



Royal Association for Deaf people

Environmental policy

Version number	Date	Author	Purpose
001	September 2018	Executive team	Policy review
002	March 2023	Joint CEO	Policy review

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Full policy

Policy Statement

RAD believes that the protection of the environment is important. We recognise the impact of our activities (no matter how big or small) on the environment, and are committed to being mindful of our collective responsibility, ensuring that we work in a way that protects our planet, conserves energy and minimises waste.

This policy applies to all parts of the organisation, and explains:

- RAD's environmental aims and objectives
- How the aims and objectives will be achieved
- How performance will be monitored and reported to staff and trustees

Environmental Aim and Objectives

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Aim/ Objective	How will this be achieved?
To comply with relevant current legislation.	This policy will be reviewed, every two years and/or whenever there are changes in legislation, or other, that impact on its content
To raise awareness of environmental issues throughout the organisation and ensure that colleagues understand and follow the environmental policy	Through: <ul style="list-style-type: none"> • The induction process for new staff colleagues • Staff conferences • Team meetings • Training sessions
To use energy and water resources as efficiently as possible	<ul style="list-style-type: none"> • By encouraging everyone (our colleagues and service users) to use energy and water resources efficiently • By monitoring energy use • By identifying and implementing cost effective energy and water conservation methods

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To use renewable or recyclable materials, as far as is practical	<ul style="list-style-type: none"> • By actively encouraging the use of recyclable materials
To reduce waste	<ul style="list-style-type: none"> • By encouraging the recycling and reuse of materials • By identifying and implementing cost effective recycling programmes as far as is practical • By compacting waste, where possible, to reduce the number of refuse collections • By encouraging everyone to think before they print
To reduce fuel consumption and exhaust emissions	<ul style="list-style-type: none"> • By reducing any unnecessary travel • By encouraging colleagues to travel by public transport, by bicycle or on foot, where possible • By considering remote meetings (rather than face: face), where practical • By encouraging colleagues to car share, where possible • By providing facilities for colleagues who travel by bicycle or on foot, as far as is practical and affordable
To minimise the environmental impact of any new buildings, extensions or refurbishments.	<ul style="list-style-type: none"> • Through careful design and construction (for example by ensuring that they are energy efficient and built from sustainable or recyclable materials that will last)
To trade with businesses with similar environmental standards to our own, as far as is practical	<ul style="list-style-type: none"> • By reviewing our suppliers, vendors and contractors at least once a year

Performance Monitoring and Reporting

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Aim/ Objective	How will this be achieved?
To show that we are serious about our commitment to environmental issues by including them in our strategic planning as far as is practical.	The Director of Finance will report to the CEO on progress made against any environmental targets.

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