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1. Introduction

Holmesglen recognises its obligations to lead the way towards a sustainable future. As an educational institution Holmesglen has a responsibility to lead community knowledge, policies and practices about human, environmental, organisational, economic and technologically sustainable futures.

2. Purpose

To provide a policy framework for engaging all the stakeholders of Holmesglen in the development of innovative, measurable strategies aimed at embedding sustainability in all aspects of Holmesglen operations.

3. Scope

The scope of this policy embraces all Holmesglen sites and operations, including:

- Engagement and participation of Holmesglen staff and students
- Teaching and learning practices
- Development and maintenance of Holmesglen infrastructure and services
- Associated administrative and operational support functions
- Community and industry engagement
4. Priorities

The following criteria will be used to determine Holmesglen priorities:

- Impact on the human, environmental, organisational, economic and technological sustainability factors
- Compliance with statutory requirements and other environmental and social commitments
- Organisational strategic and operational plans
- Contribution to innovation and definition of best practice sustainable performance across all sustainability factors
- Availability of appropriate resources, e.g. human, environmental, organisational, economic and technological

5. Policy Statement

Holmesglen is committed to ensuring quality sustainable performance of the organisation and to becoming both sustainability leaders and learners within the community. To achieve this the following implementation strategies will be adopted:

- Educate for sustainability
- Invest in its people
- Enhance environmental and socially sustainable performance in all aspects of its operations
- Foster industry partnerships around sustainability
- Engage the community on sustainability
Educate for sustainability

Holmesglen is committed to using its position as a leading educational institution to improve the knowledge and practices of sustainability so that learners have an understanding of its importance and the skills to implement sustainable performance. Some of the ways this will be achieved include:

- Contextualising learning programs for sustainability
- Developing courses and undertaking research in selected fields of sustainability and environmental study in order to contribute to the body of knowledge in these areas¹
- Advocate for the incorporation of sustainability learning and teaching within the vocational education and training community

¹ The Holmesglen Website lists all current programs related to sustainability - (http://www.holmesglen.edu.au/programs/sustainability )

Invest in people

Through its leadership Holmesglen will develop and promote a culture of sustainability across the Holmesglen community. This will include among other things:

- Convening meetings of a representative group of staff on the Environmental Sustainability Committee.
- Incorporating sustainability performance alongside other key performance indicators of the organisation.
- Developing and offering professional development programs about sustainability for all staff.
- Engaging with staff in developing innovative ideas on enhancing sustainable performance.
- Encouraging flexible employment practices.

¹ The Holmesglen Website lists all current programs related to sustainability - (http://www.holmesglen.edu.au/showcase/sustainability )
Enhance environmental sustainable performance

Holmesglen will promote positive contributions by:

- Reviewing its activities to identify areas of waste and damage to the environment.

- Applying a risk management approach to sustainability and developing programs aimed at reducing or minimizing activities which cause the greatest harm.

- Ensuring refurbishments, new buildings, equipment purchases and other works reflect ecologically sustainable principles.

- Audit performance against relevant legislation and other regulatory standards on sustainability performance including Greenstar Accreditation of new facilities.

Foster industry partnerships Engaging with industry partners committed to sustainability will have a positive flow on which benefits to the rest of the community. Holmesglen will endeavour to foster industry partnerships around sustainability by:

- Identifying existing and new suppliers with a demonstrated commitment to sustainability.

- Learn from and with industry partners.

- Engaging with industry to further develop and expand environmental knowledge and sustainability practices.

- Seeking industry partners with similar commitments to sustainability.
Engage with the community

Holmesglen is intrinsically linked to the broader community. As such is it committed to participating in community-wide efforts aimed at sustainability. These activities may include:

- Modelling sustainability “best practice”
- Working with the community on projects around sustainability eg. transportation, water, waste and green spaces
- Providing forums for the community to learn, discuss and debate sustainability performance
- Promoting best practice examples of integrated sustainability eg. students’ projects, prototypes and initiatives

6. Accountability

Successful implementation of the Holmesglen Sustainability Policy requires clear identification of the responsibilities and allocation of resources across the organisation.

- The Board is responsible for the approval of the Sustainability Policy and its application.
- The Chief Executive is accountable to the Board for achieving the implementation strategies of the Sustainability Policy.
- The Executive Director Operations is accountable to the CE for developing and reviewing the Sustainability Policy and convening and chairing quarterly meetings of the Environmental Sustainability Committee.
- An annual report on the implementation of the policy and achievement of key performance indicators will be provided.
7. Glossary of Terms

**Education for Sustainability:** Embedding learning for sustainability into every aspect of Holmesglen operations including workforce planning and development, teaching and learning practices, and community engagement.

**Staff:** Including ongoing, contract, sessional employees and independent contractors.

**Sustainability:** Operating and behaving in a manner which equally considers human, environmental, organisational, economic and technological responsibility that meets the needs of the present without compromising the ability of future generations to meet their needs.

**Sustainable Performance:** Human/social responsibility, environmental impact and operational need are key considerations in the efficient and effective use of resources in a way that encourages sustainability. This includes workforce planning and development, the use of gas, electricity, water, transport, materials, use and creation of green space and procurement practices.