

Environmental, Social and Governance (ESG) for School Governors

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What is ESG?



Make sure you are doing
it for the **right** reasons



Take a closer look at **Governance**

Ineffective governance can lead to increased risk, inefficiencies or scandals

Responsibility for ESG should permeate through the organisation

Consider appointing a governor as ESG champion

Review targets and commitments

Communicate a top down approach

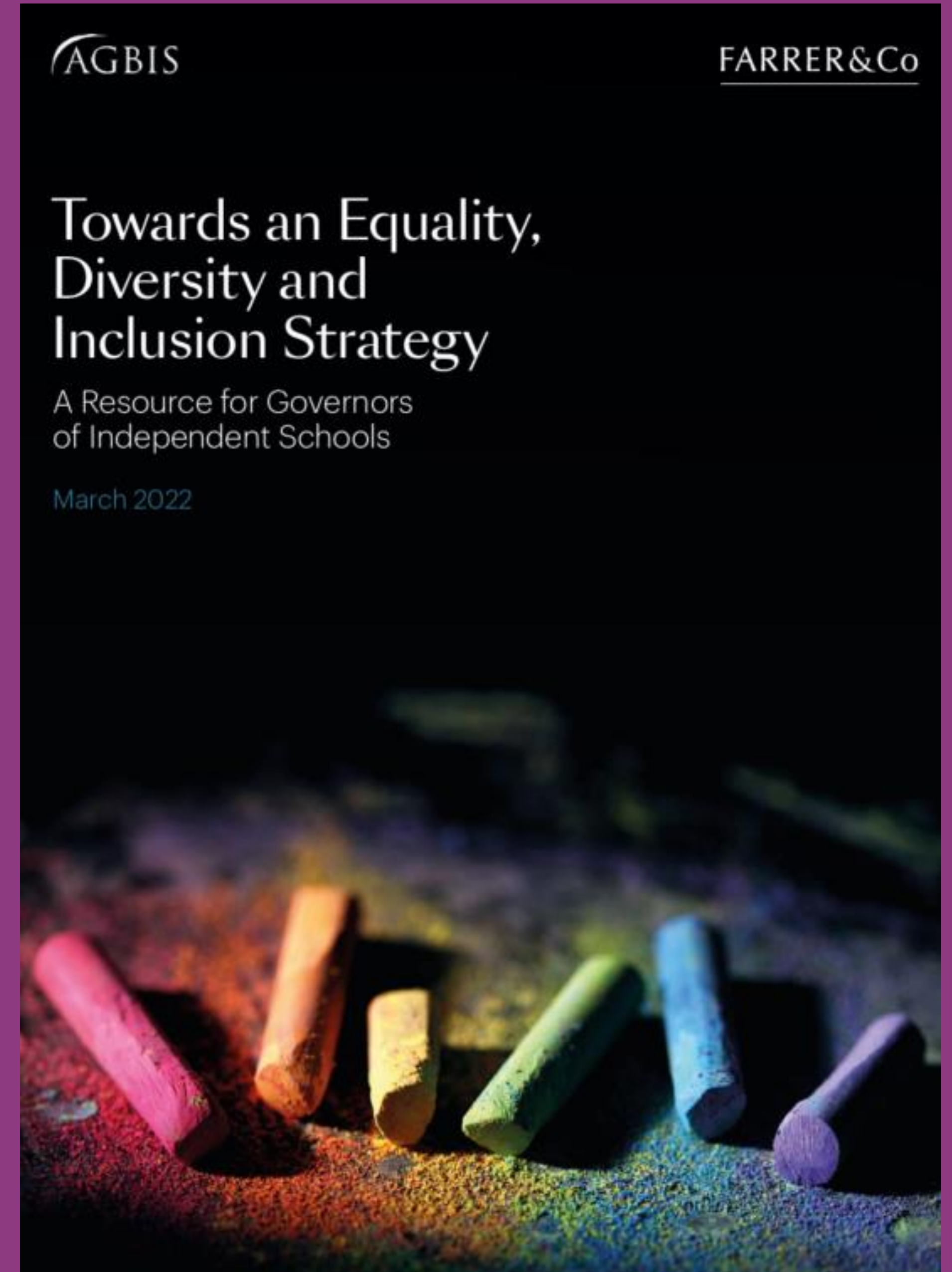
Remember: inaction today impacts tomorrow's generation



Take a closer look at **Social:** Employment examples

Have an Equality Diversity and Inclusion strategy.

Family Leave – a more generous, enhanced offering can have a positive impact on staff morale and retention



Take a closer look at **Social**: Employment and Environmental

Green Employment
Contracts (e.g.
digital only)

Consider
environmentally
friendly benefits
(e.g. cycle to work
scheme)

Consider making a
commitment to ESG
an obligation for
leaders in their
contracts

Incentivise staff to
use their holiday
sustainably

However, be careful
not to be overly
intrusive or make
unilateral changes

Take a closer look at **Environmental**

Energy efficiency
improvement audit

Carbon reduction
target /
commitments

Encourage green
transportation (e.g.
provide cycle
storage / EV
charging point)

Conduct more
thorough due
diligence on
contractors as a
condition of hire

Recycling and
waste management
audit

Food efficiency
review to reduce
waste

Carbon footprint
assessment of the
School and its
suppliers

Obtain independent
accreditation of your
green credentials

Thoughts on developing an ESG strategy

Consider:



Breakout Session

What are the material ESG issues, concerns or risks at your school?

What do you think are the expectations, if any, of your parent, pupil, staff and alumni community on the subject of ESG?

Questions for you to consider

What does “ESG” mean to you / your school?

Do you have experience of ESG from other sectors?

What are the material ESG issues, concerns or risks at your school?

What do you think are the expectations, if any, of your parent, pupil, staff and alumni community on the subject of ESG?

Has your school been impacted by environmental issues or recent social movements?

Does your school have a policy or strategy for ESG?

Is ESG discussed at board level?

What steps do you think your school can take to improve its ESG credentials?

Do you consider that, for the future, driving an ESG strategy and agenda could help your school compete in the market?

Could an ESG strategy help charitable schools with "public benefit" credentials?

Do you carry out "ESG" due diligence in supply chains and when securing external contracts?

As a board member, how might you measure ESG performance in your school?

Where is your school focusing its ESG priorities?



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