

CHANGE TODAY PROTECT TOMORROW

*Creating Critical Thinkers and Agents of
Change to Protect Our Common Future*



**ANNUAL SUSTAINABILITY REPORT
2019 - 2020**

TEN+ YEARS OF SUSTAINABILITY AT THE UNIVERSITY OF WORCESTER 2007 – 2020



2007/8

Comprehensive quantitative and qualitative **targets and objectives set for many areas** including student travel after two years preparatory work establishing baselines. **Fairtrade status awarded**, Carbon Trust Standard for reducing our carbon footprint over 3 years. Student herb gardens planted next to Student Halls.



2009

16th in the People and Planet Green League, a rise of 77 places in two years. First annual sustainability report. Won international Gold Green Apple award with Worcester City Council for a **120% increase in recycling in the halls**. SU participated for the first time in the Sound Impact Environmental Award Scheme and achieved a Bronze Award.



2010

We were the **first English University to achieve EcoCampus Platinum status** in June 2010. Students' Union gets a silver Green Impact (renamed Sound Impact) award.



2011

3rd in the People and Planet Green League and HEA Green Academy pilot which introduced sustainability electives. The Riverside building won the Architects Journal Retro Fit award and was shortlisted for a Green Gown. Recognising the creative re-use of buildings and infrastructure, and for setting new standards in upgrading existing facilities for half the cost of a new build.



2012

Energize Worcester Student Green Fund grant for £175k SU led project reducing energy use in student houses. NESTA **£10k to expand the Bike Loan scheme**. Students' Union achieved Gold Green Impact award, the highest. The opening of The Hive, joint University and local authority library and history centre. The first of its kind in Europe. Winner of two international awards for the building design and sustainability.



2013

£70k investment in automatic meters to monitor energy at building level. Solar PV installed on Woodbury supplying 1.1% of our energy needs. The Arena array is three-times larger generating nearly 114 kW clean electricity. The 2008 Biodiversity strategy and action plan updated to include new sites. Nature trail established with information on what to see in each season, bird and bat boxes and bee hotels installed and monitored by student Nature Society.



2014

2nd in the Green League out of 151 universities. Finalist in 6 categories in the Green Gown awards, winning for our Bike Loan scheme. Collaboration with Worcester Polytechnic Institute, Massachusetts, hosting teams of undergraduates for 7 weeks undertaking community sustainability projects in Worcester UK. Teme Hall students won pan European energy saving competition saving the most energy winning 400 euros.



2015

Achieved NUS Responsible Futures accreditation for our approach to social responsibility and sustainability, one of the first universities to achieve this. **Launched Midlands Sustainable Education Network** bringing together education, politics and business to work on place-based solutions and develop leadership skills. Skills for Tomorrow annual two-day event focusing on job roles for school children recognised by GuildHE as best practice in citizenship.



2016

Transitioned to the ISO 14001:2015 standard, the second university in the UK with our documentation being used by the auditors as best practice examples, thereby sharing our knowledge not only within the sector but across businesses. **Worcester Bosch join Energize Worcester research supplying 5 new energy efficient boilers and smart controllers** to student rented houses. Data loggers give real-time information of decision making.



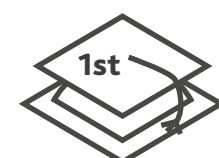
2017

Selected for Leadership Foundation Innovation for Collaborative Teams for our EAUC Emerging Leaders project to develop the leadership capabilities of sustainability professionals. Bringing together three areas of strategic importance for UW – developing leadership, working within our communities and sharing good practice. **We are collaborating with Coventry University, M&S and Go Green Week in the City**.



2018

Students' Union and University jointly sign up to the SDG Accord. Two long term collaborative projects promoting sustainable living with Worcester City Council and Worcester Bosch won international silver Green Apple Awards. Reaccredited NUS Responsible Futures with an increased score. Best performing university in England with smallest gender pay gap.



2019

Number 1 in the UK and 26th globally, for Quality Education, in the Times Higher Education Impact Rankings. The rankings assess contribution made by universities around the world to achieving the internationally agreed Sustainable Development Goals, which the United Nations adopted in 2016. Won a Green Gown for Sustainability Institution of the Year, and highly commended for Campus for the Future for the Art House refurbishment.

Board of Governors declared a Climate Emergency in July 2019. Partnerships with West Midlands Railways and First Bus provide free and subsidised sustainable travel to prospective students at Open Days. Part of a new £50m deal to buy renewable energy directly from British windfarms for the first time.



2020

Reaccredited with an increased score with SOS UK Responsible Futures. Gained ISO5001:2018 energy management accreditation for the first time. With Worcester City Council awarded a small grant from the Local Government Association Net Zero Innovations fund to pilot employer led e-bike share, this follows an International CSR (Corporate Social Responsibility) Excellence Award, recognising the best companies, councils and communities making a difference. We are Highly Commended in the International Green Gown Awards 2020, for Sustainability Institution of the Year. The ceremony took place in New York, USA, as part of the United Nations High Level Political Forum.

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FOREWORD

The COVID-19 pandemic has had profound consequences on the social, economic and cultural life at a global level. The educational dimension has also been affected with the temporary closure of educational institutions, as well as the impediment of face-to-face classes. This University has worked hard to continue as much on campus teaching as possible, but inevitably this year’s data and activities have been significantly affected by the lockdown in the final months of the academic year.

The pandemic has brought into sharp relief today’s countless unsolved global challenges, shaping sustainable development is an indispensable aspect of academic discourse. The Covid-19 crisis has unleashed a hunger for verifiable evidence, rigour in evaluation and independent critical thinking, exactly the broad university curriculum we deliver. Universities are in an exceptional position of leadership, showing the way in protecting the climate, conserving natural resources, preserving biodiversity, and providing opportunities to welcome, support and engage students with a broad range of backgrounds. Arguably the most critical issue facing the world today is climate heating. It is for this reason the University of Worcester Board of Governors declared in July 2019 – a Climate Emergency and in September 2020 have set science-based net zero carbon targets for all our direct and indirect carbon emissions. Based on a 1.5-degree warming scenario we aim to be net zero by 2030.

We are committed to hunt out the knowledge, technical and social innovation, and skills we need to create a sustainable future. Universities—as core institutions of the education system and local communities—are crucial in addressing these questions. Working out the step changes the University, and its suppliers and supporters, and us as individuals will need to take to significantly and immediately reduce our carbon emissions is underway, and we have recently published a high level decarbonisation plan alongside working on a more detailed and costed list of projects.

The Sustainability Policy—adopted by the University of Worcester Board of Governors on 18 February 2008—acknowledges our areas of responsibility throughout the University in research, teaching, knowledge transfer, and campus management. This Sustainability Report 2019-20 details the focus of our activities and shows the progressive evolution of our commitment to sustainable campus management over the past 13 years. We are committed to building on the achievements outlined in this report. We want to increase the visibility of, expand upon, and bolster our sustainability activities at our University. We focus, above all, on governance by implementing long-term structures and strategies. Important steps in this direction include, forming the Sustainability Strategy Group, adopting a revised Sustainability Strategy, designing the broad-based participation structure with students at the core of these interventions, diverse team-building processes and a bespoke sustainability blog. The 17 Sustainable Development Goals (SDGs), adopted by the United Nations General Assembly in 2015, have been critical in sparking academic discourse as well as broader discussions about the societal role of universities. Our conviction demands that we engage in both. Sustainable development aims at fostering integration and networking. This shared mission can only be achieved by engaging and bringing together many individuals from all areas of the University. This report makes clear that sustainable development remains a clear strategic ambition at the heart of our university mission.

David Green

Professor David Green CBE
Vice Chancellor and Chief Executive



INTRODUCTION

The University adopted a new Strategic Plan in February 2019. The Strategic Plan 2019 was published at a time of great national uncertainty, both for the higher education sector and the country. For this reason, the Strategic Plan does not include specific objectives and instead outlines an approach, which will enable the University to navigate this most turbulent environment. Some dimensions of our progress and success are measurable. It is important to note that not everything that counts can be counted and that some of what makes the University a special place to learn and be beneficial to society cannot be measured directly but is deeply valuable. We do attempt to measure and map our work in this document in a variety of ways.

This is the twelfth Sustainability Report for the University of Worcester. Universities recognise their contribution in delivering a range of positive economic, social and environmental impacts, as well as their role in mitigating and reducing negative impacts, such as reducing direct and indirect carbon emissions. Equally, we recognise our role in fostering and empowering our students and staff as a force for change through critical academic engagement and the generation of new knowledge to support the United Nations Global Goals. This report describes the institution's most significant environmental aspects and how these are managed and mitigated, in order to fulfil our commitment to continual sustainability improvement. It also maps our projects and progress related to the United Nations Sustainable Development Goals (SDGs). Summarising our position enables the University to report our position annually to the SDG Accord which we do in partnership with the Students' Union. We signed up to the SDG Accord on 26 September 2018 and report our progress annually. The Sustainability Strategy Group oversees the strategic management of research, teaching and campus operations under the sponsorship of the Senior Pro Vice Chancellor Students, and chaired by the Academic Lead for Sustainability and Deputy Head of the School of Science and the Environment, Dr Heather Barrett. The Group reports to the Learning Teaching and Student Experience Committee, (p22).

The Sustainability Strategy Group undertakes a series of workshops to ensure its work and this report continues to be:

- Transparent, accessible and stylish so attractive to read
- Identifies University of Worcester's risks, opportunities and materiality

- Sets out our clear governance for sustainability
- Ensures quality stakeholder engagement
- Uses various external accreditations to offer independent assurance

It also keeps under review the most useful metrics and benchmarking tools to ensure the University is reporting appropriately its sustainability journey. We were particularly proud to have had our Sustainability Annual Report as a finalist four years running in the national Green Gown Awards for Institutional Reporting and being joint winners in 2021 with University of West of England.

Level of assurance and methodology

It is vital for the University that we have third party assurance of our data and our programmes, which is why we invest in partnerships, to ensure others have oversight in our work. We are also very committed to students learning these valuable auditing skills. Modules in Worcester Business School audit the University and students and others are invited to help with the ISO14001:2015 internal audits and to be observers on the external audit visits. This report is drafted to show the true picture of the University. We publish our historic data and show our failures to meet targets along with our successes. We welcome and encourage feedback and the student module is an excellent vehicle to make sure what we present is relevant to our students who are one of our key stakeholders.

Loreus have undertaken an independent verification for the University of Worcester's Annual Sustainability Report 2019-20, prepared in accordance with the core option of the Global Reporting Initiative (GRI) Sustainability Reporting Standards. The scope of Loreus' verification covers the data and information associated with the University of Worcester's sustainability performance for the period 1 August 2019 to 31 July 2020. The statement covers the University's commitments and progress towards the aims and objectives set. The evidence gathering process was designed to obtain a reasonable level of assurance as set out in the GRI external assurance of sustainability reporting guidance. Systems and processes for collecting, collating and reporting sustainability performance data were verified. The verification procedure included reviewing relevant documentation, interviewing responsible personnel with accountability for preparing the reporting contents, and verifying a selected representative sample of data and information. Raw data and supporting evidence of the selected samples were examined during the verification process.

Independence

Loreus was not involved in calculating, compiling, or developing the Sustainability Annual Report. Loreus' verification activities are fully independent from University of Worcester.

Name of Principal Assessor Loreus

Khaled Belgasmi

Signature



Date of audit

Wednesday 16th December 2020

STRATEGY

The University has a long-standing commitment to act in a sustainable and environmentally responsible manner. In July 2019 the University Board of Governors declared a Climate Emergency giving clear leadership for the University to identify the step change measures required for carbon neutrality by 2030. The Strategic Plan 2019 includes a commitment to create possibilities, develop potential and increase community engagement. It clearly sets out our approach: 'We promote educational and social inclusion and equality. We behave with kindness and respect; we expect ethical and professional behaviour. We practice environmental sustainability and social responsibility'. This vision encapsulates our overarching aim to fully accept our broad responsibilities to society and develop our physical assets to provide excellent facilities and opportunities for students, staff and the wider community, but in ways that promote and champion sustainability and social responsibility.

The University's Sustainability Strategy aims to balance supporting the Global Goals and promoting positive societal impact while mitigating our negative impacts by reducing our net carbon emissions to zero by 2030. The University's Sustainability Strategy is structured around four core themes, which map to all 17 UN Sustainable Development Goals.

Theme 1: Promoting sustainability, social responsibility and wellbeing



Our key commitments are:

1. To embed sustainability principles within our community's working and social lives
2. Encourage active citizenship both locally and globally
3. Provide projects and programmes that directly enhance wellbeing

Theme 2: Integrating sustainability through knowledge, skills and experience



Our key commitments are:

4. Embed inclusion of sustainability principles in the formal curriculum, learning and teaching practice
5. Provide appropriate sustainability training for all our staff and students and encourage them to engage in sustainability practices
6. Ensure there are opportunities for students and volunteers to engage in applied projects

Theme 3: Mitigation, adaptation and resource efficiency



Our key commitments are:

7. Manage our estate to mitigate against climate change (through reduction of carbon emissions) and to ensure future resilience through engagement in adaptive strategies
8. Optimising resource efficiency and stimulating a shift to sustainable models of consumption
9. Minimising pollution

Theme 4: Global Sustainability Ethics Partnerships and Leadership



Our key commitments are:

10. To invest in pedagogic innovation, scholarship and research on sustainability with global impact

11. To enhance our positive social and environmental contributions through our supply chain

12. To build beneficial partnerships and collaborations through our sustainability activities and enhance our international sustainability visibility

THEME 1: PROMOTING SUSTAINABILITY, SOCIAL RESPONSIBILITY AND WELLBEING

The University's engagement with its internal and external stakeholders demonstrates our commitment to embed sustainable principles within our communities. We will continue to promote communication with all our stakeholders, both internally and externally, our sustainability strategy, actions and performance and build strong partnerships and collaborations to share sustainability learning. We aim to improve the quality of life for students, staff and the wider community through the provision of services and programmes that directly and indirectly enhance wellbeing. These include enhancing campus biodiversity, increasing sustainable food choices, provision of facilities for exercise and relaxation. Furthermore, to encourage health and wellbeing we encourage our staff and students to use sustainable transport and operate a sustainable travel plan. We have signed the Civic University Agreement, reaffirming our commitment to our local communities and pledged to put the economy and quality of life in Worcestershire and Herefordshire at the top of our priorities.

Core SDG	Theme 1: Promoting sustainability, social responsibility and welfare	Progress	Performance
	Commitment 1: Embed sustainability principles within our communities' working and social lives		
	By 2020, we will increase student awareness of the University's sustainability activities from 2016-17 baseline year of 47% to 65%.	https://susthingsout.com/index.php/student-and-staff-commitment-to-sustainability-2017-2019/ Agreed not to run surveys last year. We are conducting two surveys in 2020-21.	RED
	By 2020, we will increase student sustainability actions from 2016-17 baseline year of 64% to 75%.	As above no surveys were undertaken to measure this activity. Following the Responsible Futures audit in April 2020 we are refocussing both how we market student opportunities, as well as measuring impacts and outcomes. The aim of piloting a new methodology in March-May 2021.	RED
	By 2023, we will have further developed our active calendar of community-based events as an exemplar of best practice model, collaborating with an even greater range of businesses, not for profit organisations, local authorities, and schools/colleges.	https://susthingsout.com/index.php/go-green-week-2020-2/ with 200 primary school children actively participating, and over 70 charities, businesses and volunteers, the two Go Green Week behaviour change events in February and April (cancelled due to Covid in 2020), these award-winning collaborations are exemplars of best practice.	GREEN *
	Commitment 2: Encourage active citizenship both locally and globally		
	By 2020, we will further develop the 'Skills for Tomorrow' secondary schools-based sustainability conference, promoting sustainability career awareness across both Worcestershire and Herefordshire.	No schools-based sustainability careers activities took place in 2019/20 due to Covid and resource constraints in schools. However, new collaborations with primary school and families are under development.	AMBER
	By 2021, we will generate further opportunities for collaborative projects and programmes in the multi-award-winning Hive library and history centre.	The Hive have a Green Impact project in 2020-2021 working with a student Green Impact Project assistant to help them develop a range of ideas, plans constrained by Covid.	GREEN
	By 2023, we will nurture further global sustainability partnerships supporting students flowing between countries doing city based experiential projects.	Collaboration with Worcester Polytechnic Institute continues with 15 students in 2020/21 and a further 24 in 2021/22. New collaborations with southern hemisphere and Russian universities are being developed.	GREEN
	Commitment 3: Provide projects and programmes that directly enhance wellbeing		
	By August 2020, we will achieve level 3 standard of Worcestershire Works Well framework.	Worcestershire Works Well is a multi-agency partnership working to improve workplace health and wellbeing in Worcestershire. Due to a review of Level 3 criteria it was more appropriate to remain at level 2 and significant additional resources have been put in place during the pandemic to support staff wellness. For example a new EAP, OH and Counselling provider, Mental Health First Aid training and resources including Five Ways to Wellbeing.	GREEN
	By 2021, we will build on our best practice sector leading approach to enhancing wellbeing for students and staff e.g. 'Safer-Suicide' campus. We will aim to provide exemplar sustainable food choices, provision of facilities for exercise and relaxation, and increased biodiversity.	Whilst the pandemic meant food and exercise facilities have been closed the University has a new employee assistance provider with self-referral confidential free support. A natural Networks grant has allowed the University to continue to invest in campus biodiversity projects and a new native poppy field has been seeded next to our campus nursery.	GREEN
	By 2023, we will have strengthened sustainable travel options for students and staff, reducing the negative impacts of our growth on the city and alleviating pressures on campus car parking. We will build upon our innovative award-winning bike share scheme Woo Bikes and help to introduce this throughout Worcestershire.	A successful joint project with Worcester City Council has provided funding from the Local Government Association to research ways to embed e bikes into local companies for business and staff commuting travel. Best practice behaviour change advice is part of this Net Zero Innovation project led by University College London.	GREEN

Key commitment 1. To embed sustainability principles within our community's working and social lives



In November 2019, the University won the Times Higher Education Award for Outstanding Contribution to the Local Community in recognition of the work of its Association for Dementia Studies. The University had been shortlisted for 6 Times Higher Awards, including University of the Year, along with being shortlisted for University of the Year in the UK Social Mobility Awards, a result repeated in early 2020. The University has also been shortlisted for a 2020 Guardian University Award for Widening Access and Outreach for its work to make Open Days more accessible. In the Times Higher Education (THE) University Impact Rankings 2020, Worcester retained top spot for Gender Equality and was in the top three for Quality Education – both remarkable achievements.



The University has a proud history in research to help end hunger, achieve food security and improved nutrition and promote sustainable agriculture. Currently 83rd in the Times Higher Education Impact rankings we are leading research in planting wildflowers below apple trees. This encourages natural enemies which eradicate pests and encourages natural pollinators. This in turn eradicates the need for managed pollination services and allows the farmers to reduce their reliance on pesticides. Lead by Dr Westbury who specialises in 'agroecosystems' in which farmers are encouraged to work with nature as opposed to against it. Some stores make a conscious effort to support farmers that grow their crops as sustainably as possible. A flagship example of Dr Westbury's work is his research with Waitrose PLC and Fruition PO, regarding the growing of Jazz Apples. Dr Westbury established wildflowers in the rows between apple trees. These areas are normally heavily mowed and thus do not allow any animals or insects to gain a foothold, but by growing wildflowers in these areas, it encourages wildlife to move in <https://susthingsout.com/living-sustainably-farming/>



Digital Creative 'earn as you learn' students leading a community recycling project with Platform Housing Association in Oldbury Park primary school Eco Club.

The University of Worcester is one of the highest-ranking sustainability universities in the UK. It was ranked 33rd and 52nd in the world in the two years the Times Higher Education University Impact Ranking has been available, staying within the top 10% despite increasing numbers of more research-intensive participants. The University is consistently innovating and collaborating, showing much can be achieved with few resources. Students trained as student advocates raise awareness of sustainability issues, acquiring and developing sustainability skills, and have acted as the public face of many initiatives. Making curricula and extra curricula opportunities as well as 'earn as you learn' opportunities for our students to gain sustainability skills employers are 'crying out' for, is a golden thread of Worcester's approach. We are continuing to produce more employable graduates that have a good understanding of sustainable development and can apply this to their career.

Key Commitment 2. Encourage active citizenship both locally and globally



November 2019 saw the University named Sustainability Institution of the Year in the UK Green Gown Awards and went on to be Highly Commended in the June 2020 THE Global Awards at the United Nations. In the Inaugural rankings we were 1st in the UK for Quality Education and 1st for Gender Equality. We are currently 5th in the world for Gender Equality (5th out of 547 who submitted to this SDG) and score in the top 100 worldwide in 11 SDG's (4 in the top 50), showing the breadth and depth of our work. For many years the University has consistently featured in the top of the People and Planet University League and is known for the sustainable practices of our award-winning buildings (renovation and new buildings, such as The Hive), our integration of sustainability into the curriculum, and notably our work with the community and students. The University is deeply committed

to a democratic culture of inclusion, educational excellence and beneficial impact in society and our campus is a living laboratory for developing, testing and implementing solutions that enhance the health of people and planet. Strong, sustained and supportive leadership, transparent reporting of challenges as well as successes, small sustained gains and taking staff with us at their pace are the features of Worcester's approach.

Key commitment 3. Provide projects and programmes that directly enhance wellbeing



The pandemic accelerated the University's strategy to increase the scale and scope of its health professional education, as it became further evident that significantly more health professionals would be needed to 're-build Britain' in the wake of the pandemic. The University made a successful bid to the Government for increased student places in Nursing, Midwifery, Paramedicine and other allied health professions and at the end of July 2020 was awarded the largest allocation of additional places in the country. Worcester MP and HM Government Minister Robin Walker MP described this as the "biggest by a country mile." The result will be that in 3 years' time the number of graduating students in health professions is set to exceed 1,000.

The University's plans to advance Health, Well-being and Inclusive Sport, including the creation of the Three Counties Medical School combined with the very significant expansion of education in the health professions, were given a major boost when, in early August 2020, the Secretary of State for Communities and Local Government agreed to the Worcestershire Local Economic Partnership's proposal that £3m of the Getting Building Fund should be devoted to the development of vital infrastructure at the University's Severn Campus for Health, Well-being and Inclusive Sport.

THEME 2: INTEGRATING SUSTAINABILITY THROUGH KNOWLEDGE, SKILLS AND EXPERIENCE

The University seeks to further embed inclusion of sustainability principles in its formal curriculum and learning and teaching practice. This will enable all our students to develop a future focus and global outlook and the ability to innovate and lead change in support of sustainability.

In terms of our internal stakeholders, we will provide appropriate sustainability and environmental training for all our staff and students and encourage them to engage in sustainability practices. We have incorporated environmental sustainability responsibility in all staff job descriptions.










Equally, public outreach and engagement is a key element of our sustainability work, reflecting our commitment to creating benefit for the communities we serve, both locally and globally. Continuing our 'Living Lab' approach we provide experiential participatory learning and encourage active citizenship in a range of collaborative projects.

Key commitment 1. Embed inclusion of sustainability principles in the formal curriculum, learning and teaching practice

Go Green Week On Campus

Go Green Week returned for the 10th year running! Run by the University of Worcester's first year an Introduction to sustainability students, the week taught attendees ways to live more sustainably and promotes the 17 Sustainable Development Goals. This included new fun activities and events in with tried and trusted old favourites. It was not just the students of the University attending, but the students of Oldbury Park primary school. The children participated in the yoga and interacted with educational stalls. Highlights from Go Green Week 2020 included a nature photo competition and examples of grow your own from the students' allotments. Food featured with meat free recipes, demonstrations and free food. Biodiversity was enhanced by making bird feeders and wild flower seed bombs and nearly 500 primary school children came onto campus to learn how to live sustainably taking with them their own pledges to live by the 10 Golden Rules especially adapted to be age appropriate.



Core SDG	Theme 2: Integrating sustainability through knowledge, skills and experience	Progress	Performance
	Commitment 4: Embed inclusion of sustainability principles in our formal curriculum, learning and teaching practice		
	By 2020, we will have developed a sustainability-benchmarking tool to evaluate the integration of sustainability in curriculum and research that can be applied to other higher education institutions in the UK.	https://susthingsout.com/are-students-learning-about-sustainability-at-your-university-benchmark-them-to-find-out/ the tool has been developed, however with the launch of Times Higher Impact League, the focus of this project has turned towards ways to measure student awareness and outcomes from universities work in this area.	AMBER
	By 2021, we will further develop cross-university opportunities for engagement in Education for Sustainable Development (ESD) through use of initiatives such as Sulitest or cross-school project working/living-labs and ensure ESD continues to have prominence in key University documents such as the Learning, Teaching and Assessment Strategy, Graduate Attributes and Employability.	The University now offers the Sustainability Literacy Test to all students at enrolment in both semesters https://www.sulitest.org/en/ . From the baseline years this will give us annual scores of our students' knowledge, awareness and skills in sustainability throughout their time at university. ESD remains a key goal of the revised learning and teaching strategy and a variety of scaling and mapping projects are being developed to support colleagues.	GREEN
	By 2023, we will have created opportunities for all undergraduates to access experiential learning in ESD within their taught programmes.	An accredited 8-hour Carbon Literacy module is being rolled out for all staff and students from February 2021. Increased access to sustainability experiential work placements opportunities are available to all courses.	GREEN
	Commitment 5: Provide appropriate sustainability training for all our staff and students and encourage them to engage in sustainability practices		
	By 2020, we will refresh our bespoke sustainability blog (www.susthingsout.com) mapping it to the United Nations Sustainable Development Goals and promote this to all students and staff and encourage posting and comment. The University 10 Golden Rules for living and studying sustainably will similarly be refreshed.	www.susthingsout.com has been refreshed as have the 10 Golden Rules . Children's versions of these rules have been developed for both Malvern and Worcester to support our work in helping to embed sustainability in the schools curriculum.	GREEN
	By 2021, we will develop methods to measure levels of knowledge and skills to map the progress of students and staff in sustainability literacy.	A project with NUS sustainability arm SOS UK is undertaking research into best ways to measure and map progress for students as part of their Responsible Futures accreditation. This project is looking at differences across global universities.	GREEN
	By 2023, we will ensure all staff have appropriate discipline or service based ESD training to support their teaching or service delivery.	The University's Learning and Teaching Strategy 2020 – 2025 recognises the importance of ESD and has this as a main goal. Workshops are available for staff providing strategies, frameworks and case examples to facilitate teams in reviewing how their courses link to the SDGs and whether their current learning, teaching and assessment practices support the development of key competencies for promoting sustainable development.	GREEN
	Commitment 6: Ensure there are opportunities for students and volunteers to engage in applied sustainability projects		
	By 2020, we will have extended the number of D term Worcester Polytechnic (US) student projects from 16 to 24.	The pandemic stopped international travel 3 days before the teams were due to arrive on campus in 2019. 2020 teams are undertaking their projects remotely.	AMBER
	By 2021, we will create a sustainability 'Living Lab' as a user-centred, co-creation approach to integrating research and innovation processes in real life communities and settings; the 'Golden Triangle' of professional education.	The pandemic curtailed many planned work placement opportunities in off campus settings giving the opportunity for more students to get involved in virtual sustainability projects in 2020, including creative writing, journalism, crime scene, biology and health students.	GREEN
	By 2023, we will aim to expand the Living Lab to include services operating out of The Hive.	The pandemic closed the services operating out of The Hive, however a student is supporting and helping to plan future opportunities in 2020 so once open this work area can be picked up again.	AMBER

THEME 3: MITIGATION, ADAPTATION AND RESOURCE EFFICIENCY

The University has declared a climate emergency and has committed to net carbon neutrality by 2030. It will ensure the strategic and operational controls, to manage and reduce carbon dioxide and other greenhouse gas emissions. We will continue to construct and refurbish our estate to the highest sustainability standards. We will encourage our stakeholders to change their behaviour so that their consumption of goods and services is reduced. We will achieve this through practical demonstrations, Go Green Weeks, Green Impact projects, student and staff training programmes. We will continue to operate our certified EMS. This framework ensures we prevent pollution by reducing emissions and discharges, reducing our use of natural resources, such as energy and water, and encouraging the reuse of resources whenever possible including using of recycled materials and recycling.

Carbon reporting: more in-depth calculations and historical information is found on our carbon targets webpage: <https://www.worcester.ac.uk/about/sustainability/what-we-do/carbon-emission-targets.aspx>

University Key Performance Indicators and Targets: Carbon

The following tables and charts show our performance against our overarching carbon emissions targets and year on year comparison. The University measures and reports on carbon emissions in three ways:

1. Absolute emissions

Scope 1 & 2 absolute emissions* (tCO2e) decreased 13% between 2018-19 and 2019-20, and 25% from the baseline year (2008/9) which is welcome. However, we missed our target of 40% by 2020 from a 2008/9 baseline. See figure one. We consumed less gas and electricity last year 13,854 MWh compared to 16,092 MWh (14%) this year, which is pleasing.

Electricity carbon emissions reduced 24% from last year, a reduction in electricity use 5,465 MWh to the 4,542 MWh a reduction of 17%. More UK electricity is generated from renewable sources so everyone’s carbon emissions from electricity is going down and 4 months of this year the University was in lockdown.

Gas carbon emissions reduced 3.5% from last year as did consumption from 9,692 MWh to 9,312 MWh. The year was slightly warmer with 2% fewer degree-days.

Fleet carbon emissions decreased 29% from last year however, Covid obviously impacted.

2. In relation to the number of students and staff at the University (tCO2e/FTE and kWh/FTE)

Carbon emission intensity has decreased by 8% compared to last year and 50% since our 2008-09 baseline year, significant changes have been due to the decarbonisation of the electricity grid in the UK. Student numbers declined slightly by 3.7% in academic year 19/20. We now have 8,863 full time equivalent students and staff on campus, compared to 5,868 in our baseline year. On campus whilst we have more people using our buildings, the carbon reduction initiatives on electricity and gas are making a difference. Note lockdown has meant we have used less energy this year. As well as the reduction in carbon our energy intensity reduced by 4% from 2018-19 to 2019-20.

3. In relation to university buildings – floor space (tCO2e/sqm and kWh/sqm)

Carbon emission intensity in relation to the number of buildings reduced by 13% this year and by 56% since our 2008-9 baseline year, we are emitting less carbon per square metre. The energy intensity also reduced by 8.6% during the year.

Scope 3 indirect carbon emissions

Scope 3 emissions have decreased 18% last year, this is predominantly due to Covid changes in our commute travel for both staff and students. Since our scope 3 base year 2012/13 we have reduced our emissions by 5% which missed our target (see figure one). It is important to note one of the two primary contributors to these indirect emissions, procurement, does depend on spend each year. Therefore, if we spend more emissions go up. A factor arguably the University has more influence over is staff and students commuting to campus. Due to Covid these emissions have reduced by 44% in the past year; however, we have seen more people are driving on their own to campus. See figures 2 & 3 opposite.

Full details are shown in the tables opposite.

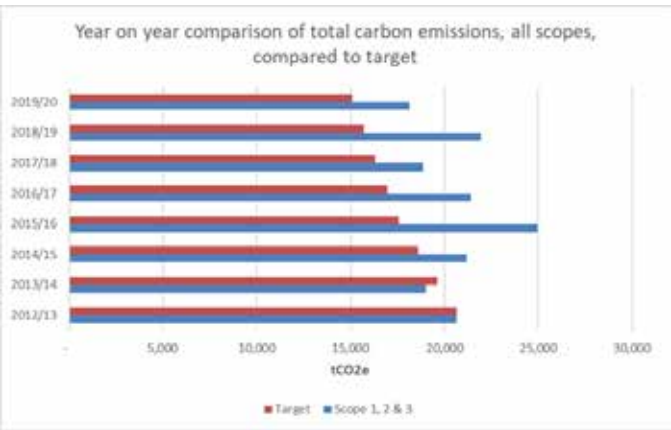


Figure 1: The graph shows the University total carbon footprint broken down between direct (scope 1 & 2) and indirect (scope 3) carbon emissions. Year on year comparison of carbon emission targets against our actual absolute emissions.

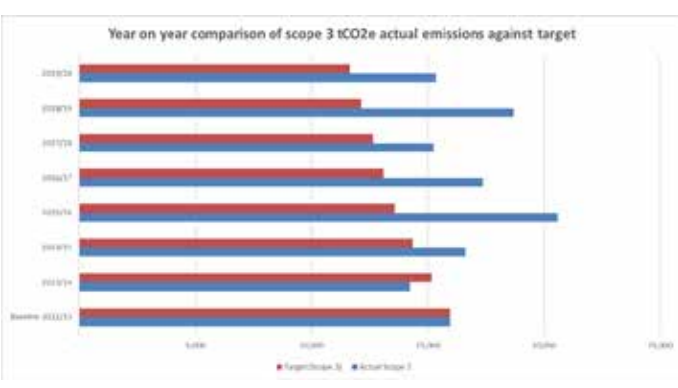
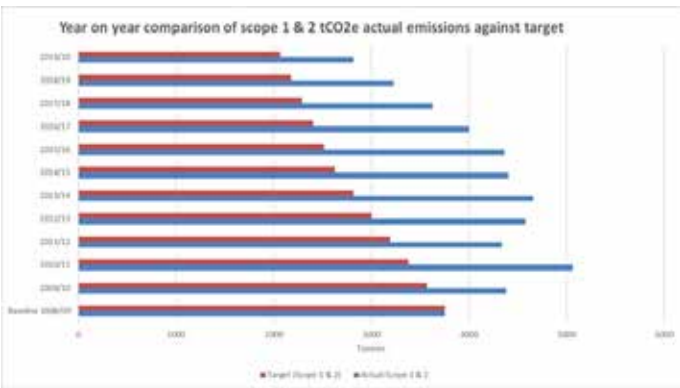











Figure 2 & 3: The graphs above show the University total carbon footprint for all scopes direct (scope 1 & 2) and indirect (Scope 3) carbon emissions. Year on year comparison of carbon emission targets against our actual absolute emissions.

Core SDG	Theme 3: Mitigation, adaptation and resource efficiency	Progress	Performance
Commitment 7: Manage our estate to mitigate against climate change (through reduction of carbon emissions) and to ensure future resilience through engagement in adaptive strategies			
	In 2020 we will set new science-based targets to a 1.5 degree warming to achieve net carbon neutrality by 2030. These will be based on scopes 1, 2 and 3 from a new base line of 2018-19.	New Sustainability Strategy was approved September 2020. Our far reaching strategy has been recognised as leading in the sector, by being in the top three in a new carbon targets league .	GREEN*
	By 2020 we will investigate the viability of utilising geo-thermal within the re-development of the Riverside Campus and connecting all university buildings to a district heating system.	An application to the Heat Networks Delivery Unit, led by Worcester City Council is being developed. A costed plan for re-connecting the existing heat networks on St John's Campus has been developed and options for funding are being investigated. A high-level heat decarbonisation plan has been published.	GREEN
	Average DEC rating for the university significant buildings is 60 in 2019. By September 2023 reduce the average DEC rating to 45.	We have created an energy action plan for all university significant buildings to improve the DEC to target levels. Average DEC Operational Rating decreased from 65 in 2019 to 56 in 2020.	GREEN
Commitment 8: Optimise resource efficiency and stimulate a shift to sustainable models of consumption amongst our stakeholders			
	By 2019/20, we will implement the SU-Eatable sustainable food project within our new catering contract to help promote suitable food choices for students and staff, including the roll out of the GreenApes App.	SU Eatable One Planet Plate launched in Go Green Week 2020 . This is an EU life funded international research project with The Sustainable Restaurant Association. However, paused due to Covid, re-launching with new contractor Chartwells February 2021.	AMBER
	By 2021, all development and refurbishment projects will increase the efficiency of resources used whilst seeking to reduce the building's impacts on human health and the environment. System controls will be set to ensure buildings are fully optimised and real-time energy monitoring and analytics will be used to monitor performance. These principles will be embedded into projects to allow building users to occupy and control buildings simply and effectively.	Zero and low carbon are built into all construction and refurbishment projects. The policy was revised and we gained ISO50001:2018 accreditation in September 2020. Electricity consumption in kWh decreased 20.34% against 2018-19 levels.	GREEN
	By 2023, for capital projects and major refurbishments we will ensure 15% of energy required for the development be produced from renewable sources.	Zero and low carbon are built into all construction and refurbishment projects. The policy was revised and more solar thermal and solar PV installations are being added to on our estates including the development of Berrows House and the Riverside Campus expansion for the new medical school. We exported 44,796 kWh electricity to the grid in 2018-19 and this will increase each year as more PV arrays are added.	GREEN
Commitment 9: Minimise campus pollution			
	By 2019/20, we will do additional pollution awareness-raising training including annual spill test drills for all first responder radio users. We will complete second phase of storm/foul indicator and direction of flow drain covers.	Spill awareness training delivered to Campus Services and the Grounds team (radio first responders). The annual programme of spill drills in place. Some additional drain markers installed. Ongoing project. Curtailed due to Covid.	GREEN
	From a 2018/19 baseline year, by 2021 we will reduce by 10% the number of students travelling alone in their own car between their home address and term address.	Student travelling by car alone increased to 41% in 2019/20, until Covid. A new post Covid survey is being undertaken in early 2021.	RED
	By 2023, we will have fully synchronised parking policies for students and staff to support and prioritise sustainable travel options.	Sustainable travel plan updated and approved. We also successfully piloted Stack Rack bikes for intersite travel with West Midlands Railway. In addition, we implemented 31n Night Bus pilot in September 2019, but it wasn't extended as not quite enough students used the service. We reported on an international research project and our Mobility Plan for 2020-2021 can be found here. We will continue to look at decarbonising transport and travel options for students and staff.	AMBER

Non-Carbon Key Performance Indicators and Targets

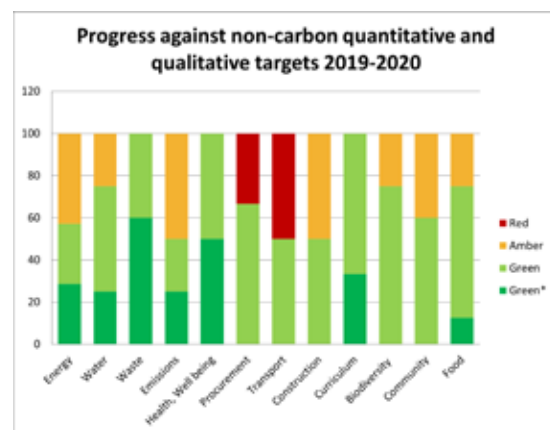


Figure 4 progress against annual targets for qualitative projects to promote sustainability. More information about the non-carbon targets is available on the [Targets](#) page of our website.

Energy

Electricity consumption in kWh decreased 20.34% against 2018-19 levels and Gas consumption in kWh decreased 4.09% against 2018-19 levels. Renewable energy generation was 1.4% of total electricity consumption in 2019/20. Our average DEC Operational Rating decreased from 65 in 2019 to 56 in 2020 and we have continued the ongoing process of reconnecting and replacing meters as issues arise. LED lighting replacement programme on track with significant projects in both halls and academic buildings implemented during the year, including successful framework procurement process. This programme continues in 2020-21.

Water

Continuing programme of measures identified in water audits including reducing tap water flow rates. One more drinking water station was installed at the Art House. We have continued the ongoing process of reconnecting and replacing meters as issues arise. A leak detection system is in place and is being expanded annually. Water GHGs emission decreased 8.06% against 2012/13 levels.

Waste

Black waste collection weight reduced 53.5% against 2018/19 levels. Covid contributed to this reduction.

Charity donations for reuse weight in tonnes increased from 24.1t in 2018/19, to 36.4t in 2019/20, a 37% increase. Very successful mobilisation of new contract with City Council with good quality data and relationships established. A variety of Green Impact projects reusing and recycling items including EcoBricks and recycling pens were successfully undertaken and rolled out to other Green Impact teams. Very successful White Bgas scheme with students, school children and Platform was curtailed in the final monitoring stages by Covid, and couldn't complete workshops planned for a secondary school.

Emissions and Discharges

This unglamorous area which prevents campus users from polluting the environment has done well with two green and two amber progress measures. Most notable is the spill awareness training and the regular practice drills.

Health and Wellbeing

Highlighted in GUILDHE report on good practice for students and staff in campus wellbeing. Wellbeing is being integrated into more courses and services for example mindfulness courses and free Pilates available to staff and students.

Procurement

Progress in procurement continues but has been negatively impacted by the pandemic. The Head of Procurement chairs the Sustainability Procurement working group, where students and academics support the procurement team to action both academic initiatives and the implementation of the NETpositive supplier engagement tool. Fairtrade as a key area of work is now residing in the main Sustainability Strategy Group, leaving more time for this group to dedicate to procurement with our carbon reduction work increasing due to the 2030 net zero target.

Construction and Refurbishment

There were no new build projects completed in the year. Mary Seacole House student accommodation achieved the Royal Institute for Chartered Surveyors Gold SKA Assessment. Refurbishment and demolition have concentrated on the Severn Campus with the procurement of Berrows House to house the new Three Counties Medical School.

Transport

Transport initiatives have not progressed well this year. Staff travelling by car alone increased to 66% in 2019/20 until Covid terminated most travel to campus. Similarly, students travelling by car alone increased to 41% in 2019/20. The percentage of students travelling alone by car between their home address and term time address was 24% in 2019/20, another increase. As this is one of the largest contributors to our carbon footprint renewed efforts are required in our parking policy to make the step change reductions required. The impact of the pandemic and changes to travel patterns are under careful review. Interest continues in the Woo bike share project. The electric vehicle fleet has been increased with most of the fleet vehicles electrified.

Community Involvement

Another impressive year with 362 student residents pledged their support for the Student Switch Off campaign, 66 entries into our climate change quizzes and 180 students engaged across 3 campus visits. We had 15 Green Impact teams complete projects this year and held a very successful online ceremony and Responsible Futures audit. It gave students from any university the opportunity to review and audit our work, which has been one of the highlights from working more online. There were over seventy organisations and businesses who supported the February Go Green Week, and the Bike share scheme won a Green Apple award. Covid meant both the cancellation of World Car Free day and the joint City Go Green week in April.

Biodiversity




The Biodiversity Strategy and Biodiversity Action plans were updated in 2019. The University's Biodiversity Action Plan (BAP) implements the commitments set out in this Biodiversity Strategy as part of the University's ISO14001:2015 Environmental Management System. The BAP focuses on ground level action to take biodiversity management to the next level at the University and create an exemplar of best practice. Wild flower meadows and implementing robust management and measurement techniques have been a focus of the committee's work this year. Dr Duncan Westbury is involved with research at the University of Worcester that contributes towards making farming more sustainable. He specialises in 'agroecosystems' in which farmers are encouraged to work with nature as opposed to against it. He leads students in planting wild flower meadows on campus.

Food

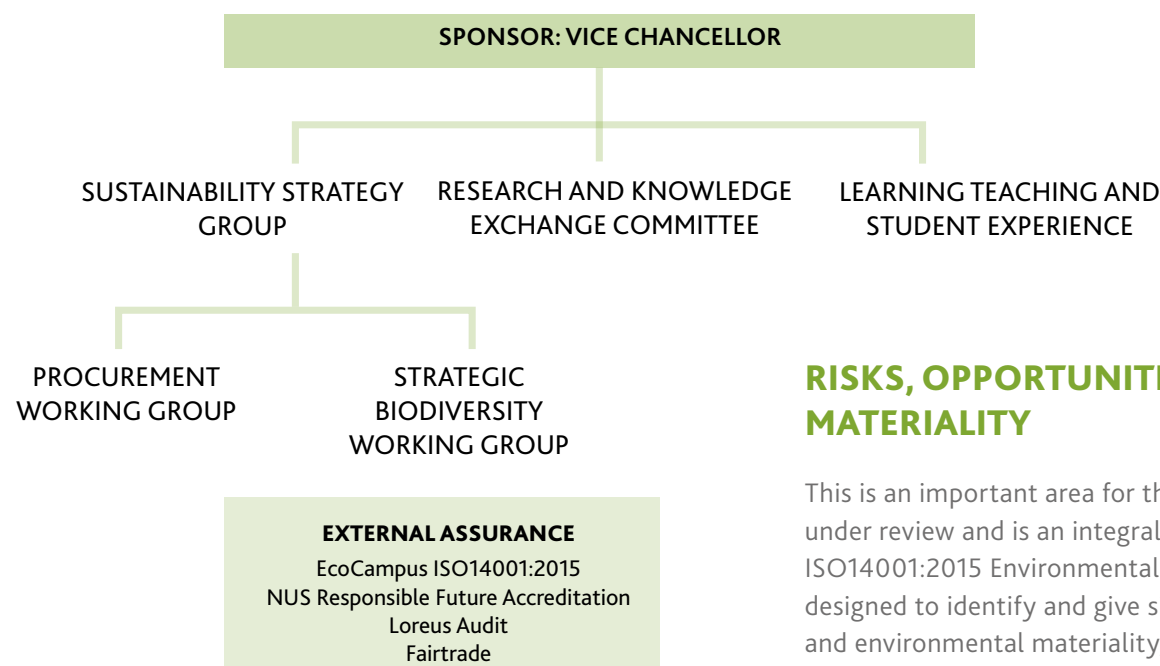
Sustainable Restaurant Association certification has been maintained at the University at the highest rating 3 star. Aramark's (university caterers) Chef Julien Atrous has been instrumental in training students in how to cook sustainably, running a session with the outdoor pizza oven. The fruit and vegetable stall on campus has been very successful. Items, which at the end of the day would have gone into the waste stream, were dehydrated by students as healthy snacks for distributing free during sustainability events. More herbs have been planted by the grounds team in the flower beds around campus and all are encouraged to forage with the development of the St John's foraging map. The cob pizza oven has had many firings over the year.

THEME 4: GLOBAL SUSTAINABILITY ETHICS, PARTNERSHIPS AND LEADERSHIP

We will seek to extend the University's academic profile, nationally and internationally, through support for pedagogic innovation, projects, scholarship and research into sustainability and the development of global academic partnerships around sustainability. In its activities the University seeks to encourage sustainable and socially responsible procurement and employs whole-life costing and environmental criteria for selection. The work of the University is inspired by a commitment to human equality and dignity, democracy, mutual respect and inclusivity and the promotion of ethical and professional behaviours. We will continue to deliver external engagement networks to further develop internal and external capacity and knowledge in sustainability and seek to influence wider sustainability policies internationally. Our high ranking in THE Impact League will support this approach.

Core SDG	Theme 4: Global sustainability ethics, partnerships and leadership	Progress	Performance
Commitment 10: To invest in pedagogic innovation, scholarship and research on sustainability with global impact			
	By 2019/20, we will create further opportunities within the Learning for Responsible Futures scaffolding programme for staff targeted on the development of existing or new areas of the curriculum. This could include collaboration with professional departments or external partners. At least one award will be made to a support department seeking to connect sustainability thinking and practice with its work to extend learning support, collaboration with the Students' Union, community or informal learning for staff and students.	Due to Covid we have not yet launched a new call for Learning for Responsible Futures, which was due in December 2020.	RED
	By 2021, we will develop further collaborative CPD courses under the Emerging Leaders programme.	Due to Covid the 2020 Emerging Leaders programme did not run. However, a workshop was held as part of the EAUC's annual conference which had 746 students, 355 delegates from 18 countries attended.	AMBER
	In 2023 we will hold a conference on pedagogic innovation, scholarship and research on sustainability with global impact.	Revisions to Learning and Teaching and Research and Knowledge Exchange strategies have more fully embedded social responsibility and sustainability and these are mapped to the SDGs. It is hoped to hold a variety of events, including international conferences to showcase our work.	AMBER
Commitment 11: To enhance our positive social and environmental contributions by working with our supply chain			
	By 2019/20, the University will encourage its contractors and its supply chains to bring added social impact (Social Values Act) through the project. This may include providing apprentice opportunities, use of local suppliers and labour force, undertaking works for local charitable organisations or providing education opportunities for local groups.	The University has adopted a Purchasing Strategy which acknowledges that its purchasing decisions have major socio-economic and environmental implications, both locally and globally. To manage the procurement activities in an environmentally responsible and sustainable manner it sets out 5 key principles and 16 areas it will work with our suppliers to achieve.	GREEN
	By 2021, we will ensure all major services and suppliers utilise the Net Positive Tool for reporting to help develop a more sustainable supply chain.	All major services and contracts include Net Positives , which is a tool we provide free to our suppliers. We support them in developing action plans and sustainability is a standing agenda item on all contract review meetings. We publish an example report from the tool for the University to showcase how it can be applied.	GREEN
	By 2023, we will reduce the carbon emissions attributed to contracts the University is able to influence by 5% against a 2018/19 baseline.	Our procurement emissions in 2018-19 were 9784 tCO2e increasing by 13% from 2019-2020. When measured by tCO2 e per fte this also increased over the year from 1.05 to 1.17 an increase of 15% from 2018-19.	RED
Commitment 12: To build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally			
	By 2019/20, we will work hard to attract high quality researchers and grow our research income in sustainability. Our research and educational partnerships continue to extend across the world with projects on wetlands in Africa and with Worcester Bosch on boiler controls in student housing. We were the most improved university for research in the 2014 REF.	Dr Dixon's work on sustainable and resilient livelihoods and food security directly feeds into government policy in Zambia. His work with International NGO Wetland Africa and the Tiyeni deep bed farming methods have increased crop yields by over 100% in Malawi and through the NGO influences governments throughout the region. In the UK Dr Allain Bueno has been appointed to the Scientific Advisor to a Government body the Food Standards Agency.	GREEN
	By 2021, we will further harness our infrastructure and knowledge to find innovative sustainable solutions to the 'wicked problems' faced by society.	Dr Dixon's work aligns with and contributes to the SDGs by building capacity for food security, climate resilience, ecosystem services, local institutional arrangements among thousands of local communities, working with many stakeholders from impoverished subsistence farmers to international NGOs. Disseminated widely, in Malawi, Zambia, Uganda and Ethiopia (via Self Help Africa, World Bank, FAO; Ramsar Bureau). Dr Jain's work is involved in Education. In 2018 the University held an international conference with BERA which focuses on SDGs.	GREEN
	By 2023, we will have developed further international research collaborations and evidenced several examples of international sustainability visibility.	Our Director of Sustainability undertakes several international collaborations and research projects winning a few national awards and led the work which culminated in the University being Highly Commended in the International Green Gowns . Current collaborations https://www.sueatablelife.eu/en/ and https://u-mob.eu/umob-news/ .	AMBER

GOVERNANCE AND EXTERNAL ACCREDITATIONS



ENVIRONMENTAL MANAGEMENT SYSTEM

The University continues to successfully implement an Environmental Management System (EMS) through the EcoCampus framework. We successfully completed a ISO 14001:2015 certification audit and became the second university in the UK to transition to the new standard in 2016. Our ISO14001:2015 documentation is being used by our auditors as best practice examples, thereby sharing our knowledge not only within the sector but across industries. The benefits of an EMS are that it provides the University with a structured, long-term approach to managing and reducing its impact on the environment and establishing ways of continually improving its performance. The University sets annual quantitative and qualitative targets, monitors and reports publically on scopes 1, 2 and 3 emissions; and biodiversity and food. More information and documentation can be found at: <https://www.worcester.ac.uk/about/sustainability/what-we-do/environmental-management-system.aspx>

RISKS, OPPORTUNITIES AND MATERIALITY

This is an important area for the University to keep under review and is an integral part of the University's ISO14001:2015 Environmental Management System, designed to identify and give significance to sustainability and environmental materiality, aspects and impacts that are created as a result of the activities and services. The University of Worcester sees its commitment to society to be much broader than mitigating its negative impacts and focuses its resources on positive societal impacts of activities. Higher Education has a unique role to play in this and is one of the key values for the University. Therefore whilst noting and managing any potential harm, prominence is given to positive impacts and materiality. Sustainability education prepares people to cope with, manage and shape social, economic and ecological conditions characterised by change, uncertainty, risk and complexity. Teaching our students about this has the greatest societal impact whether this is in the formal or informal curriculum. The assessment of what is material is a matter of professional judgment and we have utilised the wisdom of the Sustainability Strategy Group to help set and identify these over a series of workshops.

ACHIEVEMENTS AND LOOKING FORWARD

We take our sustainability responsibilities extremely seriously and have achieved high recognition as a result.

We are in the top section of how ambitious the University carbon targets are in a new NUS league created so students can use this information when choosing which institution to study at.



EcoCampus Platinum

We were the first English University to achieve EcoCampus Platinum status in June 2010. We were also the second English University to gain ISO14001:2015 for all our campuses.



The Times Higher Education Impact League

- Top 3 for Quality Education in the UK and top 90 in the world
- 2nd for Gender Equality in the UK and 9th in the world



Responsible Futures Accreditation

We achieved Responsible Futures accreditation from the NUS as one of the inaugural pilots. This accreditation is for our whole institution approach to social responsibility and sustainability. We increased our score in the July 2020 re-accreditation, our second re-accreditation, which is held for two years, and the next is due July 2022.



We were Highly Commended in the International Green Gown Awards 2020, for Sustainability Institution of the Year. The ceremony took place in New York, USA, as part of the United Nations High Level Political Forum. We continue to have Fairtrade status re-accredited in 2019 and retained the Sustainable Restaurants Association: 2015 three star.



People & Planet University League

People & Planet has ranked the University of Worcester fifth out of 154 universities in the UK in its University League 2019. This is the fourth consecutive year the University has been ranked in the top five. The campaigning group looks at all publicly funded universities in the country and uses public information provided by the universities to assess areas like waste and recycling, sustainable food, energy sources, engagement and education. The University scored 100% in three of the 13 categories.



www.susthingsout.com and the University webpages and social media accounts UW_Sustain continue to be the core vehicles for promoting and disseminating our work. This report shows we have opened a more relatable and clearer dialogue on sustainability within the institution. Where we have fostered a stronger sense of social justice in students this has seen an increase in staff and student volunteering activity. We have encouraged staff and students to initiate innovative projects to support one or more of the SDGs. This has helped towards behaviour changes such as removing single-use plastics and more thought and support for everyone's wellbeing. We have continued a more relatable and clearer dialogue on sustainability with external stakeholders, positively influenced the image of the institution by showing its contribution to global and local wellbeing. We have encouraged more students to choose the institution based on their commitment to sustainable development and received praise from students for their commitment to the SDGs. We captured the demand for SDG-related education and gained positive engagement from students for responding to this. We look forward to building new external partnerships based on the SDGs and creating cohesion between institutional departments as they work together on one or more SDG. We look forward to another busy and engaging year.

Green Gown Award

We won a Green Gown for Sustainability Institution of the Year, and highly commended for Campus for the Future for the Art House refurbishment.



For more information see:
<https://www.worcester.ac.uk/about/sustainability>
and www.susthingsout.com

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