



the **Gold Standard** in education

Sustainability Impact Report

1st September 2022 – 31st August 2023



Alpha Plus
group

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About Alpha Plus Group

Alpha Plus Group, a well-established and respected provider of private education in London, extends its influence beyond the city to Cambridge, Manchester, Tonbridge, Coventry, and New York. Our educational philosophy resonates across our group: we strive to unlock the full potential of each student through recognising their individuality and providing all with a universal education. Through delivery of outstanding pedagogy and stimulating content, our schools prepare students from diverse backgrounds for a life of learning, leadership, and personal fulfilment. The schools emphasise the importance of learning to collaborate, caring for others, asking great questions, researching thoroughly, and reflecting on personal actions.

Beyond our core aim of delivering excellent educational outcomes for our pupils, we are committed to driving 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. Our schools operate in a sustainable and socially responsible way and are continuously seeking ways to integrate sustainability in planning, processes and the culture within each school and college. 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.

In our fourth Sustainability Impact Report, we outline the initiatives and endeavours undertaken over the year, showcasing the positive impact on communities while minimising adverse impacts on the planet. We proudly present the outstanding accomplishments of our students and staff members.

4,267 Students
1,073 Staff



We have successfully reduced our carbon emissions by an impressive 15.8% this year.



Cultivating Lasting Change

A Statement from our Director of Property and ESG Chairman, Richard Jones

This year we have continued to focus on driving effective and lasting change within our schools and colleges. As an education provider, we are in a prime position to drive forward conversations on sustainability and social responsibility with all of those who are part of Alpha Plus Group, be they pupils, families, staff, and I strongly believe that the hungry and curious minds of our eager young people will help propel the change that our environment and society need.

In our last report, we set ambitious targets and embarked on a journey to achieve Net Zero by 2040. I am pleased to announce that through our collective efforts, we have successfully reduced our carbon emissions by an impressive 15.8% this year. Raising awareness of the impact of our consumption and production of materials and resources has led the focus of many initiatives taken by our schools and we are incredibly proud of their achievements.

We will continue to address the issues that face us in the future by providing the very best foundation of understanding today, and we will provide ongoing support for the Alpha Plus Group community to contribute positively to our environment and society.



Aligning with the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) set the global ambition for achieving peace, prosperity and conservation of our planet's ecosystems and resources for the benefit of all life on Earth by 2030. The framework's 17 goals serve as a guide and educational tool for the international community. The SDGs address the most harmful challenges facing humanity today, including climate change, social inequalities and economic instability.

At Alpha Plus Group we have aligned our actions and impact to support the SDG 2030 Agenda. The most material SDG Target we align with is **Goal 4, 'Quality Education'**. We align with SDG 4 because we believe that providing a quality education is imperative for changing the lives and opportunities of all young people across the world. We partner with the Gold Standard Charitable Trust, which provides means-tested bursaries to pupils whose circumstances would otherwise put independent education out of reach.



Goal 4: 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.



Our community, consisting of our staff, pupils, parents and investors, form our support network for Goal 17: 'Partnership for the goals'. We donate thousands of pounds to local, national and international charities and support those facing a variety of socio-economic challenges including illness, homelessness, poverty and humanitarian crises.

Alignment with SDG 10 'Reduce Inequalities' has underscored our Diversity, Equity & Inclusion (DE&I) initiatives. As part of education, we provide our pupils with an understanding of the human condition; essential to this is increasing their awareness of others and different experiences and perspectives. Across the group, we empower students to be inclusive and compassionate.

Many of our school's initiatives this year have been in alignment with Goal 3, 'Good Health and Wellbeing', particularly Target 3.4: "to reduce mortality from non-communicable diseases through prevention [...] and promote mental health and wellbeing". Focusing on our mental and physical health is crucial to fostering a positive environment at our schools and colleges. Through a variety of events and actions, such as random acts of kindness and having Mental Health First Aiders, we are reducing anxiety and improving the wellbeing of our staff and students.

Goal 3 also applies to the initiative for healthy eating. Our schools are encouraging healthy eating habits by increasing the percentage of plant-based food available on school menus, in addition to increasing education and awareness of the effects of food on our bodies.

We have chosen to align with SDG 12: 'Responsible Consumption and Production'. Our schools have showcased their commitment to sustainable development through a range of initiatives this year, including increased recycling, residential trips to local recycling centres, upcycling school uniform and the annual Christmas Jumper Swap at Falcons.



Goal 12: Target 12.8

By 2030 ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

Impact Highlights

 <p>15.8% reduction in carbon emissions, from 10,279.5 tCO₂e in 2021 to 8,655.63 tCO₂e in 2023</p>	   <p>Hilden Grange: Sponsored charity walk raises over £3,000 for Children's Liver Disease Foundation</p>	<p>Chepstow House maintains Green Flag with distinction status in Eco Schools Programme</p>
 <p>Gender Neutral Fashion scheme of work introduced at Abbey College, Manchester</p>	<p>Over the last 12 months, 884.97 tonnes of waste, which equates to 2,654.92 cubic metres, have been diverted from landfill</p>	 <p>Wetherby Senior hosted a 12-hour sponsored spin event and raised £5,000 for Lives not Knives charity</p>
<p>The Eco Warrior Panel at Falcons Boys successfully organised a Christmas jumper swap, a book drive, a trip to a local recycling centre and a summer clothing exchange</p>	 <p>Davenport Lodge: 25% of menu is plant-based</p>	<p>Alpha Plus Group has purchased a green tariff for 100% renewable electricity</p>

Leadership and Governance

At Alpha Plus Group, we pride ourselves in our strong leadership and governance. We have a comprehensive framework of policies at organisational and localised levels, which ensure that we are well-governed and held to account. We continuously update our policies and procedures to reflect best practice and to ensure all stakeholders within our organisation are well supported and managed.

Governing Structure

The Board:

Our Board meets regularly throughout the year to discuss significant operational and strategic matters and to review instrumental reports, including the CEO's executive summary, the annual report and financial statements, and summary progress reports prepared by each of the directors. The Board also reviews academic performance and pastoral data for each school and college.

Alpha Plus Council:

The Group also benefits from the Alpha Plus Council, which advises on the educational direction of the Group. The Council meets termly to review all educational and business aspects of the schools and colleges. The CEO ensures that the Council is regularly updated on all appropriate school and college matters including educational standards, budget management, premises, health and safety, safeguarding and pupil wellbeing.

Educational Governance:

Governors carry out the governance responsibilities required of the proprietor of every school and college. The key responsibilities of the Governors are:

1. to ensure that schools and colleges have clarity of vision, ethos, and strategic direction
2. to hold the Head/Principal to account for:
 - a. the educational performance of the school/college and its pupils
 - b. child welfare and protection
 - c. the performance management and wellbeing of staff
3. to oversee the financial performance of the school/college, and to ensure that resources and facilities are responsibly and effectively deployed and continually reviewed



Policies

We have a broad range of policies in place, spanning environmental and social spheres, to ensure that we conduct our business in a fair and inclusive manner.

Safeguarding

Safeguarding is a primary responsibility for all education providers and all schools in England must regard the Department of Education's statutory guidance on Keeping Children Safe in Education when carrying out their duties to safeguard and promote the welfare of children. We rigorously adhere to the guidance and receive legal advice on updates to the documentation.

We have the following mechanisms in place to ensure that children are safeguarded at all times:

- A Designated Safeguarding Lead (DSL) is appointed at all schools and colleges. DSLs take lead responsibility for safeguarding and child protection (including online safety).
- Our Safeguarding Governor ensures staff understand and implement all necessary safeguarding measures.
- The Group's Safeguarding Policy is reviewed annually and updated before the start of each school year.
- All of our staff undertake extensive training on child protection, female genital mutilation awareness, and anti-terrorism.

- Each school produces a report detailing safeguarding incidents. This is reported annually to the Alpha Plus Group Board with questions, lessons learnt, and actions communicated to staff.

Health and Safety (H&S)

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

Our Health and Safety policies are updated yearly by our external H&S advisors, AAB People.

As with other key policies, we have a Group H&S policy, which all schools and colleges expand upon to suit the context of their environment. AAB People visit each school and college twice a year to do a H&S walkaround, a document check, and produce a H&S report. Additionally, each site has a H&S committee, which meets on a termly basis and minutes are circulated to Head office for review.

We have a H&S section on our staff portal which defines our policies and safety arrangements and provides guidance notes for staff. All staff are required to complete online H&S training with the sector provider Educare.





Risk and Compliance

Alpha Plus Group has a risk committee that meets three times a year. Schools have their own risk registers that are submitted and reviewed at Head Office.

We also have a group wide risk register that reports on the following areas:

- Corporate Value
- Compliance
- Education
- Safety and Welfare
- Financial Management
- Recruitment
- Technology
- PR and Marketing

Code of Conduct

Our code of ethical and professional conduct is an integral part of our delivery of educational excellence. We take pride in our reputation and recognise that our values are just as important as the services it provides.

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, timekeeping, communication protocol, dress code and personal appearance, vigilance, flexibility, supervision, teamwork, interacting with parents, security, extra duties, pupil relations, conduct outside work, and social contact.

Information Security and GDPR

Alpha Plus Group ensures that all personal data on staff, pupils, parents, governors, visitors, and other individuals 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 Group 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 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 all aspects of the operation of our schools and colleges, and in all our relationships with all stakeholders.

In accordance with the UK Bribery Act 2010, we have an established Anti-Bribery and Corruption Policy. We will not tolerate any form of bribery by, or of, our employees or any person or body acting on our behalf.

Our senior leaders are committed to implementing and maintaining effective measures to prevent bribery and all of our employees are expected to maintain the highest standards of business conduct.

Anti-Slavery and Human Trafficking

Consistent with our commitment to act ethically in all our relationships, and our zero tolerance of unethical or exploitative employment practices, we are committed to doing whatever we can to combat modern slavery and human trafficking.

We are committed to understanding potential modern slavery risks within our operations and thereby ensuring that there is no slavery or human trafficking taking place in our business or supply chains. This commitment extends to all persons working for the group or on our behalf in any capacity.

We will not engage in business with any party whom we deem to present a risk of participating in slavery or human trafficking. For key services and materials, such as catering, information technology, and building maintenance, we use a small number of key suppliers whose staff are regularly present on our premises. We require assurances from suppliers 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.

Our Students

Environmental Sustainability

In alignment with SDG 12, Target 12.8 “By 2030 ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature”, our schools have designed innovative approaches to responsible consumption and production, from increasing the life span of clothing, separation of waste streams and harnessing dual benefits from increasing digital literacy and reducing the need for printed worksheets.

Our students have shown great initiative in their environmental awareness and impact management, led by the Falcons, Wetherby Senior and Pembridge Hall schools who have undertaken a range of student lead environmental initiatives.



At Falcons, we have a strong belief in the need to educate our children to do their part for the environment. By reducing, reusing, and recycling we have raised awareness of how we consume materials and can reduce our carbon footprint. We established an ‘Eco Warrior Panel’, and participants held meetings, trips, and undertook initiatives across the school year. Key highlights of their success included the summer clothing exchange, a trip to the local recycling centre, litter pickers of the playground and guest speakers. The panel arranged the Christmas jumper swap initiative for the third time this year, and we saw the same jumpers being swapped and therefore being put to good reuse.



Photos on this page: (left to right – all Falcons) Summer Clothing Exchange, DEFRA Assembly, Recycling Centre



Wetherby Senior

Reducing the school’s impact on the environment is of primary concern at Wetherby Senior. This year we introduced digital textbooks across the whole school, which will reduce our carbon footprint going forward.

We focused on increasing IT literacy for Year 9 in 2023. This not only increases their proficiency in a key skill that will be a core requirement in their studies and lives but has a dual benefit of significantly reducing the consumption of paper. As a result of these efforts, we have reduced the number of worksheets printed and increased the opportunity for digital development.



Pembridge Hall School

At Pembridge Hall, all students take part in reducing, re-using and recycling waste. We have established an Eco Committee called **The Green Girls**. One student from each class (years 1 – 6) has a seat on The Green Girls committee. With the support of teachers and parents, the committee is leading on our reduce – re-use – recycle initiative. As part of their role, the girls visited the local household waste and recycling centre at the start of the year to understand more about waste management; following the trip, they presented their findings to their peers. The visit to the centre influenced The Green Girls to install more recycling bins on the school grounds. **The Green Girls** Eco Committee will be sharing more recycling tips in the year ahead!



Inclusive and Supportive Communities

In alignment with SDG 10 Target 10.2 – “to 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”, we have implemented a range of DE&I initiatives and academic content that celebrates diversity and champions inclusion, we have used historical and contemporary learnings to inform the initiatives.



Abbey College

In the Spring of 2023, Abbey College pioneered a gender neutral fashion scheme of work for Textile A Level students. This has provided students with the space to challenge and neutralise gender perceptions in the fashion industry, which is key to creating a more inclusive community both inside the classroom and beyond. The finished pieces were displayed in the college and publicly shared on the Abbey Manchester social media. One of our students received national recognition for their remarkable designs, placing second in the National Independent Schools Association Awards for Textiles.

The scheme also encourages students to research designers that place sustainability at the core of their creations; the findings are then used to influence our students’ own designs. The new knowledge presented in this scheme has promoted environmental awareness in the curriculum and has taught them how to embed sustainable production practices into their design process.



Wetherby Senior

At Wetherby Senior, our student Diversity Committee celebrates diverse perspectives and experiences. Throughout March 2023, our committee ran an anti-racism campaign across the school. During the month, the committee hosted two film events to raise awareness and highlight the importance of representation in the film industry. This has also led to the development of leadership skills for the students who took part, through organising workshops for other students and preparing and delivering whole school assemblies.



“In 2023, Chepstow House was successful in maintaining its Green Flag with distinction status from the Eco Schools Programme. The biggest overall success on our Eco Schools journey this year has been returning to more practical activities which the whole school can participate in and having a more visual presence around the school. We have run a number of practical, creative sessions, such as making sustainable Christmas decorations, creating bird feeders for the Wild Area and planting vegetables which have been accessible to pupils of all ages. We really have helped to show that being eco can be a lot of fun.”

Alexandra Hunter, Key Stage 2 Curriculum Coordinator



Photos on this page: Children creating bird feeders and planting vegetables

Who is involved in the programme?

14 pupils sit on the Eco Schools Committee (one from each class in years 1-6). The committee is led by one member of staff and it is supported by a range of teachers, parents and guest speakers, who have been invited in to deliver informative and engaging talks.

All of our children can take part in the Eco Schools competitions that we hold throughout the year.

What initiatives has the programme organised this year?

 **Transport:** We held a Road Safety week assembly to promote safe road use. We booked Bikeability training for the year 5 pupils, which helped encourage more to cycle to school. We have renewed our Gold accreditation with Transport for London (TfL) STARS and our Junior Travel Ambassadors (JTAs) in year 6 have helped to highlight and celebrate the good work we do in reducing pollution. During our Walk To School week, we ran a number of competitions including a ‘walk to school song/rap’ competition that proved to be very popular!

 **School Grounds:** The committee have done a great job of weeding and maintaining the beds in the garden this year. We cleared the beds particularly well in the Spring term, ready for the annual competition to encourage all classes to grow vegetables. Although the wet weather meant the vegetables did not take as well as last year, everyone enjoyed planting and watering their seedlings. In the summer term, we grew tomatoes and pumpkins which were used by the school kitchen.

 **Waste:** We met with our chef to discuss how we can reduce food waste and discussed new compost bins which have been ordered and will make it clearer for pupils to understand where they need to put their leftovers. We will educate on this further in September.

We lobbied the IT department and have managed to get a release setting on the photocopiers which means that everyone must sign in to release their printing. This has drastically reduced paper waste and has been viewed as extremely positive by staff and pupils alike.



Promoting Positive Health and Wellbeing

Schools have an essential role to play in supporting students to make healthy lifestyle choices and understand the effects of their choices on their health and wellbeing. It is for this reason that we place the wellbeing of our staff and students at the centre of all decisions we make at Hilden Grange.

We celebrate positive mental and physical health during our annual Wellbeing Week, throughout the week we deliver workshops that provide opportunities to talk about wellbeing issues with students.



Hilden Grange

It is important that young children understand the impact healthy eating has on their mental and physical health. At Davenport Lodge, we have made significant changes and additions to our healthy eating initiative. At the start of this year, we rebranded our healthy eating policy from Food and Lunchbox policy to the Food Management and Healthy Eating policy. The revised policy outlines our commitment to educating our children about diet and healthy eating beyond the meals they eat during school. We have also designed a new menu, 25% of which is plant-based, and we encourage an awareness of food waste in our dining room.

In our 'Understanding the World' scheme of work, we deliver lessons on healthy eating and how what we eat affects our bodies. The impact of our healthy eating policy has provided our pupils with an awareness of their bodies and how what you consume impacts your physical and mental health. The change in the menu has been well received and our children are more willing to try new food.



Davenport Lodge
Nursery School



Davenport Lodge

At Davenport Lodge we have put in place a wellbeing initiative for staff. Throughout 2023, the Health and Safety Officer has offered drop-in and appointment sessions with all staff to assist with reducing anxiety and improving mental health.



Community

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. The Trust is an organisation 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.

Community engagement is a key tenet of the work we do across Alpha Plus Group. We instil the following values across our schools and colleges: promote kindness, foster a sense of community, and develop an awareness of the suffering that exists in the world.

Abbey College

In January 2023, Abbey College rallied together to support those directly affected by the humanitarian crisis in Syria and Turkey. Our entire school, including staff and students, participated in a collection drive, **raising £400 for the earthquake support fund.**

Additionally, we hosted a House Colours Day, where students and staff donned their house colours and contributed funds to **Young Minds UK, resulting in a donation of £225.**

In February, the school launched an initiative called Random Acts of Kindness Week. This programme not only **promoted mental well-being** but also encouraged students and staff to support others through acts of kindness.

Peers were nominated for kindness awards, and the school collected toiletries and four boxes of food for a local food bank. Furthermore, they **donated £101 to the Booth Centre Manchester.**

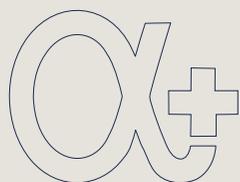
Davenport Lodge

Davenport Lodge organised various events throughout the school year to raise funds for two essential causes:

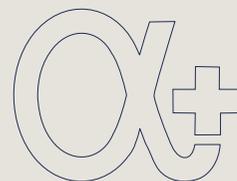
Coventry Cryenians: A support organisation for the homeless.

Zoe's Place: A charity providing respite care for terminally ill children under the age of five.

Parents and students actively participated by bringing in fresh fruit and vegetables during the harvest festival, resulting in a **total donation of £800.** This effort emphasised the importance of sharing and showing kindness to others.



During the academic year 2023, our schools organised a diverse range of charity fundraising events, each dedicated to specific causes.



These inspiring efforts demonstrate the power of collective action and compassion within our school communities.

Hilden Grange School

In June 2023, Hilden Grange School organised a charity-sponsored activity walk to raise funds for the **Children's Liver Disease Foundation.**

Sponsored by friends and family, staff and students completed laps of the school field, overcoming various learning and physical challenges. These challenges were thoughtfully designed to remind participants of the cause they were supporting, making the event both impactful and enjoyable.

The walk **successfully raised over £3,000** for this worthy cause.



Photo: Readathon Fundraiser

Safeguarding the Environment

An environmentally sustainable Alpha Plus Group of the future is one where our biggest environmental impacts are addressed, and our greatest opportunities are maximised.

Our Commitments 2023 - 2040:

72% Scope 1, 2, and 3 emission reduction by 2040.

By 2040, we will offset the remaining Scope 3 emissions using nature based / carbon removal offsets to become Net Zero. Zero waste to landfill by 2030.

By 2030, our administration will go paper-free.

Achieving Net Zero by 2040

We are driven by our goal of achieving Net Zero emissions by 2040, a significant milestone that surpasses the government's target of 2050. We recognise that the most effective contribution we can make towards the fight against climate change is to reduce our carbon emissions across Scope 1, Scope 2, and Scope 3.

Therefore, we are tracking our carbon emissions year-on-year to understand where we need to increase efficiency and invest in carbon reduction measures.

Our emissions reporting includes:

- ✓ **Scope 1** emissions, which are the direct emissions that we as a group of schools can control, including energy from gas, and company vehicles
- ✓ **Scope 2** emissions, which include the indirect emissions from electricity purchased and used by our schools
- ✓ **Scope 3** emissions, which include a selection of indirect emissions, not included in Scope 2, that occur in the value chain of the reporting company

We have used a base year of 1st September 2020 – 31st August 2021 for our emissions calculations. We chose this period as this is the earliest year for which we have recorded reliable emissions data. The base year is used as the benchmark for emission data and consumption, and as part of our Net Zero plan, we are recording the changes between this reporting period and the base year.



Tracking Our Carbon Emissions

As shown in the table to the right, our gross total emissions for this year across Scope 1, Scope 2 and Scope 3 were found to be 8,649.63 tCO₂e, a decrease of 1,623.86 tCO₂e from the baselines emissions calculation from the year ending 31st August 2022, which was 10,279.5 tCO₂e.

The most significant decrease is in Scope 3 Category 1: Purchased Goods and Services, which includes all upstream emissions from the products purchased by The Alpha Group. Our procurement of products and services in this reporting period is lower than our spend in our baseline year, which has resulted in a 21.1% decrease in this emissions category.

Our Scope 2 emissions (Electricity, location-based emissions) have increased since our baseline year. The baseline reporting period included the lockdown periods of the Covid-19 pandemic, which resulted in the group's reduced electricity consumption as our sites were not fully operational and therefore did not consume the same amount of energy as when they are open and operating as normal.

As we drive forward in our sustainability mission, we recognise that reducing the commuting emissions of our staff and pupils will be a critical area of our attention in the coming year. We recognise that conducting staff and student transport commuting surveys would be a valuable step to securing accurate data that will enable us to set targets and implement actions towards reducing commuting emissions.

Scope/Category	Item	2020 - 2021 tCO ₂ e (Base Year)	2023 tCO ₂ e (Most Recent Year)	Absolute Change tCO ₂ e
SCOPE 1				
Stationary combustion (Gas)	Gas consumed	1,214.00	920.89	-293.11
Transportation	Owned and leased vehicles	12.05	6.00	-6.05
Refrigerants	HVAC's	-	194.97	194.97
SCOPE 2				
Electricity (Location based) ¹	Purchased electricity, for own use (grid average)	380.55	754.66	374.11
Electricity (Market based) ²	Purchased electricity, for own use (specific contract)	-	18.33	18.33
SCOPE 3				
Category 1: Purchased goods and services	Goods and services	5,539.24	4,371.49	- 1,167.75
Category 3: Fuel and energy related activities*	WTT (Well-To-Tank) & T&D (Transmission & Distribution losses) for S1 and 2	209.83	159.65	-50.18
Category 4: Upstream transport	Paid transport for goods (upstream & downstream), well to wheel (WTW) ⁵	456.17	79.82	-376.34
Category 5: Waste	Waste generated in operations	21.90	19.71	-2.19
Category 6: Business travel	Land and air travel for business purposes (WTW)	-	2.82	2.82
Category 7: Employee commuting*	Employees commuting to and back from work. (WTW)	1,007.62	1,027.03	19.41
Cat 7: Student commuting*	Employees working from home	1,818.69	1,854.92	36.23
Total Net Emissions		10,279.5	8,655.63	-1,623.86

* These emissions have been re-baselined as a result of enhanced accuracy in reporting data

1 Location based represents emissions from electricity consumption based on grid average emissions

2 Market based represents emissions from electricity consumption based on specific energy contracts

3 WTT - Well-to-tank emissions. Emissions associated with the extraction refinement and transport of fuels before consumption

4 T&D losses – Transmission and distribution losses. Emissions associated with the energy lost during the transmission of electricity through the network

5 WTW – Well-to-wheel emissions. Includes emissions associated with the extraction, refinement, transport, and consumption of fuels

Energy Monitoring and Waste Management

Our teachers and pupils lead on outstanding localised initiatives to improve environmental awareness of global issues and reduce the negative impact on our planet. As a business, we collect and monitor our monthly usage data and we are partnered with Sustainable Advantage, who help us to maximise our waste recycling and reduce energy consumption at locations across the country.

Energy Management

Our goal is to reduce the amount of energy consumed by Alpha Plus Group and thus lower our carbon footprint.

We recognise our primary responsibility to reduce emissions as far as possible. To mitigate any impact, we have purchased a green tariff for 100% renewable electricity from Opus for all of our sites, excluding DLD College, Waterloo.

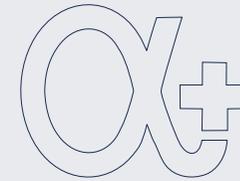
Every unit of renewable energy purchased with Opus comes with its own Renewable Energy Guarantee of Origin (REGO) certificate. This means there are minimal associated carbon emissions from electricity, reducing the carbon footprint by 736.33 tCO₂e.

Waste Management

A successful waste management strategy provides economic and environmental benefits by diverting waste from landfill, and into revenue streams. Waste diverted from landfill can be used to generate renewable energy as well as Grade-A recyclables resulting in a reduced level of potent Green House Gas (GHG) emissions such as Methane and Carbon Dioxide.



Over the course of the past 12 months, approximately **235,569 kWh** of electricity has been generated.⁶

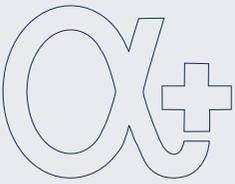


Beyond understanding our impacts, we work to reduce them through implementing best practice regarding waste disposal and energy usage.

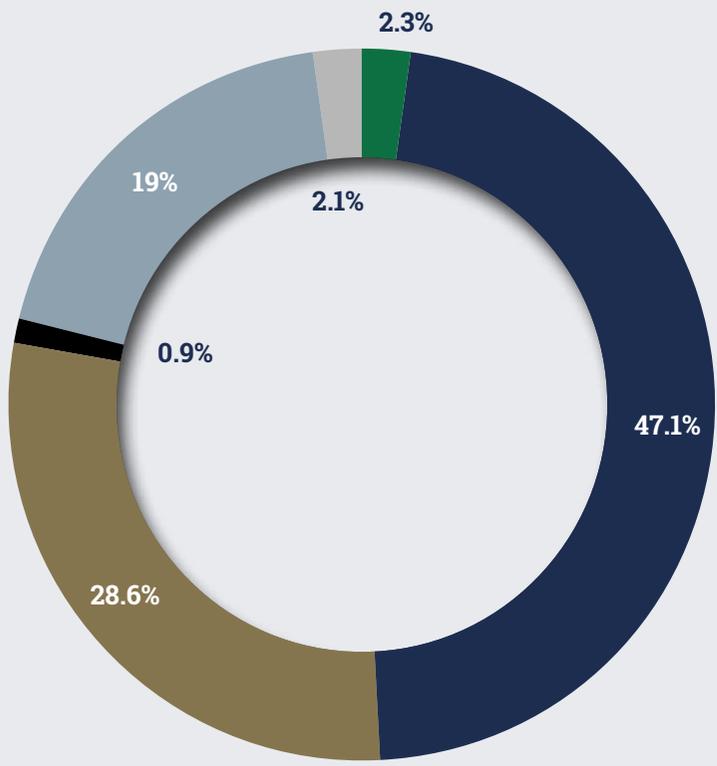


Alpha Plus waste has not only been recycled into various products such as mugs and bottles, but also utilised into generating renewable energy.

⁶ Sustainable Advantage, Alpha Plus Group's Energy Management Report (FYE2023)



Total Waste Breakdown across all Alpha Plus Sites in reporting period 1st September 2022 – 31st August 2023.



- **General Waste to Energy 47.1%**
- **Mixed Recycling 28.6%**
- **Cardboard 0.9%**
- **Food 19%**
- **Secure Shredding 2.1%**
- **Sanitary Waste 2.3%**

In August 2023 alone, Alpha Plus Group sites **prevented 49.52 tonnes of waste from going to landfill** and **avoided emitting a combined 26,402 Kg of Methane and Carbon Dioxide** by reducing the bacterial anaerobic decomposing process. This waste would have occupied up to 152.03 cubic metres of landfill.

Over the last 12 months, **884.97 tonnes of waste**, which equates to 2,654.92 cubic metres, have been **diverted from landfill**. Here are our highest diversion rates from across our schools and colleges.

Site	Tonnes of waste diverted from landfill in reporting period 1st September 2022 – 31st August 2023
Abbey College Cambridge	184.05
Wetherby School	75.11
Pembridge Hall School	50.35
Chepstow House School	49.97
4 Wetherby Gardens	49.24

CO₂ in atmosphere

Environmental impact reduction:

- Landfill Waste **49.5 Tonnes**
- Methane **26,402 Kg**
- Landfill Space **2,654.9 Cubic Metres**
- CO₂ equivalent **15,694.0 tCO₂**
- Equivalent Trees **53 Planted Trees**



Conclusion

As we look to the future, we know there are more challenges to overcome but we are in a powerful position to embed sustainability in our conversations, our classrooms and throughout our business operations.

By empowering our pupils with the knowledge and skills to drive effective change, we are shaping future innovators who will truly impact our society and communities. Fully equipping our young people to navigate the challenges of a complex and evolving world will enable them to continue on the pathway towards a brighter future.

We express our thanks to all those who have contributed to our efforts to improve sustainability and make positive changes this year. Together, by taking collective action, we will continue to make meaningful impact and lasting change.



Working in partnership with:



An intelligent approach to energy, waste & sustainability

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