically attend Board meetings to present on their school or college's progress, performance, priorities, and challenges.

Another key group involved in leadership at Alpha Plus Group is the Alpha Plus Council. The Council advises on Alpha Plus Group's educational direction. The Council is regularly updated on all school and college matters including standards, premises, health and safety, environmental initiatives, safeguarding, and pupil welfare and wellbeing. Board and Council members receive a detailed annual report of pupil achievement and progress that is discussed at meetings.

Our Senior Management Team consists of our Directors and CEO. The CEO, Executive Deputy Chairman, and Non-

Executive Chairman of Alpha Plus Holdings are also Governors. The three primary responsibilities of the Governors include:

- 1 Ensuring that schools and colleges have clarity of vision, ethos, and strategic direction
- 2 Holding the Head or Principal accountable for educational performance of the school/college and its pupils, for child welfare and protection, and for the performance management and wellbeing of staff
- 3 Overseeing the financial performance of the school/college, and ensuring that resources and facilities are responsibly and effectively deployed and continually reviewed



Our Governors meet regularly and have clearly defined responsibilities, ensuring good communication and joined-up leadership.



Policies

The Alpha Plus Group has a broad range of policies in place that span environmental and social spheres. We develop Group-wide policies for some of our key areas of operation. For other areas, schools are provided template policies and guidance and are responsible for developing a policy relevant to their own needs. Having appropriate policies in place means that our approach to excellence is mirrored at each school.

During the summer, we take the opportunity to revise our HR policies and employment contracts to ensure we have included any legislative or statutory changes that have been enacted during the year. Schools receive a mandatory training list from HR of policies which must be included in training and induction, and parents can access public-facing policies from the public portal on their school's website. We have outlined below some of the policy areas that are of key importance to Alpha Plus Group.

Safeguarding

The most important responsibility of any educational provider is to keep children and young people safe. Alpha Plus Group takes our child protection responsibilities very seriously. All staff undertake extensive training on child protection, female genital mutilation awareness, and anti-terrorism. Selection panels must include one person who has undertaken Safer Recruitment

in Education training, and all Early Years staff undertake Paediatric First Aid training every three years. Designated Safeguarding Leads (DSLs) are in place at each school and college, and they receive a more intensive level of training plus a rigorous annual review. We have a Safeguarding Governor who ensures staff understand and implement all necessary measures.

The Group's Safeguarding Policy is reviewed annually and is updated before the start of each school year. Schools also receive an updated template policy each year, which they must complete with details about their specific setting. We are advised on our Safeguarding responsibilities by a lawyer who specialises in changes to Keeping Children Safe in Education (KCSIE):

statutory guidance which is provided by the Department for Education. In addition, each school and setting produce an annual report which tracks all safeguarding-relevant incidents. This is reported annually to the Alpha Plus Group Board and includes questions, lessons learnt, and actions taken. All relevant information from the report and following discussion is disseminated to staff.



Health and Safety

Beyond our commitment to protecting the children in our care, our ethos requires that all our employees have a safe and healthy working environment. We have a health and safety (H&S) section on our staff portal which defines our policies and safety arrangements, and provides guidance notes for staff. Our Health and Safety policies are updated yearly by our external H&S advisors, Law at Work (L@W). As with other key policies, we have a main H&S Group policy which all schools and colleges expand upon individually, as relevant to their requirements. L@W visit each school and college twice a year to do a H&S walkaround, a document check, and to produce a report. Additionally, each of our schools and colleges has a Health and Safety committee which meets at least once a term. The minutes of these meetings are reviewed and recorded by Head Office. Accidents are recorded at the location where they occurred, and any major accidents are reported to Alpha Plus Group's Director of Property.

All staff are required to complete online H&S training with the sector provider Educare. Each school requires a specific number of First Aiders and H&S officers, relevant to the number of pupils. When anyone in these roles leaves the school, the gap is flagged to the Human Resources team to prioritise filling.

Risk and Compliance

The Alpha Plus Group has a risk committee that meets three times a year. Our schools have their own risk registers which are submitted and reviewed at Head Office. Our risk assessment policy and register are updated regularly. We also have a Group-wide risk register documenting risk relating to: corporate value, compliance, education, safety and welfare, financial management, recruitment, technology, and pr and marketing.

Information Security / GDPR

The Alpha Plus Group processes personal data relating to parents, pupils, staff, governors, visitors, and others. We ensure that all personal data is collected, stored, and processed in accordance with the UK General Data Protection Regulation (UK GDPR) and the provisions of the Data Protection Act 2018 (DPA 2018). Our policy is based on guidance published by the Information Commissioner's Office (ICO), on the UK GDPR, and the ICO's code of practice for subject access requests. It applies to all staff employed by the Alpha Plus Group, and to external organisations or individuals working on our behalf. Staff who do not comply with this policy may face disciplinary action.

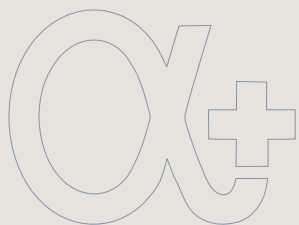


Anti-Bribery and Corruption

We are committed to the highest standards of ethical conduct, integrity, and fairness. In accordance with the UK Bribery Act 2010, we will not tolerate any form of bribery by, or of, our employees, agents, consultants, or any person or body acting on our behalf. Senior management is committed to implementing and maintaining effective measures to prevent bribery. All employees and directors are expected to maintain the highest standards of business conduct, and any breach of this policy is likely to constitute a serious disciplinary, contractual, and potentially criminal matter.

Anti-Slavery and Human Trafficking

Consistent with our commitment to act ethically in all our relationships, we are committed to doing whatever we can to combat slavery and human trafficking. We will not engage in business with any party whom we deem to present a risk of participating in slavery or human trafficking. For certain key outsourced services, such as catering, information technology, and building maintenance, we use a small number of key suppliers whose staff are regularly present on our premises. Consistent with these processes, we now also require these suppliers to give us assurances (where they do not produce their own Anti-Slavery and Human Trafficking Statement) that they have controls and processes in place to ensure that they do not engage in slavery and human trafficking and that they will not engage with any other party who presents a risk of engaging in such activities.



Beyond our commitment to protecting the children in our care, our ethos requires that all our employees have a safe and healthy working environment.



Code of Conduct

We are a values-led organisation that maintains high expectations of its own conduct and of those with whom we work. Our code of ethical and professional conduct is an integral part of our Gold Standard of educational excellence. We take pride in our organisational reputation and recognise that our values are just as important as the services we provide. We are rigorous in the recruitment and

development of our valued staff, and in the selection and management of suppliers. We expect Directors and all other employees, along with suppliers, to act within the law, with the highest levels of professionalism and integrity. The principles of our code apply to all dealings with those who interact with, or may be affected by, the activities of our schools and colleges. This includes pupils, parents, employees, customers,

suppliers, inspectors and regulators, shareholders, local communities, and the environment in which we operate.

The Group Code of Conduct covers guiding principles, governance and support, compliance with laws and regulations, safeguarding, professional integrity, workplace and environment, and compliance with the code and disclosure

of breaches. Each school and college has an additional policy which may cover areas such as attendance, time-keeping, communication protocol, dress code and personal appearance, vigilance, flexibility, supervision, teamwork, interacting with parents, security, extra duties, pupil relations, setting an example, conduct outside work, and social contact.





Let Us Review

Despite the challenges posed in recent years, the Alpha Plus Group has remained committed to advancing our ESG agenda.

As of today, we are on-course to achieving our target of Net Zero by 2040, we have made significant changes to our energy consumption and waste reduction habits, and have a strong set of comprehensive policies and procedures in place.

The Alpha Plus Group has made significant strides and we are proud of our journey thus far. We will continue to report on our ESG targets and improvements regularly and transparently.

Working in partnership with:



An intelligent approach to energy, waste & sustainability

Sustainable Advantage
Hersham Place Technology Park
Molesey Road, Hersham
Walton-on-Thames
Surrey
KT12 4RS

info@sustainable-advantage.com
sustainable-advantage.com
0203 544 2020