

Sustainable Development Policy

Aims

Whilst there is no direct legislation covering the activities of the company, this policy establishes the company's commitment to sustainable development.

Environmental

We believe in sustaining our limited environmental resources. We actively encourage the digitisation of documents to avoid excess paper wastage. Recycling is provided for at our offices and printing of documents is only for vital documents. Handouts for training materials should be incorporated into the training workbooks wherever possible to reduce the need for additional printing.

Printed resources should be on recycled paper wherever possible and should be CO² balanced if from a commercial printer.

Where possible, public transport should be used to reduce the impact on the environment. Likewise, where possible delivery of course materials should be delivered direct from the printer to a training venue to avoid double transportation.

Business

The Root Of It (trading as The Mentoring School) provides a number of courses and mentoring to business. We recognise that the purpose of this support is to increase their skills and make their businesses more sustainable in the future. This may take a number of forms:

- To develop the mindset of the business leader or staff to help them grow as a business;
- To develop mentoring skills in the workplace to enable the business to support their staff;
- To train apprentice mentoring skills to help a business to get the most out of their apprentices, no matter what their background.

Wherever possible, local businesses will be used as providers of materials or resources needed for training. For example, a local community centre may be used as a training venue, with refreshments provided by a local supplier.

Social

The Root Of It (and The Mentoring School) provides a number of activities that support the personal development of people who may be experiencing barriers. This may include:

- Consultancy;
- Telephone or email advice for employers, schools or colleges;
- Mentoring courses for people supporting children with social, emotional and behavioural difficulties;

- Mentoring courses for employers working with ethnic minorities, newly arrived migrants, apprentices, those with mental health difficulties, those with social or emotional problems.

Review

This policy will be reviewed biannually.

December 2018