CORPORATE SOCIAL RESPONSIBILITY POLICY

Approved by:	TCAT Trust Board	**Date:**	16 October 2025
Last reviewed on:	October 2025		
Next review due by:	October 2028		

1. POLICY STATEMENT

1.1 Corporate Social Responsibility (CSR) is a term used to describe when businesses look beyond their initial duty to their staff and customers (or pupils in the case of a Multi Academy Trust) and acknowledge that their actions have a wider impact.

1.2 Undertaking a programme of CSR activities encourages businesses to operate in more sustainable, ethical and charitable ways enabling them to take positive, ethical actions which support the community as a whole.

1.3 A key element of CSR is that an organisation recognises it can contribute towards the conservation and protection of the environment. Tyne Coast Academy Trust (the Trust) has resolved to improve its environmental and sustainable practices and to promote awareness of environmental responsibilities among staff and pupils. This will be formalised in a Trust Climate Action Plan.

2. Scope

2.1 The purpose of this policy is to ensure that in the conduct of its activities the Trust will take social responsibilities very seriously and see this as an essential part of business. As an employer and as a charitable organisation that receives public finances, it has a role to play in the social and economic welfare of the areas in which the Trust operates and an ethical responsibility to our planet by taking positive action.

2.2 As part of the overall curriculum in TCAT schools, pupils will be encouraged to consider their own social responsibility.

2.3 The Trust will continue to include staff and pupil's views about sustainable issues to help encourage a behavioural change and enable individuals to make an informed choice through various Trust wide and individual academy initiatives. The Trust Board, Executive Team and individual Academy Senior Leadership Teams will encourage pupil and staff input and suggestions on how the Trust can develop its sustainability programme.

2.4 The Trust will seek to create a cross Trust sustainability programme to contribute to the efficacy of the Trust in these matters, promote schemes which will endeavour to limit any adverse effects on human and physical environments and on ecological systems. It will seek to ensure compliance with all current legislative requirements and adopt a strategic approach to addressing sustainable development issues by considering the economic, social and environmental implications of our activities and developments. This will include complying with Department for Education requirements regarding Climate Action Plans for Trusts and schools.

2.5 The Trust and its academies will have a programme of activities each year to increase its promotion of health and welfare participation, strengthen and embed its Equality and Diversity provision and seek a continual widening of its local and wider community links.

2.6 The environmental impact and sustainability of the Trust's supply chain will be considered when undertaking procurement exercises.

3. Responsibilities

Individual accountabilities for the implementation of this policy are as follows:

3.1 Corporate

Ultimate responsibility for social responsibility issues rests with the Trust Board as the employer. The Chief Executive has executive responsibility for all areas of the policy and will, together with the Trust Board, ensure that proper procedures are in place to fully implement it.

3.2 TCAT Executive Team

The TCAT Executive Team will have an overview of activities and actions carried out across academies within the Trust. The Executive Team will also be responsible for the development and implementation of the Climate Action Plan for the Trust.

The team will ensure that such resources as available, where practicable to enable the Trust to develop and undertake such actions which are agreed to promote this policy.

The team will also promote and coordinate the integration of environmental management and sustainability issues into policies, services and operations.

3.3 Estates Manager

The Estates Manager will act as the catalyst for activity and commitment to environmental management and sustainable development and will lead individual academy facilities and site staff in this area. Duties of the Estates Manager and academy facilities and site staff include, to:

- Endeavour to provide advice and technical information, where appropriate to Headteachers/Principals and senior leaders to enable to Trust to discharge its statutory, common and moral obligations, keeping staff and Headteachers/Principals and senior managers abreast of changes in Environmental Legislation and Codes of Practice.
- Ensure, at minimum, legal compliance and reduce risk of non-compliance.
- Provide data to enable analysis of environmental performance to identify opportunities for continuous environmental improvement and implement programmes to deliver these.
- Assist the Trust to perform more efficiently and therefore more competitively, which in turn promotes environmental and social improvements.
- Provide technical support and advice to internal clients on projects, and on building modifications that have environmental impacts and aspects.

3.4 Headteachers/Principals and Trust Managers

Headteachers/Principals and their leadership teams and Trust Managers have responsibilities for aspects of the policy within their academy/team.

4. Actions to Implement and Develop the Policy

4.1 Tyne Coast Academy Trust aims to understand the impacts of its undertakings socially, ethically and on the environment. The Trust aims to find solutions to its obligations by adopting sound principles and best practice, both within its immediate surroundings and in the wider community. The Trust accepts responsibility to demonstrate environmental protection and enhancement through appropriate teaching and institutional practice. The Trust's CSR policy involves all staff and pupils and seeks to:

- Promote health and wellbeing in conjunction with its Health and Safety policy and HR initiatives
- Recognise that the minimum acceptable level of CRS performance is that laid down by legislation
- Promote energy efficiency, responsible energy management and the minimisation of waste and limit its environmental impact
- Promote sustainability and sustainable developments in our activities (including the curriculum) and developments
- Promote the responsible use of water and support the conservation of water resource initiatives
- Promote the Trusts involvement in social and charitable interaction with the local and wider communities
- Avoid the unnecessary use of hazardous materials and processes and take all reasonable steps to prevent damage to the environment where such materials are essential in use
- Promote the visual amenity of the Trust's academies through the design and location of buildings and structures and through the enhancement of the national beaty of the gardens and grounds
- Provide training for appropriate staff and promote general awareness of the CSR policy to all staff and students
- Encourage the use of public transport and the provision of facilities for the disabled, pedestrians and cyclists
- Support the use of products and services of suppliers whose own policies are in accordance with that of the Trust.

5. Monitoring and Evaluation

Responsibility for monitoring and evaluation of the polices lie with the Head of Estates, in consultation with the Trust's Academy Management Team.

6. Version Control

Version Number	Purpose/Change	Author	Approval	Date
1	Policy first developed	M Dobrianski HR Manager	Trust Board	31/03/2022
2	Minor changes to reflect structure and statutory Climate Action Plan	M Dobrianski Chief Operating Officer	Trust Board	16/10/2025