



Environment Social Governance policy

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Good Practice

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1. Definitions

In this **TRCA Environment Social Governance Policy**, unless the context otherwise requires, the following expressions shall have the following meanings:

- i **'The Romero Catholic Academy'** means the Company named at the beginning of this **TRCA Environment Social Governance Policy** and includes all sites upon which the Company is undertaking, from time to time, being carried out. The Romero Catholic Academy includes; **Corpus Christi, Good Shepherd, Sacred Heart, Blue Sky, SS Peter and Paul, St Gregory, St John Fisher, St Patrick, Cardinal Wiseman, Shared Services Team.**
- ii **'Romero Catholic Academy'** means the Company responsible for the management of the Academy and, for all purposes, means the employer of staff at the Company.
- iii **'Board'** means the board of Directors of the Romero Catholic Academy.
- iv **'Governance Professional'** means the Clerk to the Board or the Clerk to the Local Academy Committee of the Academy appointed from time to time, as appropriate.
- v **'Chair'** means the Chair of the Board of the Directors or the Local Academy Committee appointed from time to time.
- vi **'Catholic Senior Executive Leader'** means the person responsible for performance of all Academies and Staff within the Multi Academy Company and is accountable to the Board of Directors.
- vii **'Diocesan Schools Commission'** means the education service provided by the diocese, which may also be known, or referred to, as the Birmingham Diocesan Education Service.
- viii **'Local Academy Committee'** means the governing body of the School.
- ix **'Academy Committee Representatives'** means the governors appointed and elected to the Local Academy Committee of the School, from time to time.'
- x **'Principal'** means the substantive Principal, who is the person with overall responsibility for the day to day management of the school.
- xi **'School'** means the school or college within The Romero Catholic Academy and includes all sites upon which the school undertaking is, from time to time, being carried out.
- xii **'Shared Services Team'** means the staff who work in the central team across the Company (e.g. HR/ Finance)
- xiii **'Vice-Chair'** means the Vice-Chair of the Academy Committee elected from time to time.
- xiv **"Catholic social teaching"** (CST) is rooted in Scripture, formed by the wisdom of Church leaders, and influenced by grassroots movements. It is our moral compass, guiding us on how to live out our faith in the world.
The seven principles are (click on each one for link by CAFOD)

- [Dignity](#)
- [Solidarity](#)
- [The common good](#)
- [The option for the poor](#)
- [Peace](#)
- [Care for creation](#)
- [The dignity of work and participation](#)



2. Scope

The purpose of this policy is to set out clear and uniformed standards for ensuring that across all entities of The Romero Catholic Academy, our operations are carried out in a faith-based and ethical manner. Our faith calls us to love God, love our world and to love our neighbours in every situation, especially our sisters and brothers. Following in the footsteps of Christ, we hope to live out God's calling to look after the resources and gifts of the earth alongside the people who live in our parish, local, national and global communities.

The Environment Social Governance (ESG) policy has the objective to create and promote behaviour that generates value to all stakeholders in the context of a socially responsible culture that is reflected in the development of a sustainable organisation that lives out the 'common good' and Catholic Social Teaching.

The policy applies to all pupils, staff, governors, families and also extends to parishes, suppliers, subcontractors, representatives and other contracting parties of the Company.

3. Introduction

Environment Social Governance (ESG) refers to the way in which organisations regulate themselves in order to ensure that all of their activities positively affect society as a whole. ESG policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

As a Catholic organisation, we are underpinned by an ethos driven by our faith and Christian values. In particular, the encyclical **Laudate Si by Pope Francis**, gives us a clear steer that we all stewards of our time and we should all commit "on the care for our common home".

- Link to CAFOD resources are here [Laudato Si' encyclical resources | CAFOD](#)

The Romero Catholic Academy, as an organisation is committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy, guided by the principles of Catholic Social Teaching. Embracing Pope Francis's second encyclical letter addressed to all of humanity on environmental issues, our place in creation and responsibility towards our common home we are inspired to ensure our policy, practice and behaviours reflect this. Most importantly, we want to instil through our Romero Child Charter, the future of our generations in continuing this baton; this is a key responsibility for us as an organisation to ensure all pupils are aware of their social responsibility and contribution to nurturing and sustaining the world we live in.



4. Values and Mission Statement

The Bible opens with the book of Genesis in which we read how God created the sun and the stars, the water and earth, and every creature. We believe Christ is the redeemer of all creation. In 2015, Pope Francis brought together decades of Church teaching in the encyclical, *Laudato Si'*. In this deeply influential letter, Pope Francis invites everyone on the planet to consider how our actions are affecting the earth and the poorest people. Everything is interconnected, and all of creation praises God. It is our Christian vocation to care for creation.

Our Values are fundamental to our long-term success and represent the set of standards under which all of us in Romero MAC will work, and against which performance will be assessed and rewarded. They show our commitment to Corporate and Social Responsibility through the pursuit of excellence and integrity.

- **Respect** We respect and value those we work with and the contribution that they make.
- **Integrity** We act fairly, ethically and openly in all we do.
- **Service** We put our children at the centre of all that we do
- **Excellence** We use our energy, skills and resources to deliver the best, sustainable results

In terms of **our Aims**, as Catholic Schools in the Romero MAC we are committed to:

- **Spiritual Growth** An ethos in which the Gospel message is proclaimed, community in Christ experienced, service to each other and the wider world community is recognised, and thanksgiving and worship of our God is cultivated.
- **Formation of the Whole Person** Providing well rounded high quality education that empowers and enables pupils to recognise their full potential and respond to what God calls them to be.
- **Inspire, innovate and excel** Building on the collaborative success of the Romero Partnership our schools will be inspirational, academically rigorous and innovative, achieving standards of excellence in all settings, supported by exceptionally caring staff who reflect the light of Christ.
- **Family Partnership** Partnering with, upholding, supporting and understanding parents and guardians in their role as primary educators of their children.
- **Vibrant Communities** Ensure diverse, dynamic, welcoming, compassionate communities available to all.
- **Global awareness** Nurture the personal integrity and faith development of pupils that also challenges them to know and understand communities around the world.
- **Stewardship** Ensuring a vibrant sustainable future for our schools through unified support and prudent management of resources.

The last two in particular, reference our commitment to 'our care towards our common home' through the trust God puts in us all to be stewards of our time. This is further exemplified in 'Laudate Si' the encyclical written by Pope Francis.

5. Looking after our Pupils and Young People

We want pupils to understand their calling to be a responsible citizen and give them a positive and lasting impression of their journey of learning and faith in a Romero School. Furthermore, as an organisation we are committed through:

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- Hearing the voice of our pupils through surveys (Pupil Survey/ Childhood Survey/ Pupil voice).
- Providing opportunities in the curriculum to explore ESG – for example RE, PSHE, Science, Collective Worship, Art and D and T. There are many opportunities in the curriculum to explore the environmental, ethical and moral decisions that arise from this policy e.g. rainforest destruction, carbon emission and footprint, technology in electric cars (where will we be in 2030?) use of Solar panels, water harvesting in our school grounds.
- The Romero Child Charter which sets as at each milestone of a pupil's journey, the potentially to reflect on ethical, social and co-responsibility.
 - Romero Serves (see Appendix)
- Using the Liturgical calendar to enable us to have highlights in the year to be focused on our corporate and social responsibility, for example:
 - Live Simply [Read more about *livesimply*](#)
 - Lent – Charities and outreach
 - Advent – homeless; foodbanks
- Identifying school based ESG Champions. These leaders could work on different projects in each school, as well as coming together twice a term to learn from and support each other. This could be linked to School Councils or Gift Team
- Working in partnership with initiatives such as Eco Flag, engagement with national events such as COP 26

For every child
Whoever she is.
Wherever he lives.
Every child deserves a childhood.
A future.
A fair chance.
That's why UNICEF is there.
For each and every child.
Working day in and day out.
In 190 countries and territories.
Reaching the hardest to reach.
The furthest from help.
The most left behind.
The most excluded.
It's why we stay to the end.
And never give up.

unicef 
for every child

6. Looking after Employees

The dignity of work is a key principle of Catholic social teaching. Church teaching has upheld the dignity of work and participation with the focus being that the human person should always come before the pursuit of profit. Workers have the right to join trade unions, to a just wage, to spend time with their families and to rest. Work is an essential part of our human dignity and everyone has the right to participate.

To retain loyal and productive staff, it is vital to maintain a good working environment to enable our pupils and staff to thrive in a vibrant, harmonious community. Across our eight schools we are committed through:

- Hearing the voice of our staff through various means (Staff survey bi-annually, Staff forum, Communication to Chair via Romero website).
- Policies and practice that show we are committed to Equal Opportunities Employer as per the Human Rights Act 2010 (Whistleblowing; Equality Duty; Grievance Policy, Disciplinary Policy)
- Strategic oversight of Health and safety through the deployment of external agency and at an operational level, across all eight schools consistent policies, procedures or training in place.
- Staff training, appraisals and personal development focusing on performance and wider areas such as resilience, ethical leadership.
- Regular communication with staff through newsletter, emails, website.
- Pay and benefits, i.e. are staff paid correctly and on time, ensuring wages meet the National Minimum Wage and the Living Wage.
- Ensuring employees have access to a pension.
- Providing further employee benefits (e.g. Wider Wallet, BHSF, Cycle to work scheme)
- HR specialist support to ensure that any people issues are dealt with appropriately.
- Anything else that the company does to look after their workforce e.g. joint training day, wellbeing and workload working group and strategy, teambuilding activities, free fruit, etc.
- Using the Liturgical calendar to enable us to have highlights in the year to be focused on our corporate and social responsibility, for example:
 - Live Simply [Read more about livesimply](#)
 - Lent – Charities and outreach
 - Advent – homeless; foodbanks
 - [Mini Vinnies](#) | [St Vincent de Paul Society \(svp.org.uk\)](#)

7. Suppliers' Standards

It is vital that we ensure that we use carefully selected suppliers and maintain a good working relationship with them. We seek to pursue the following questions:

- Can you evidence that as a supplier you adhere to the Modern Slavery Act 2015?
- Can you evidence that as a supplier you operate in line with the Bribery Act 2010?
- Do you use any local suppliers to reduce footprint?
- Are you committed to being socially and environmentally responsible?
- Are you committed to paying your suppliers properly and on time?
- Do you have a ESG policy in place?

Another big project for all schools in the trust is a full review of what the school buys, and from where. We want to look at everything that we purchase through a 'responsibility lens' to make sure that we are not only getting good value but that our purchasing and contracting is socially and environmentally responsible.

We will ensure that we give clear communication with suppliers that having a focus on our social, ethical and environmental responsibility is a key priority. Furthermore, in light of the pandemic we have seen great financial strain and challenge in the workplace. Guided by [Pope Francis who has warned](#) that it would be "a scandal" if the money governments are spending to rebuild economies and save businesses "were to focus on rescuing those industries that do not contribute to the inclusion of the excluded, the promotion of the least, the common good or the care of creation". There is a moral imperative to ensure we work with suppliers who are committed to supporting those marginalised in the pandemic and those vulnerable groups who need the most support.

8. Protecting the Environment

For us, as an organisation it is important to commit to reducing the environment impact that our school and organisation activities may have. We are committed to:

- Focusing on April 22nd Earth Day [Earth Day: The Official Site | EARTHDAY.ORG](#) as a school event (please note this does fall in Easter holidays when the feast day is later in the year).
- Monitor waste reduction, re-use and recycling; encouraging the use of the Eco Flag in all our schools; we recycle paper across the sites
- Monitoring water usage and consider the implementation any water saving measures.
- Considering the types of materials used within the schools, whether they are recyclable or can be made from recycled material.
- Considering aspects of our buildings e.g. LED lighting and more efficient and effective ways to heat our school
- Encouraging greener transport by doing any of the following:
 - Encourage pupils, parents, staff and governors to walk, cycle, car share or use public transport to get to work if possible.
 - Use of Teams to reduce the need to travel for meetings and across sites for pupils and staff where face to face is not necessary.
 - Supporting Cycle purchase schemes for employees to be able to afford greener transport.
 - Encourage staff to use greener fuels in their personal vehicles if possible.
 - Any company vehicles (such as delivery vehicles, plant/ machinery, or company cars) should be as energy efficient as possible. Piloting electric cars where the opportunity arises
 - EV Charging points – exploring these on site for visitors/ parents and potentially school owned vehicles

9. Parish and Community Engagement

Solidarity arises when we remember that we belong to each other. We reflect on this in a special way at Mass. The Catechism of the Catholic Church states, “The Eucharist commits us to the poor. To receive in truth the Body and Blood of Christ given up for us, we must recognise Christ in the poorest.” Solidarity spurs us to stand side by side with our sisters and brothers, especially those living in our local, national and global community.

As a Catholic organisation we have intrinsic links with our Parish and local communities.

- Sponsorship of or monetary donations to: parishes, local charities, sports clubs, societies, youth groups, community centres, or anything else you feel appropriate.
- Support local charities etc. by donating time i.e. staff participation in volunteering days.
- Supporting the surrounding community by employing local people.

10. Monitoring and Review

This policy will be reviewed by CC1 Finance, Resources, Audit and Premises and CC2 Strategy, People and Organisational Development every two years.

11. Link to other policies and organisations

- [Mini Vinnies | St Vincent de Paul Society \(svp.org.uk\)](http://svp.org.uk)
- [Climate change resources for schools | WWF](http://www.wwf.org.uk)
- [Home - Eco Schools \(eco-schools.org.uk\)](http://eco-schools.org.uk)
- [The Romero Child Charter is Launched! \(romeromac.com\)](http://romeromac.com)
- [Free teaching resources, lesson and assembly plans | Fairtrade Schools](http://www.fairtrade.org.uk)
- [SCHOOLS PACK: GET INSPIRED - Together For Our Planet \(ukcop26.org\)](http://ukcop26.org)
- [Earth Day: The Official Site | EARTHDAY.ORG](http://earthday.org)
- [UN Convention on the Rights of the Child \(UNCRC\) - UNICEF UK](http://www.unicef.org/uk)
- [TRCA Remote Faith and Learning Policy](#)
- [TRCA Romero Child Charter](#)
- [TRCA Romero Staff Charter](#)
- [TRCA Stress and Wellbeing Policy](#)
- [TRCA Supporting Pupils with Mental Health Policy](#)
- [TRCA Virtual and Face to Face Meeting Policy](#)

12. Measurement - KPIs

Throughout this policy we have stated approaches that will ensure the work carried out by The Academy is completed ethically, considering human rights as well as the social, economic and environmental impacts of what we do as an Academy. To focus our work we have agreed the following KPIs:

- The Academy will aim for at least 70/30 split for Black & White/Colour in terms of printing and reprographics.
- 25%+ pupil engagement during “Walk to School” week.
- The Academy will aim to work with local suppliers when sourcing catering products.

Appendix 1 Staff Charter



Staff Charter

"A beacon of excellence for Catholic Education from 2- 19years"

Wellbeing

- Retreats and access to five Parishes/ Chapel across the MAC; spiritual support from Parish Priests/ Chaplaincy/ Gift teams
- Access to Simplyhealth with a range of services wealth of options to connect people to emotional, financial and legal support
- 30 days holiday for staff who work all year round
- Flexibility in meetings: where appropriate, to reduce travelling or demand on time, virtual platform used e.g. Teams
- Email protocol with no emails between 6pm on Friday and 4pm on Sunday
- Gym and swimming facilities available at Cardinal Wiseman: 3G Muga Pitch at Corpus Christi for football, Gaelic and rugby

Working Smarter

- At Primary
 - one universal curriculum that is tailored to each school community
 - year group networking through Teams to aid planning; shared flip charts and resources
- Secondary
 - access to Google classroom; virtual meetings and briefings
- Working party in place to reduce workload
- Termly assessment drops
- Reporting to parents/ carers simplified

Professional Development

- Performance formation for all job families
- Access to the Romero Pathways for CPD (reviewed October 2021)
- Access to Romero University
- Annual training day for all 550 staff
- Secondments
- School Improvement strategy to share expertise across both Primary and Secondary
- Access to Blue Sky
- Networking groups across schools
- 'Basic' Coaching (Andy Honk) implemented across schools
- Access to IT services; Promethean panel programme roll out across all schools and three year renewal on laptops
- Access to specialist staff/ services centrally: finance, HR, estate and IT

Corporate Benefits

- Wider wallet scheme- tempting package of benefits and discounts
- Cycle purchasing scheme
- Maternity/Paternity/Shared Parental Leave
- Long service awards/ gift at 25 years
- Competitive pay

"I can do all things through him who strengthens me."
Philippians 4:13

Respect Integrity Service Excellence

Appendix 2 [Romero Child Charter Brochure \(romeromac.com\)](http://romeromac.com)



Romero Serves




*'Serve with your whole heart,
as if serving the Lord not people'*
Ephesians 6: 7



Romero Serves

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as if serving the Lord not people'*
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Through **Romero Serves** each Romero Child will have the opportunity to ...

Early Years

1. On/around March 24th, through their actions explore 'Let us spread love' as stated by Saint Oscar Romero
2. Participate in a whole school fundraiser
3. Take part in a Social action activity that benefits the school community
4. Meet those who help them in the community
5. Find out about jobs and vocations that serve
6. Show care for God's Creation

Key Stage One

1. On/around March 24th, through their actions explore 'Let us spread love' as stated by Saint Oscar Romero
2. Give to a harvest or local foodbank
3. Participate in whole school fundraiser that makes the world a better place
4. Take part in a Social action activity that benefits the Parish
5. Make an Advent Wreath or Liturgical artifact with a Parishioner or member of the local community
6. Give thanks for God's creation

Key Stage 2

1. On/around March 24th, through their actions explore 'Aspire not to have more but to be more' as stated by Saint Oscar Romero
2. Organise and participate in a whole school fundraiser that makes the world a better place and understand the impact of this
3. Explore service within their parish
4. Sing with others for others
5. Experience making a difference in the local community
6. Open the school doors for the local community
7. Learn about Fairtrade
8. Participate in the grow a £1 project
9. Stand to be a leader
10. Explore the concept of justice



Romero Serves

*'Serve with your whole heart,
as if serving the Lord not people'*
Ephesians 6: 7

Key Stage Three

1. On/around March 24th, through their actions explore 'Those who have a voice must speak for the voiceless' as stated by Saint Oscar Romero
2. Participate in a school fundraiser for a local, regional or national entity
3. Take part in a social activity that benefits someone they've not met and who may not be able to reply
4. Stand in silence to remember loss, service and sacrifice
5. Through action and prayer, remember & understand the human sacrifice as a result of conflict and war
6. Actively contribute or lead in the distribution of resources to others
7. Call for action - communicate with local councillor, MP or other relevant standing member, to raise awareness of an issue
8. Encourage their peers or our primary students to sacrifice as part of Lenten almsgiving
9. Visit a place that provokes human conscience
10. Engage in an intergenerational project

Key Stage Four & Five

1. On/around March 24th, through their actions explore 'It is not God's will for some to have everything and others to have nothing' as stated by Saint Oscar Romero.
2. Complete an act of kindness
3. Empathise with the homeless
4. Instigate an inter-generational project with parishioners, residential homes; community projects or nursery projects
5. Volunteer in school, their family circle or local community to make a difference to those around them
6. Contribute to MacMillan or Year group Coffee morning
7. Fundraise for Malawi and participate in a trip to partner school abroad
8. Contribute to a person's pilgrimage to Lourdes/Medjugorje/Malawi or visit personally or virtually
9. Take part in a social action project through National Citizen service
10. Exercise democracy through a vote, election or debate