

Northumberland College Zoo Sustainability Policy

Review

Formal Review Cycle	# years (or earlier as required by changes to legislation or regulation)		
Latest Formal Review (date)	May 2025	Next Formal Review Due (date)	June 2026
Policy Owner	Animal Centre Resource Centre Manager		
Policy Author	Animal Centre Resource Centre Manager		

Approvals

Board of Corp Y/N	N	Committee		Date Board approved	
ELT Y/N		ELT date approved		Additional committee	
Curriculum Manager		Karen Bell		Zoo Team	

Publication

Website Y/N	Y	Unify Y/N		Student VLE Y/N		Other	
-------------	---	-----------	--	-----------------	--	-------	--

Change History

Version	Date Reviewed/ Revised	Description of Change	Reviewed by	Approved by

Northumberland College Zoo Sustainability Policy

1. Policy Statement

- 1.1. This policy is a policy of the City of Sunderland College, trading as Education Partnership North East (which includes Sunderland College, Hartlepool Sixth Form College and Northumberland College). These colleges will be referred to as “the College” throughout this document.
- 1.2. Northumberland College Zoo follows the BIAZA Sustainability Policy and is committed to biodiversity conservation, the protection of natural resources, and responsible environmental management. This policy outlines the zoo’s sustainability approach, operational commitments, and actions for continual improvement.

2. Scope

This policy applies to all areas of zoo operation, including staff, students, volunteers, visitors, suppliers, animal management, facilities, retail, education, estate management, and organisational planning.

3. Aims of the Policy/Underpinning Principles

- 3.1. The College values diversity and inclusion and is committed to promoting equal opportunities and eliminating discrimination.
- 3.2. Therefore, everyone will apply and administer this policy fairly and consistently to ensure that there is no discrimination on the grounds of age, disability, gender reassignment, marital and civil partnership status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, **(and for student facing policies include)** persons in care and care leavers, carers and care givers, young parents, youth offenders, and those receiving free school meals.

4. Responsibilities

The responsibility of this policy will be responsibility of the resource Centre manager and their deputy.

5. Implementation

We will implement the policy in the following ways:

BIAZA Sustainability Policy Overview

Purpose and Scope

BIAZA represents good zoos and aquariums that promote sustainable living and protect biodiversity. Members recognise climate change and overconsumption as critical threats and must lead by example.

Sustainability Statement

BIAZA and its members commit to reducing emissions, educating the public, promoting positive behaviours, engaging diverse communities, and supporting the UN Sustainable Development Goals.

Guiding Principles

Members must comply with legislation, maintain a sustainability policy, set targets, reduce harm, minimise non-renewable resources, and share sustainability values. Additional goals include circular economy use, ethical procurement, innovation, climate resilience, partnership building, and developing management systems.

Lead by example and reduce greenhouse gas emissions

What We Are Doing Now
LED lighting (92% reduction), sustainable wood, eco packaging, Fairtrade coffee, recycling, manure composting, safe faeces disposal.

Disseminate information on unsustainable practices

What We Are Doing Now
Public education through visits, interpretation, school sessions, outreach, red squirrel classes, seed bomb workshops, bird watches, hedgehog projects.

Promote sustainable living

What We Are Doing Now
Food waste composting, partnerships with Waitrose, reducing paper/light use, Teams meetings, student conservation society, eco-products.

Engage public inclusively

What We Are Doing Now
Accessibility practices, improved transport (bus service), collaboration with diverse groups, school outreach.

Support UN SDGs

What We Are Doing Now
Quality education, conservation engagement, EPNE SDG commitments.

Comply with environmental legislation

What We Are Doing Now
Annual Red Squirrel Survey participation; MP engagement.

Maintain sustainability policy

What We Are Doing Now	Action Points
Wildflower meadows, hedgerow maintenance, minimal chemical use, EPNE policy.	Improve communication and visibility of onsite sustainability policy.

Set measurable sustainability targets

What We Are Doing Now	Action Points
Staff surveys, College Green Group oversight.	Await BIAZA guidance; research external frameworks.

Follow precautionary principles

What We Are Doing Now	Action Points
Battery tools, reduced chemicals, water-based paint, BIAZA sustainability cycle.	Review every 6 months.

Minimise non-renewable resources

What We Are Doing Now	Action Points
FSC timber, recycled gifts, powdered milk, compostable packaging, green procurement.	Audit remaining non-renewable items; assess palm oil origins.

Communicate sustainability values

What We Are Doing Now	Action Points
Environmental classes, signage, workshops, social media.	Introduce closed-loop recycling education.

Balance environmental, ethical, social and economic needs

What We Are Doing Now	Action Points
Green procurement policy; review of products.	Create sustainability wish list; assign data monitoring role.

Implement circular resource use

What We Are Doing Now	Action Points
Recycled-material toys, upcycled enrichment, browse sourcing, battery recycling, redistribution of food.	Elect green officer to evaluate improvements; promote recycling.

Ensure climate-resilient development

What We Are Doing Now	Action Points
Net-zero aims; native planting.	Align goals with Paris Agreement; increase native planting.

Promote open decision-making

What We Are Doing Now	Action Points
Surveys, green groups, student voice.	Review supply chain impact.

Ethical sourcing

What We Are Doing Now	Action Points
Procurement with local and ethical alignment.	Introduce ethics scoring; involve ethics team.

Find innovative solutions

What We Are Doing Now	Action Points
Events, social media, conferences, 360 immersive room.	Workshops for automation and collaboration.

Support other members

What We Are Doing Now	Action Points
BIAZA collaboration, college network, conferences.	Continue best-practice networking.

Evaluate whole-life project impact

What We Are Doing Now	Action Points
Estate updates, water/planting improvements, climate adaptation.	External audit; pasture development; climate policy.

Retrofitting for sustainability

What We Are Doing Now	Action Points
LEDs, heating upgrade, new electrical systems, net-zero builds.	Create retrofitting documentation; Kirkley Hall potential.

Partnership development

What We Are Doing Now	Action Points
Charity partnerships, EPNE hierarchy.	Expand local partnerships and attend more conferences.

Include sustainability in business planning

What We Are Doing Now	Action Points
Mission statement under review.	Implement after BIAZA inspection.

Develop Environmental Management System

What We Are Doing Now	Action Points
Green Tourism accredited; Visit Northumberland & Visit England schemes.	Join additional accreditation programmes.

6. Associated Documents

The policy will be implemented by creation of a living action plan that the Centre manager will manage and update.

7. Policy Monitoring and Review

The zoo is part of green tourism who manages and monitors green and sustainable activity. The zoo will use their framework to ensure each year we continue to increase our overall score within their framework to ensure we are continually work towards gold standard membership.

The results of this will be advertised in and around the zoo and also on the college website

8. Equality Impact Assessment

(Consider whether the policy or procedures may disproportionately impact any group.)

Have you sought consultation on this policy?		From BIAZA and Green Tourism Awards		
Details:				
Could a particular group be affected (negatively or positively)?	Impact Y/N	Description of Impact	Evidence	Mitigation/ Justification
Protected characteristics under the Equality Act 2010				
Age	N			
Disability	N			
Gender Reassignment	N			
Marriage and Civil Partnership	N			
Pregnancy and maternity	N			
Race	N			
Religion or belief	N			
Sex	N			
Sexual Orientation	N			
Additional characteristics to consider				
Young Persons in Care & Care Leavers	N			
Young Carers & Care Givers	N			
Young Parents	N			
Youth Offenders	N			
Those Receiving Free School Meals	N			
If there is no impact, please explain:	No impact to any group of individuals			