



ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

This policy will be reviewed annually or in response to changes in legislation		
Created	July 2024	Chief Operating Officer
Reviewed	July 2024	Chief Operating Officer
Approved	November 2024	Education Board, Operations Board

1. INTRODUCTION, VISION AND VALUES

- 1.1. Thomas's London Day Schools aims to provide an outstanding education for young people aged 2 to 16 that is forward-thinking and outward-looking, with values at its heart. We believe in kindness at the core. We are Christian schools, open to families of all faiths and none. We aim to instil a strong set of values, first by example and also through exceptional pastoral care.
- 1.2. We believe that individual wellbeing is of primary importance, balanced by an equal commitment to service leadership and the wider community.
- 1.3. We take a four-dimensional approach to education, developing knowledge, skills, character and meta-learning. We offer a curriculum that fosters an enquiry mindset, is inspiring, relevant and contemporary and ensures both breadth and depth of educational experience.
- 1.4. We place emphasis on developing skills of communication, collaboration, creativity and critical thinking. We want pupils not only to remember, but also to think creatively; to analyse age-appropriate, complex issues and to be ready for life as well as work in a globalised, digital and connected world.
- 1.5. It is our aim that every pupil leave Thomas's with core values and a strong sense of social responsibility; inner strength and positive physical and mental health; academic success and a love of learning. We strive to ensure that a Thomas's education equips all of our students with optimism about and preparedness for the future, setting them on a path to become net contributors to society and to flourish as successful, conscientious and caring citizens of the world.
- 1.6. We aim to be at the forefront of the (ESG) agenda which will support and deliver our Vision and Values.
- 1.7. The Environmental, Social and Governance Policy and Strategy is part of our responsibility to provide every pupil with strong sustainability, social awareness and practice. ESG embedded into TLDS as an organisation will support contributing to conscientious and caring citizens of the world. TLDS plan and deliver our ESG through governance, stakeholder engagement, sub policy, actions plans and transparent reporting to stakeholders.

2. ESG MONITORING AND ENGAGEMENT

Environmental Considerations	Social Considerations	Governance Considerations
Greenhouse gas emissions Air pollution Waste management (including land and water impact) Energy management and efficiency Land use Climate risk	Diversity, equity, and inclusion Human rights and modern slavery Employee health and safety Labour relations and practices Customer privacy and security Product quality and safety	Corporate governance and oversight Risk management Conflicts of interest Transparency Fraud, anti-bribery and anti-corruption controls

3. TLDS SUSTAINABILITY PLAN 2022 – 2025

3.1. The TLDS Sustainability Plan states three strategic objectives:

- Lead with ambition
- Empower pupils
- Create the conditions for sustained action

4. ESG AND SUSTAINABILITY FROM COMMITMENT TO ACTION

4.1. Our three strategic objectives break down into seven broad areas of action to deliver our ESG:

- Leadership structure and public stance (lead with ambition)
- Diversity, equity and inclusion (lead with ambition)
- Environmental education and pupil voices (empower pupils)
- Energy and carbon management (create the conditions for sustained action)
- Food, water and catering (create the conditions for sustained action)
- Circularity, waste and procurement (create the conditions for sustained action)
- Travel and transports (create the conditions for sustained action)

4.2. The Sustainability strategy 2022 – 2025 provides a roadmap to navigate, develop and deliver our sustainability programme and ESG

4.3. The Environmental Action plan provides a template for delivery and engagement of environmental and social considerations

4.4. The Education for Development of Environmental Strategy will help develop and deliver a group curriculum plan

4.5. The Sustainability and Ethical Procurement Policy provides the framework for compliance, best practice and transparency

5. REPORTING

5.1. We are committed to being transparent with our ESG Policy, actions and reporting. The ESG policy and supporting documents are available on the TLDS website.

5.2. An Annual ESG report will be produced; the first to be published in December 2023. Going forward ESG will be a standing item at Shareholder Board and the Operations and Education Boards where central strategy, local good practice and progress will be captured and communicated to the wider school's community.

6. ROLES AND RESPONSIBILITIES

6.1. The COO has the responsibility of delivery and management of ESG strategy supported by the Head of Thomas's Battersea, the curriculum lead for Our Earth, and CFO and CPO in regard to social and corporate governance oversight. The COO will report to the Proprietor (Board), Education and Operations Board.

- 6.2. The COO and CEO will produce an annual report that the CEO will endorse throughout the TLDS community. The Proprietor (Board) will promote and support ESG best practice at TLDS.