

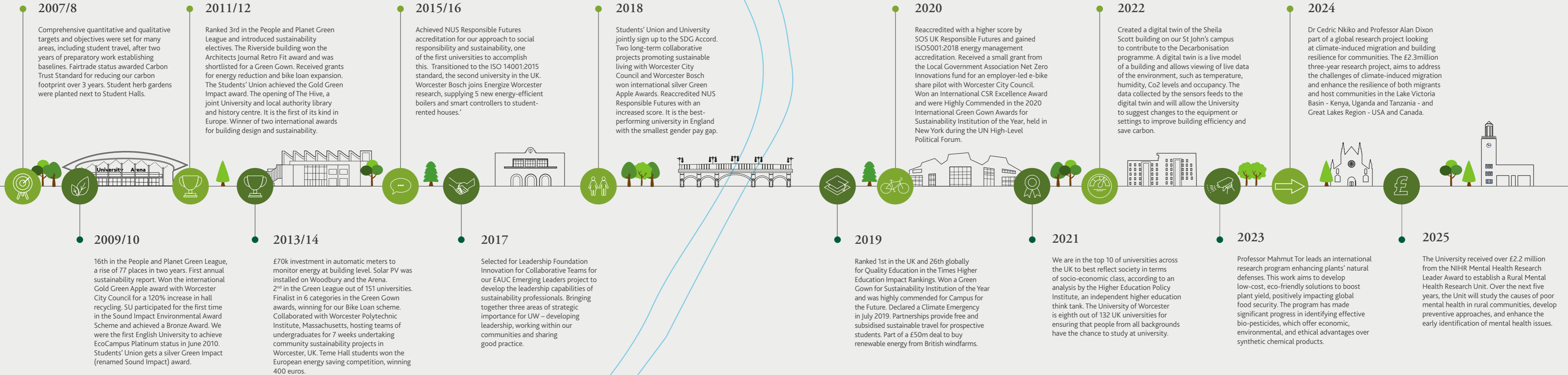


UNIVERSITY *of*  
WORCESTER

# CHANGE TODAY PROTECT TOMORROW

Sustainability Report 2024 - 2025

# 15+ years of sustainability at the University of Worcester 2007- 2025



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# A Message from our Vice Chancellor and Chief Executive



As we move into the second quarter of the 21st century, the urgency of addressing climate change and extreme environmental challenges is clearer than ever before. Around the world, communities continue to experience the devastating consequences of global warming with prolonged, life-threatening heat waves and domes, extensive periods of drought, advancing desertification, super-charged storms leading to serious damage, loss of life and widespread flooding.

These events, all global heating linked, are reminders that we must act for today, tomorrow and the world we will for leave for future generations. The responsibility to act together, as well as individually, rests with all of us.

Universities hold a vital position in the worldwide effort to arrest global

heating. As centres of knowledge, research, and innovation, we have the power to create solutions, informing and inspiring current and future leaders who will drive meaningful change.

At Worcester, we seek to embed sustainability in our daily work. Our commitment is guided by the United Nations Sustainable Development Goals, ensuring that our actions contribute to a fairer, greener, and more resilient future.

This past year, we have continued to turn ambition into action. We have expanded our renewable energy generation and reduced our operational emissions.

Just as importantly we are equipping our students with the skills, scientific insight and confidence to become the leaders, advocates and innovators the world urgently needs.

For the 16th year in succession, our work has once again earned us First Class Honours in the People & Planet University League, a recognition of our long-standing leadership in this area.

This report sets out the progress made and provides a springboard for the future. Through education, scientific knowledge, innovation and co-operation we are deeply committed to playing our positive part in creating a sustainable world for generations to come.

**Professor David Green CBE DL**  
Vice Chancellor and Chief Executive

# Introduction

At Worcester, we seek to embed sustainability in our daily work. Our commitment is guided by the United Nations Sustainable Development Goals, ensuring that our actions contribute to a fairer, greener, and more resilient future.

This is the University of Worcester’s 17th Sustainability Report. As a university, we recognise our responsibility to create positive economic, social, and environmental impacts while reducing negative ones, such as carbon emissions. We also embrace our role in empowering students and staff as agents of change through research, teaching, and engagement that align with the United Nations Sustainable Development Goals (SDGs).

This report outlines our most significant environmental aspects, how we manage them, and our progress toward continual improvement. It maps our projects against the SDGs and summarises our annual reporting to the SDG Accord, which we signed in September 2018 in partnership with the Students’ Union.

Sustainability governance is overseen by the Sustainable Development Committee (SDC), chaired by the Pro Vice-Chancellor Research, and reporting to the University Executive

Board. Supporting groups include the Energy Committee, which leads on energy efficiency and carbon reduction; the Sustainability Forum, which engages stakeholders twice a year; the Travel and Transport Steering Group, which addresses the significant impact of mobility on emissions; and the Procurement Steering Group, which supports our supply chain in reducing their emissions and encouraging ethical procurement including workers rights and the Social Values Act.

The SDC ensures this report remains transparent, accessible, and engaging. It identifies risks and opportunities, sets out governance, and uses external accreditations for independent assurance. We also review metrics and benchmarking tools to report on our sustainability journey effectively. This year, we have adopted the sector-wide Standardised Carbon Emissions Reporting Framework (SCEF) to align with best practice across higher education.

## Reporting on our key commitments

The University uses a range of impact and outcome benchmarks to drive continuous improvement. One key tool is the Sustainability Leadership Scorecard, which helps us assess performance and identify priorities. We run workshops with colleagues from academic departments, professional services, and Worcester Students’ Union to review our position (see page 63). These sessions inform detailed action planning, resource allocation and ongoing progress.

Alongside this, we are actively engaged in a broad programme of environmental research, reinforcing our commitment to innovation and evidence-based sustainability.

The University needs third-party assurance of our data and programmes, which is why we invest in partnerships to ensure others have oversight in our work.

## Level of assurance and methodology

We are committed to providing students with opportunities to develop valuable sustainability auditing skills. Modules within Worcester Business School include auditing the University’s practices, and students and others are invited to assist with ISO 14001:2015 internal audits and observe external audit visits.

This report aims to present an accurate and transparent picture of the University’s sustainability performance. We publish historical data, highlighting both successes and areas where targets are not met. Feedback is welcome and encouraged, and the student auditing module ensures our reporting remains relevant to our students, who are one of our key stakeholders.

Independent verification of this Sustainability Report (2024–25) has been undertaken by Loreus. The report has been prepared with reference to the Global

Reporting Initiative (GRI) Standards. The scope of Loreus’ verification encompassed the data and information used to present and evaluate the University’s sustainability performance for the period 1 August 2024 to 31 July 2025.

The evidence-gathering process was designed to provide confidence that the information presented in the report is consistent with the underlying source data and supporting records. In developing the approach, reference was made to good-practice principles set out in the GRI External Assurance of Sustainability Reporting guidance.

The verification process involved:

- Reviewing relevant documentation and records;
- Interviewing personnel responsible for preparing the report; and
- Verifying a sample of reported data and information against supporting evidence.

Loreus was not involved in the calculation, compilation, or development of the Sustainability Report and operates independently of the University of Worcester.

Following its review, the Principal Assessor’s opinion is that the information presented in this Sustainability Report is consistent with the supporting evidence reviewed and that the overall completeness of reporting represents good practice within the higher education sector.

**Principal Assessor:**

*Khaled Belgasmi*

**Khaled Belgasmi, Loreus**  
Date of audit  
16 January 2025



The Elizabeth Garrett Anderson building has been developed to make maximum use of daylight, both to provide an exemplary environment and also to reduce energy consumption.

## Strategy

The University has a long-standing commitment to sustainability and environmental responsibility. In July 2019, our Board of Governors declared a Climate Emergency, setting a clear direction for the step-change measures needed to achieve net zero carbon by 2030.

Our Strategic Plan (2019) commits to creating possibilities, developing potential and strengthening community engagement. It sets out our values: '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 reflects our overarching aim: to embrace our broad responsibilities to society, develop excellent facilities for students, staff and the wider community, and champion sustainability and social responsibility in everything we do.

The University's Sustainability Strategy builds on this vision, 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 that align with 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:

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

## Theme 3: Mitigation, adaptation and resource efficiency

### Our key commitments are:

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

## Theme 4: Global Sustainability Ethics Partnerships and Leadership

Our key commitments are:

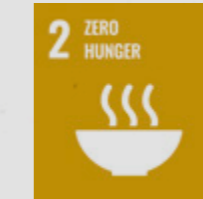
1. To invest in pedagogic innovation, scholarship and research on sustainability with global impact
2. To enhance our positive social and environmental contributions through our supply chain
3. To build beneficial partnerships and collaborations through our sustainability activities and enhance our international sustainability visibility

## A Summary of Our Current Research



In 2024, researchers at our Institute of Education continued to work closely with partner schools to examine the role of Health and Wellbeing Leads in supporting families experiencing poverty. A peer-reviewed case study published in 2024 found these dedicated to be highly effective in helping children and families navigate complex challenges intensified by the cost-of-living crisis – such as financial hardship, bereavement, domestic violence, SEND-related needs, and mental health pressures.

The research highlights that Health and Wellbeing Leads act as a vital bridge between school and home, providing relational, preventive, and practical support that enables children to thrive despite adversity. However, the evidence is clear: the success and sustainability of these roles depend on systemic reform, including strengthened early-intervention services, ring-fenced funding, and urgent action on workload pressures across schools and children's services. Without these structural changes, even the most effective school-based support will remain insufficient to meet the rising needs.



Professor Mahmut Tör, Chair of Molecular Plant and Microbial Biology, continues to lead the University of Worcester's Molecular Plant and Microbial Biosciences Research Unit (MPMB-RU) in a major research programme investigating interactions between plants and destructive pathogens such as downy mildews. His group's work—funded by the Biotechnology and Biological Sciences Research Council (BBSRC) as well as major science funders in Turkey and the USA—focuses on understanding these interactions at the microbial and genetic level, exploring plants' innate immune systems and identifying opportunities to enhance natural disease resistance. This research has significant implications for global food security, offering pathways to improved crop yields while reducing dependence on harmful pesticides.

In 2024, Professor Tör brought this research to the wider public through a major outreach event aligned with the United Nations' International Day of Plant Health (May 12, 2024). The event, titled "Plant Health Matters," was held at The Hive and featured a day of talks, displays, demonstrations, a plant-health diagnosis clinic, and interactive microscopy sessions. Attendees—including families, gardeners, and community members—learned about plant pathogens, pollination, soil health, and sustainable agricultural practices. The event aimed to highlight the often-overlooked importance of plants in sustaining ecosystems and human life, with Professor Tör emphasising the need to safeguard plant health for future generations.



Dr Chris Bowers, Principal Lecturer in Computing, co-led a research project to develop a new monitoring and reporting app for parents of babies with complex heart disease. The Congenital Heart Assessment Tool mobile app – known as CHAT2MA – will revolutionise home monitoring by empowering parents to track, spot, and report early warning signs. They will be able to use the app to share live updates and upload photos, allowing them to access immediate help from their cardiac team.

In 2024, Dr Allain Bueno, Principal Lecturer in Human Biology and Human Nutrition, with assistance from Human Biology Master’s student Georgie Sherrard, led a piece of research to identify a potentially significant link between blood markers and the electrical functions of the heart, which could revolutionise the way heart disease is detected. The study suggests that ECG (electrocardiograph) tests may replace blood tests as a quick and cost-effective tool for predicting future cardiovascular risk. The findings were published in the Journal of Clinical Medicine. If the study can be expanded and the same link substantiated in other parts of the population, this could signal a breakthrough in the detection and prevention of these future health issues.



Our Inclusion by Design research group brings together academics, students and student services colleagues to strengthen learning outcomes and social experiences of diverse learners. In partnership with a team in Brazil, we are developing a constructionist, contextualised, and meaningful (CCM) approach to embed Universal Design for Learning frameworks in teacher education.

Inclusion is a process that values differences, recognises abilities, and restructures educational practices using technology and innovative methods to unlock potential for all.

This research explores how combining the Lesson Study (LS) professional development methodology with the CCM approach and UDL framework can support teachers in promoting inclusive education.

The team tested theoretical assumptions and practical pathways for training future teachers, supporting continuous professional development and advancing education in the Brazilian context. Findings suggest that this integrated approach fosters effective, inclusive teaching practices that meet the diverse needs of all learners. It also provides an iterative model for professional development, establishing the conditions necessary for inclusive education to thrive.



Researchers at the University launched a study to understand women’s experiences when running in the County. The Running Free, Running Safe survey launched at the start of the annual 16 Days of Action Against Gender-based Violence in 2024.

It aims to find out the experiences of runners facing abusive and even violent behaviour when out exercising in the County. Researchers aim to determine the scope of the problem and collaborate with authorities to develop interventions that help runners feel safer.

The University of Worcester and Ternopil Volodymyr Hnatiuk National Pedagogical University, Ukraine, are collaborating on a British Council-funded Gender Equality Partnerships initiative. This pioneering project—Empowering Female Leaders in Higher Education through International Peer-to-Peer Mentoring—aims to explore the transformative impact of global mentorship in supporting female academics.

Dr Anna Muggeridge, UKRI Future Leader Fellow, is working with the George Marshall Medical Museum to capture the birth stories of women from the 1950s onwards. This initiative forms part of a wider 4-year programme of research funded by UKRI looking at maternal activism, the ways in which women have been politicised by their experiences of fertility, pregnancy, birth and caring for children through infancy and early childhood from the start of the First World War in 1914 through to the present day.

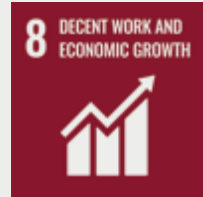


Researchers in the Sustainable Environment Research Group continue to advance a significant research and consultancy programme focused on natural flood management. Working with Cardiff University, colleagues have contributed to a two-year study assessing the effectiveness of “leaky” river barriers—structures like natural beaver dams—constructed from trees, branches, logs and leaves.

The research, conducted across 105 leaky barriers spanning three miles of a Shropshire river system, provides robust, real-world evidence that these natural barriers raise upstream water levels, slow river flow, and store substantial volumes of water during storm events. For example, during Storm Dennis, the barriers held water equivalent to at least four Olympic-sized swimming pools, with water levels rising by up to 0.8 metres and taking seven to nine days to return to normal.

By slowing and temporarily storing water, these nature-based solutions reduce downstream flood risk while delivering ecological benefits to river corridors and nearby farmland. Findings have already informed local authority plans to identify new sites for natural flood management interventions.

The 2024 evidence reinforces that low-cost, nature-based solutions—costing as little as £50–£500 per barrier—can play a powerful role in flood-risk strategies, offering both environmental and community resilience benefits.



Researchers in our Business School are engaged in a programme of research exploring the experiences of ethnic minorities, migrants and refugees in setting up and running small businesses in the UK and globally. This programme has highlighted some of the key challenges faced by different groups at the beginning of this journey: so, for example, one project within this programme, supported through a UW-funded PhD studentship, has investigated precarity amongst forced migrant entrepreneurs in the UK. The study has examined the challenges encountered at various stages of the entrepreneurial journey, but has also identified strategies to overcome these barriers, and the support needed to achieve success. Other projects have: highlighted the positive economic impacts of microbusinesses and their economic resilience whilst also fore-fronting the practical challenges these businesses face; and identified cross-cultural differences in performance of start-ups.



The University is working with the local authority, Further Education institutions, business leaders, and other public sector partners to develop an enhanced Innovation Ecosystem across Worcestershire (and the wider region). This partnership is focused on three key areas:

- Talent development: creating a pipeline of innovative entrepreneurs within the county through the development of entrepreneurial and innovation skills within the FE and HE sector; and creating opportunities for University researchers to collaborate with businesses on innovative approaches, particularly in the context of health and social care.
- Innovation Infrastructure: creating an infrastructure of incubators and accelerators to support businesses from start-up to scale-up.
- Investment: creation of an angel investors network across the county and region.



Our Health Inequalities and Social Exclusion Research Group is focused on a programme of research to understand and address systemic inequalities in health and social care, with a particular focus on fore-fronting the voices of marginalised and seldom-heard communities. As an example of this the group has a strong focus on research with Gypsy, Roma and Traveller (GRT) communities which seeks to identify inherent challenges for these communities in accessing health and social care services and in getting the support they need. Their research is fundamentally applied in nature, presenting the issues and challenges they identify to the wider world and promoting the implementation of recommendations and actions for policymakers and service providers.

As an example of this, the University was funded by the NHS Race and Health Observatory (2022-23) to identify how mental health services engage with GRT communities, recognising that there is a mental health crisis in these communities, and identify best practice in this space (which led to an important 2023 report). In 2024/25, building on this research, the NHS Race and Health Observatory launched three powerful new films, presenting candid testimonies from some of the 600,000 members of these communities with direct experience of this terrible crisis and its impacts, particularly on young men within these communities.



The Association for Dementia Studies (ADS) continues to lead a major long-term research and implementation programme that strengthen sustainable, community-based support for people living with dementia, their carers, and their families. The Dementia Meeting Centre Programme, which has been funded by ESRC, NIHR and the National Lottery Fund among others, has demonstrated the effectiveness of the Dutch Meeting Centre model in the UK, showing significant benefits for people recently diagnosed with dementia, including reduced antipsychotic use and improved well-being for both individuals and their caregivers, and led to the model's implementation nationally and internationally. Meeting Centres, for example, are now a formal part of the national dementia strategy in Scotland and have been adopted with great success across the UK, and Europe but also in Africa and Asia.

Research undertaken in 2024/25 within this programme, funded by the NIHR, has looked at how food-related activities can support wellbeing in community dementia groups.



The University of Worcester, led by Professor Alan Dixon, is a key partner in a major multinational research initiative that explores the drivers of climate-induced migration and strengthens community resilience in some of the world's most climate-vulnerable regions. The Climate Adaptation and Resilience Strategies (CLARS) project, launched in June 2024, brings together researchers from the UK, USA, Germany, Canada, and East Africa to work directly with communities in Kenya, Tanzania, and Uganda, particularly those in the Lake Victoria Basin.

The CLARS programme has secured £2.3 million in international funding and will run from 2024 to 2027, examining the socioeconomic vulnerabilities of climate migrants and the pressures experienced by host communities in both the Lake Victoria Basin and the Great Lakes Region of the USA and Canada. Its aim is to deepen understanding of climate-driven migration patterns, generate high-quality urban climate-migration data, and co-develop practical adaptation and resilience strategies alongside local communities, policymakers, and knowledge-keepers.



In 2024, Tobias Hickey's Oceans project expanded alongside his book, SEA CHANGE – Save the Ocean, which brings together global illustrators to highlight marine pollution. More than 400 artists worldwide contributed illustrated postcards to raise awareness of threats to ocean health.

This practice-based research inspired the "Sirens of Sustainability" exhibition at The Hive, launched after a series of community workshops. The exhibition showcased artwork created by schools, colleges, and community groups, using folklore and modern activism to explore the protection of rivers and oceans. Posters featured river guardians, such as Sabrina of the River Severn, alongside displays of international environmental activism. The workshops began at the Hay Festival in 2024 and form part of the University's Sea Change international art project.



Using drones to photograph farmers' land, colleagues in the University's School of Science and the Environment have been helping farmers to assess the impacts of soil erosion on their land.

This project supported Natural England's Catchment Sensitive Farming initiative and involved working with farmers to produce food in ways that protect water, air, and soil. The researchers created high-resolution 3D models of the land, enabling them to work out how much soil had been eroded. Laboratory testing of soil samples provided data on nutrient losses, allowing them to calculate the economic cost of replacing these nutrients with additional fertiliser.



The Constitutions, Rights and Justice Research Group continues to explore the nature of constitutions, diverse categories of rights—including social, political, legal, and employment rights—and the critical importance of justice in its many forms. This innovative research community brings together academics from the University of Worcester, colleagues from other institutions, legal practitioners, and both active and retired judges, fostering collaboration across academic and legal sectors.

In 2024, Professor Nicoleta Cinpoes continued her internationally focused work supporting Ukraine's cultural and theatrical resilience. Building on her previous efforts to help preserve Ukraine's theatrical heritage, she expanded her engagement by supporting Ukrainian scholars and practitioners through the European Shakespeare Research Association (ESRA). Highlights include her continued visits to Ukraine and co-launching the Ukrainian Ivano-Frankivsk International Shakespeare Festival in June 2024, reinforcing international cooperation in theatre, cultural preservation, and academic solidarity.

Her work also supports Ukrainian theatre-makers through guidance on writing theatre history, promoting Shakespeare studies in wartime contexts, and championing productions such as Codename Othello, a Ukrainian re-imagining of Shakespeare's Othello set during the current conflict, which premiered at the York International Shakespeare Festival with her involvement.



Researchers in our Sustainable Environments Research Group work with Global South partners (Universities, NGOs, Charities, People and Communities) to address the SDGs. Examples include:

- A long-term programme of participatory research in Central Africa, undertaken with local NGOs and charities and with local farmers, focused on developing conservation agriculture techniques in the region which enhance food security, conserve the complex environmental ecosystem and improve local resilience.
- Participatory research in Nepal, funded through a University of Worcester PhD Studentship, in partnership with local communities, businesses and CICs, which sets out to improve community responses to natural disasters and increase resilience against the backdrop of climate change.



# Case Studies



## Fundraising

In 2025, the University launched a major fundraising campaign to support student scholarships and hardship funds. The initiative recognises the growing financial pressures on students, with many having to work alongside their studies. The University's Vice Chancellor completed a 280km walk following the Camino de Santiago, while almost 100 staff also took part in a gruelling 24-hour physical challenge, both raising tens of thousands of pounds. Many more staff got involved in fundraising efforts, including baking, quizzes, crafts and car washes to help raise funds for students.

## Workplace Wardrobe

The University's Business School launched a Workplace Wardrobe initiative to give students free access to smart clothing for interviews. Shirts, smart dresses, suits, ties, and much more, gifted by members of the University and local community, are available for students to borrow for interviews or placements.



## Breakfast with the SU

Free, healthy breakfasts were available to help students start the day on a positive note. The Breakfast with the SU events were organised by Worcester Students' Union with support from the University, offering a chance to stock up on free breakfast items.

The initiative complemented the Community Cupboard on campus, which provides food and toiletries donated by the University and local community, available to students in need.



## Falls Safety Training

A special programme was launched to train older people in the community to fall safely, using pioneering techniques based on martial arts. Falls are the number one cause of older people presenting to A&E departments nationwide, and the NHS estimates that one in three adults over 65 will have at least one fall per year.

Members of the University's Senior Physical Activity and Adapted Sport programme, which has been running for almost two decades, were invited to take part in the Fall Safe Programme, practicing 'breakfalls' repeatedly, simulating a fall in a controlled way again and again so that if a real fall does happen, they instinctively brace properly and can get back on their feet safely.

## Case Studies



### Rights and Justice Festival

The University's Law School hosted a free Rights and Justice Festival, held at The Hive, giving the public exclusive access to its expertise in this field. The one-day programme included interactive and engaging presentations on a wide range of issues, including colonialism, the death penalty, the jury system, human rights, children's rights, family law, social rights in the criminal justice system, judges, the 2024 summer riots, and the US constitution.

Talks were given by academics from the University's School of Law, as well as by colleagues from across the University, including historians, psychologists, external academics, and a retired judge.



### 'Her Game Too' Partnership

The women's cricket team at the University partnered with the national campaign Her Game Too to create inclusive environments for players and raise awareness of women's voices in sports. The partnership enables the team to promote gender equality, enhance inclusivity, and create a safe and welcoming environment for female players and fans.



### Spill-kit Training

Spill kit training is provided to all 'first responders' in the estates and facilities department, and spill kits are located at key points on all campuses. This helps prevent pollution by ensuring staff know how to respond quickly and safely to accidental releases of oils, chemicals, or other hazardous substances. We also mark our drains so we know which flow directly into watercourses. Proper training enables people to select the appropriate absorbents, contain spills before they spread, and dispose of waste correctly, thereby reducing the risk of contaminants entering drains, soil, or nearby waterways. By building confidence and competence in emergency response, spill kit training plays a crucial role in protecting the campus environment.

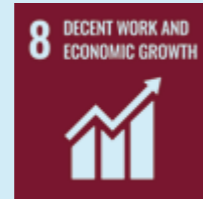
## Case Studies



### Energy Efficiency Grant

The University was awarded a government grant to help find ways to improve the efficiency of a district heat network on its St John's Campus.

The funding, of almost £24,000, was allocated under the Government's Heat Network Efficiency Scheme, from the Department for Energy Security and Net Zero (DESNZ) and paid for an optimisation study of the Edward Elgar district heat network. The University is now implementing the recommendations outlined in the report to enhance its heat network.



### Help to Grow Management Course

The Business School welcomed its third and largest cohort of business leaders to its Help to Grow: Management Course. The 12-week course is a government-funded leadership program designed for senior managers in small to medium-sized businesses.

It is designed in collaboration with industry experts, experienced entrepreneurs, and Business Schools to provide practical skills and knowledge that help develop employees, build business resilience, increase profits, and support growth. One local business reported that the course had helped it increase its retail business by 50%.

**1:1 Business Mentoring**  
to help businesses reach their full potential

Helping to develop employees, build business resilience, increase profits and support growth.



### BOSS Competition

The Business School hosted a Dragon's Den-style competition designed to foster innovation and entrepreneurship among students. The BOSS competition, sponsored by Milford Research & Consultancy Limited, saw students pitch their ideas to a panel of distinguished business leaders. The £10,000 prize money was divided between two winning students, who impressed the judges with their innovative business ideas.

All entrants were encouraged to pursue their dreams, and offers were made to connect them with business contacts who could help them turn their ideas into thriving business ventures.

## Case Studies



### Celebrating the GRTSB Community

Staff and students took part in a vibrant celebration of the rich histories, voices, and cultures of the Gypsy, Roma, Traveller, Showman, and Boater (GRTSB) communities at a special event at the Students' Union. An evening of conversation and connection took place, honouring identity, tradition, and the power of sharing experiences. An alumnus of the University talked about her lived experiences from the Gypsy, Roma and Traveller community, while staff talked about their research exploring the inequalities faced by these communities.



### Award for Equality, Diversity and Inclusion

The University of Worcester was named the winner of the People's Award for Equality, Diversity and Inclusion (EDI) by Education Estates. The award recognised an organisation that has demonstrated exceptional commitment to promoting equality, diversity, and inclusion. The judging panel said the University had an "excellent programme of activities and strategy both inside the institution and out in the community".

Worcester has pioneered and developed a 'whole university approach' to EDI, which examines every activity of the University and the ways in which each activity and facility promote inclusion and participation whilst simultaneously contributing to educational excellence and student and graduate success.



### Responsible Consumption

The University introduced several new bike bays across its campuses as part of the city-wide rollout of Beryl Bikes, encouraging people to leave their cars behind and get on two wheels.

The scheme provides easy, quick access to bikes and e-bikes, and the introduction of bays at the University's campuses has encouraged more staff and students to choose active travel. Beryl offered students a discount to encourage greater participation.

Regular student workshops are held at the sustainability hub, where we repurpose old student nurse and midwife uniforms into bags, bunting, skirts, and Christmas stockings, as well as whatever our imaginative community volunteers and students decide to create.

Researchers in Education and in Geography were part of an international team involved in the publication of a technical report examining Prospects, Challenges and Injustices associated with Bioeconomy in the Amazon Region 2025. The report explores the sustainable management and use of natural resources in the region, highlighting that whilst the concept of bioeconomy is potentially a valuable one with rich potential to contribute to sustainable development, its practical application to has been characterised by isolated production



processes and a largely naïve, depoliticised association with environmental conservation and economic growth. Further the concept has been "co-opted by broader political and economic interests, serving to neutralise transformative alternatives and to reinforce the hegemonic forces that drive both environmental degradation and social exclusion". The report goes on to recommend that "Confronting these challenges requires moving beyond mainstream environmental management and neoliberal governance, and instead positioning the bioeconomy at the centre of a politicised struggle for socio-ecological justice, one that recognises the deep interconnections between ecological preservation, socio-political equity and the environmental justice".

## Case Studies



### Carbon and Sustainability Literacy

Worcester Business Improvement District (BID) launched a new partnership with the University of Worcester Business School to support local businesses in their journey toward Net Zero.

The collaboration aims to empower Worcester’s business community with the tools, knowledge and support they need to reduce their carbon footprint and make lasting environmental change.

The initiative sits under Worcester BID’s wider Green Space campaign, which champions a greener, more sustainable city centre. Through expert-led workshops, toolkits, guidance, and one-to-one support, businesses will gain practical

advice on making positive changes that are both environmentally responsible and commercially viable.

The University hosted a launch event for the UK Department for Education Climate Ambassadors in November 2024. The Climate Ambassadors Programme connects climate and sustainability experts with schools, nurseries, and other education settings across England. Its goal is to help the education sector take meaningful climate action and build climate literacy. Our event brought together local ambassadors and schools, with students leading a variety of workshops that demonstrated the University of Worcester’s co-creation ethos. The student-led workshops included Energy behaviour change, practical measures, and carbon literacy.



### Sirens of Sustainability

Illustration experts at the University organised an exhibition that highlighted the importance of protecting our rivers and oceans. The Sirens of Sustainability exhibition took place at The Hive and followed a series of workshops with schools, colleges and community groups to explore these issues through myths and folktales about the protectors of our rivers alongside stories of modern-day activism. The workshops, which began at the Hay Literary Festival in May 2024, were a spin-off from the University’s hugely successful Sea Change, an international art project examining the impact of environmental issues, including climate change, flooding, and water pollution..



### Boosting Biodiversity

Staff and students worked with volunteers from Worcester and Malvern RSPB Group to plant a new hedgerow at the University’s Lakeside Campus to boost biodiversity on the site.

The new 450m hedgerow has created an ecosystem that will support a wide variety of species and ultimately supply birds with the food they need. It will also importantly provide shelter for the birds and a complementary habitat to the rough grass and birdseed crops already on site. The volunteers planted 450 native hedge plants, along with 36 hedge trees, including damson, birch and alder.





### Legal Advice Clinic

The University's Legal Advice Clinic returned this year, offering members of the public free and confidential legal advice. Held at The Hive, the sessions see Law students from the University supporting qualified solicitors as they listen to people's issues and offer advice on a range of family, personal injury, and medical law matters.



### Climate Awareness in the Police Force

The University joined forces with West Mercia Police and e-learning company Indegu Ltd to develop an awareness course for police staff on how climate change could impact policing in the future.

The online programme is designed to educate on climate change and sustainability, their impacts, and the challenges they present. It is particularly focused on raising awareness of how climate change-related issues or incidents might shape West Mercia Police's operations. For example, a heatwave might affect rates of violent crime, or extreme weather, such as flooding, might lead to more traffic-related incidents.

Sustainability staff at West Mercia Police collaborated with an expert in sustainability from the University's Business School to develop the content of the training course, while the e-learning company Indegu brought it to life.

The West Mercia Procurement Team ran sessions with students on how they embed sustainability into their procurement decisions, and the students attended workshops on items such as handcuffs, tasers, and stab-proof vests.





## Reporting on our annual key targets

See page 45 for the detailed carbon report

### Key Targets

It is important the university is transparent with our progress each year on how well we are meeting our targets, whether these are quantitative measures or actions to help move us closer to meeting our key targets.

The university uses a framework of twelve different areas to map and monitor our progress, these cover campus, community and curriculum.

We set both quantitative consumption, weight and other countable targets. We need both because carbon factors can change so we need to measure our progress on, for example, how much energy or water we have managed to save.

We RAG rate our progress. This is shown in the summary table and following pages.

|              |                      |
|--------------|----------------------|
| <b>RED</b>   | did not meet target  |
| <b>AMBER</b> | partially met target |
| <b>GREEN</b> | met target           |

| Statement from Sustainability policy  | 2030 Target   |              | Year-End Progress- RAG Rated  | Actions  | Actions Progress –RAG rated   |
|---|---|--------------|---|--|---|
| <b>Energy</b><br>Reduce our use of natural resources such as energy and water, while actively increasing our reliance on renewable energy sources and maximising opportunities for water reuse across the university.<br><br>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030.<br><br><b>SDG Target:</b><br><b>Target 7.2:</b> Increase global percentage of renewable energy.<br><br><b>Target 9.1:</b> Develop sustainable, resilient and inclusive infrastructures.<br><br><b>Target 13.2:</b> Integrate climate change measures into policies and planning. | <b>Consumption</b><br>Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh<br><br>Reduce electricity consumption by 1.7% per annum, from a 2018/19 baseline of 8,696 MWh<br><br>Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m <sup>2</sup> yr | <b>Red</b>   | <b>Consumption</b><br>Consumed 7,100 MWh of natural gas an increase of 10% compared to the previous year. A colder winter and equipment breakdown necessitated higher gas consumption across this period. | Continue participation in city-wide heat network detailed design project and report regularly to UEB / Community Forum.<br><br>Continue to oversee the delivery of a stock condition survey, outputs of which will include a report on energy and carbon saving opportunities.   | <b>Green</b> Consultants tasked with reviewing UW sites to ensure our data is accurate, as we are the key anchor consumer.<br><br><b>Green</b> Raw data received has been validated, and a Power BI report prepared to allow detailed interrogation.  |
|   |   | <b>Amber</b> | Between 01/08/24 – 31/07/25, the University consumed 4,288 MWh of electricity. A 4% decrease on the previous year.  | Continue improving the quality of utility data provided by the University's Automatic Meter Reading (AMR) system; achieve accuracy within 3% on all priority submeters by July 2025 ready to re-baseline data across 2025/26.<br><br>Continue to review the lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives.<br><br>Continue to roll out auto-shutdown functionality to all audio-visual devices (where practicable) & as rooms are upgraded. | <b>Green</b> In Sep 2025, a detailed survey and health check of the University's submetering infrastructure was completed.<br><br><b>Green</b> Work is underway, but financial constraints will impact the rollout. However, a tender for improvements to the "bottom" 3G pitch will include an option to upgrade the existing flood lights to LED.<br><br><b>Green</b> All rooms are now complete<br><br>AV shuts down at 9 pm every day if the room is in use, it will ask the user, and they have the option to abort the shutdown.<br><br><b>Green</b> Solar PV feasibility studies are available from previous PEEP-funded work. The University has entered a contract with a supplier to conduct a health check of solar thermal systems and provide annual service for solar PV and solar thermal systems, commencing in July. |

| Statement from Sustainability policy | 2030 Target | Year-End Progress-RAG Rated | Actions   | Actions Progress –RAG rated  |
|--------------------------------------|-------------|-----------------------------|---|--|
| <b>Consumption</b>                   |             |                             | Run Green Campus Revolution competition in halls; increase participation to over 50% of students.   | <b>Amber</b><br>Windrush Hall won the competition. 248 students in halls engaged in the campaign (28% of total residents, not the 50% target) However, Hall’s occupancy rates were significantly lower this year, with notable voids. 78 students entered our climate quizzes. Seventy participants took part in our online competitions and masterclasses. 95 engaged on our campus visits. 5 students completed volunteer training, with 2 students achieving bronze awards. |
|                                      |             |                             | Review and establish a standardised approach for embedding energy efficiency considerations in the design and refurbishment of buildings  | <b>Green</b><br>Completed, and the review of the Sustainable Construction and Refurbishment Policy will take this into account.  |
|                                      |             |                             | Deliver an optimisation study of the Edward Elgar district heat network, the outputs of which will include a report detailing costed actions to enhance network efficiency and reduce operational costs and carbon emissions. | <b>Green</b><br>The final optimisation report was presented to the project team in February 2025 and included 30 recommendations, ranging from easy wins such as reinsulating pipework, through to decommissioning hot water storage and shifting to point-of-use water heaters. The report is now being considered as part of future planning for the Edward Elgar heat network.  |
|                                      |             |                             | Complete an initial review of schedules and setpoints on both the BMS and at local controllers to ensure efficient building control.  | <b>Green</b><br>Review completed in January 2025. All BMS and local time schedules are aligned with the building’s opening hours. A lighter-touch summer operation review was also completed in June 2025 for buildings with ventilation and air conditioning systems.   |
|                                      |             |                             | Complete the first draft of the energy report being developed to visualise energy data using Power BI; integrate energy cost and space utilisation data.  | <b>Green</b><br>The first draft of the Energy Report has been developed and workshopped with key stakeholders.   |

| Statement from Sustainability policy  | 2030 Target   | Year-End Progress-RAG Rated | Actions   | Actions Progress –RAG rated  |
|---|---|-----------------------------|---|--|
| <b>Water</b>  | <b>Consumption</b><br>Reduce water consumption by 3% per annum from a 2018/19 baseline of 60,267 m3.<br><br>Reduce water intensity by 3% per annum from a 2018/19 baseline of 0.74 m3/m2. | <b>Amber</b>                | Develop a University standard for embedding water efficiency considerations into the design and refurbishment of buildings.   | <b>Green</b><br>Completed, and the review of the Sustainable Construction and Refurbishment Policy will take this into account.  |
|   |   |                             | Deliver Green Impact project with Green Impact Project Assistants to a.) identify little-used outlets and develop a business case for their removal to save water used during legionella flushing, and b.) develop a business case for installing flow restrictors on existing high-use outlets (where these aren’t already installed). | <b>Green</b><br>Project complete. Several unused outlets have been removed to conserve water during flushing to prevent the growth of Legionella.<br><br>The project identified that savings could be made by installing flow restrictors in high-use outlets. These will be installed on an ongoing basis during maintenance works. |
|   |   |                             | Where practicable, implement recommendations from the Green Impact project and former water audit reports, including reducing shower and hand basin tap flow rates.   | <b>Red</b><br>Project on hold due to limited staffing resource   |
| <b>SDG Target:</b><br><b>Target 6.3:</b><br>Improve water quality, wastewater treatment and safe reuse.<br><br><b>Target 13.2:</b><br>Integrate climate change measures into policies and planning. |   | <b>Amber</b>                |   |  |

| Statement from Sustainability policy   | 2030 Target   |       | Year-End Progress-RAG Rated  | Actions  |       | Actions Progress –RAG rated   |
|--|---|-------|--|--|-------|---|
| <b>Waste</b><br>Implement the waste hierarchy- preventing waste from being created, reusing products or extending their lifespan, recycling and reprocessing. Reducing single-use plastics and other disposable items.<br><br>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030.<br><br><b>SDG Target:</b><br><b>Target 12.5:</b><br>Substantially reduce waste generation. | Reduce emissions from waste (including construction waste) by 5% per annum, from a 2018/19 baseline of 9.1 tCO2e. | Green | 79% reduction in emissions from 2023-2024 and a reduction of 86% from our baseline year 2018-19. | Run a BHF campaign in Halls to promote the reuse of clothes.   | Green | BHF campaign planned for May as students depart. SU asked if we could review the location of BHF receptacles, as the SU one is often overflowing.                               |
|  |   |       |  | Continuing work with Worcester Repair Café to increase workshops in the Student Union to at least one per semester.                  |       | Green   |
|  | Increase the value of British Heart Foundation donations from £3,960 in 23/24 donations by 5% in 2025.            | Green | We increased to 4.7 tonnes diverted from the waste stream, totalling £8,835.                     | Complete a waste inventory and a materiality assessment; use findings to develop non-carbon targets for high-priority waste streams. | Amber | The waste inventory is now complete and ready for use in monitoring and reporting; however, quantity/destination targets have not yet been set for high-priority waste streams. |
| <b>Emissions and discharges</b><br>Prevent pollution by reducing emissions and environmentally harmful discharges.<br><br><b>SDG Target:</b><br><b>Target 14.1:</b><br>Reduce marine pollution.  | Maintain fugitive F Gas emissions to under 10 tCO2e annually.   | Green | One F-gas leak was reported between January 8, 2024, and July 31, 2025 (2.11 tCO2e).             | Continue to promote pollution awareness and raise awareness through annual spill test drills.  | Green | New staff are inducted, and drills are regularly held.  |

| Statement from Sustainability policy   | 2030 Target  |       | Year-End Progress-RAG Rated  | Actions  |       | Actions Progress –RAG rated   |
|--|--|-------|--|--|-------|---|
| <b>Procurement</b><br>Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable models of consumption.<br><br><b>SDG Target:</b><br><b>Target 8.3:</b><br>Promote policies to support job creation and growing enterprises.<br><br><b>Target 11.6:</b><br>Reduce the environmental impact of cities.<br><br><b>Target 12.5:</b><br>Substantially reduce. | Reduce emissions from procurement by 5% per annum from 2018/19 baseline of 18,701 tCO2e. | Red   | 9% increase in procurement emissions from 2023-24 and an increase 7% from the baseline.  | Complete a materiality exercise to identify high spend and high emissions procurement categories and plan action to reduce them.   | Amber | Not complete, but is part of the ongoing work for the placement student   |
|  |  |       |  | Promote policies to support job creation and growing enterprises.  |       |   |
|  |  |       |  | Reduce the environmental impact of cities.   |       |   |
| <b>Health and Wellbeing</b><br>Provide projects and programmes that enhance wellbeing, including healthy and sustainable food.<br><br><b>SDG Target:</b><br><b>Target 3.4:</b><br>Reduce mortality from non-communicable diseases and promote mental health.<br><br><b>Target 3.9:</b><br>Reduce illnesses and death from hazardous chemicals and pollution.   | Comply with best practice set out in the University Mental Health Charter Framework.     | Green | We remain committed to the University Mental Health Charter. We have scoped out the activities that support mental health. We continue to offer staff development and direct support to enhance individual well-being. We have identified an increase in colleagues sharing their neurodivergent conditions, and we're developing ways to respond to this. | Promote and monitor the new Sustainability Hub in the Thomas Telford Building in collaboration with the Students' Union to support student mental health throughout the academic year. | Green | The Hub pilot for City Campus main reception was a success. The Paper to Campus Experience and Development Group will now request permanent space, jointly with the SU. Students report the space as well-liked and peaceful. Good for social learning, quiet reflection, and solo study. |

| Statement from Sustainability policy   | 2030 Target  |              | Year-End Progress-RAG Rated   | Actions   |              | Actions Progress –RAG rated  |
|--|--|--------------|---|---|--------------|--|
| <p><b>Transport</b></p> <p>Encourage sustainable and active transport and implement a sustainable travel plan.</p> <p><b>SDG Target:</b></p> <p><b>Target 3.4:</b></p> <p>Reduce mortality from non-communicable diseases and promote mental health.</p> <p><b>Target 11.2:</b></p> <p>Affordable and sustainable transport systems.</p> <p><b>Target 11.6:</b></p> <p>Reduce the environmental impact of cities.</p> <p><b>Target 13.2:</b></p> <p>Integrate climate change measures into policies and planning</p> | Reduce emissions from staff and student commuting by 5% per annum, from a 2018/19 baseline of 8,190 tCO <sub>2</sub> e.  | <b>Amber</b> | Between 01/08/2024 – 31/07/2025, emissions associated with staff and student commuting sat at 7,198 tCO <sub>2</sub> e. This is a decrease of 647 tCO <sub>2</sub> e (8%) on the previous year. | Integrate air quality questions, & undertake annual staff and student travel surveys, disseminate survey findings.                                  | <b>Green</b> | Work alongside Worcestershire Regulatory Services continues, including a new Tool Kit developed for use in schools to reduce car use and inform about air quality. 9-foot-long banner created with Worcester craftivist to help with messaging in schools. |
|  | Reduce emissions from use of fleet vehicles and business travel by 9% per annum, from 2018/19 baselines of 42.4 tCO <sub>2</sub> e (fleet) and 530 tCO <sub>2</sub> e (business travel). | <b>Red</b>   | Between 01/08/24 – 31/07/25, emissions associated with use of fleet vehicles sat at 32 tCO <sub>2</sub> e. This is an increase of 5 tCO <sub>2</sub> e (20%) on the previous year.              | Continue to participate in the Air Quality Working Group to establish Worcestershire-wide baseline survey data.                                     | <b>Green</b> | UW represented at key meetings on air quality and Active travel in Worcestershire.   |
|  |  | <b>Green</b> | Business travel emissions reduced by 37% from 2023-24 and 65% from the baseline year.   | Continue to monitor and report on university-owned electric vehicle charge point use.   | <b>Green</b> | Cables stolen from all rapid chargers, therefore usage lower than expected. Discussions were held with the provider of EV charging stations to prevent future cable theft.   |
|  |  |              |   | Establish individual targets for fleet and business travel, recognising the distinct challenges and opportunities associated with these categories. | <b>Green</b> | Terms of reference agreed, Group met twice and scheduled meetings for next year  |

| Statement from Sustainability policy   | 2030 Target   |              | Year-End Progress-RAG Rated  | Actions  |              | Actions Progress –RAG rated  |
|--|---|--------------|--|--|--------------|--|
| <p><b>Construction and Refurbishment</b></p> <p>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030.</p> <p><b>SDG Target:</b></p> <p><b>Target 9.1:</b></p> <p>Develop sustainable, resilient and inclusive infrastructures.</p> | All new builds should achieve an EPC rating of A.   | <b>Green</b> | Duke's Building achieved an EPC A rating.  | Work with the appointed consultancy to hit non-residential water targets for the Dukes Building. | <b>Green</b> | Duke's Building achieved an EPC A rating.  |
|  | All refurbishment builds should achieve SKA Gold (RCIS SKA assessment framework).   | <b>N/A</b>   | No refurbishments took place this academic year.   |  |              |  |
|  | All new builds should achieve the following water intensity targets:<br>- 1.35m <sup>3</sup> /m <sup>2</sup> .yr (residential)<br>- 0.71m <sup>3</sup> /m <sup>2</sup> .yr (non-residential). | <b>Red</b>   | Based on predicted water consumption, the water intensity of the Duke's Building is 1.59 m <sup>3</sup> /m <sup>2</sup> /year. |  |              |  |
| <p><b>Biodiversity</b></p> <p>Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.</p> <p><b>SDG Target:</b></p> <p><b>Target 15.5:</b></p> <p>Protect biodiversity and natural habitats.</p>   | Implement the University's Biodiversity Strategy and Biodiversity Action Plan.  | <b>Green</b> | The Biodiversity Action Plan is implemented and monitored by the Biodiversity Steering Group.                                  | Deliver an additional 1,500 m <sup>2</sup> of botanically enhanced habitat.                      | <b>Green</b> | The Grounds team continue to create and improve habitat, and habitat piles have been created on the Sheila Scott boundary, using cut brush. Newly planted hedging whips, 50m of new native hedging whips at the Severn Gate entrance.                        |
|  |   |              |  | Monitor usage of iNaturalist to record biodiversity on campus.                                   | <b>Green</b> | The iNaturalist campus project was launched in April 2024; we currently have 644 records of 348 species across four campus areas. Additionally, a WPI project focused on developing workshops for community teaching on how to use the app to record nature. |

| Statement from Sustainability policy   | 2030 Target   |              | Year-End Progress-RAG Rated  | Actions  |              | Actions Progress –RAG rated   |
|--|---|--------------|--|--|--------------|---|
|  |   | <b>Green</b> |  | Host the University's first 'bioblitz' on campus and recruit schools and community groups to take part.  | <b>Amber</b> | Despite our efforts, we were unable to meet this target due to low interest among the student Nature Society in nature-based activities, resulting in limited support for this initiative beyond key staff members. At the start of the academic year 2024-25, we collaborated with the Worcestershire Wildlife Trust to boost engagement with the Nature Society. However, the The committee's interest remained limited. In response, we launched a new initiative in March 2025 called the Campus Conservation Crew (CCC), which included some initial activities that fostered greater interest in nature activities among students and staff. We plan to formalise the CCC in the next academic year, with the aim of organising BioBlitz event in the future. |
| <b>Food</b><br>Provide projects and programmes that directly enhance wellbeing, including healthy and sustainable food.                | Retain Sustainable Restaurant Association 3-star certification. | <b>Green</b> | SRA accreditation retained at 3-star, the highest.   | Continue to promote food bank collections amongst students and staff to support those in food poverty.   | <b>Green</b> | Food banks and donations are promoted to students, and regular collections are distributed.   |
| Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable models of consumption. | Regain MSC status.  | <b>Red</b>   | Marine Stewardship Council (MSC) accreditation costs £1,110 for 2 years; therefore we will not pursue this option at the moment. | Implement, measure, and report on the defined key performance indicators outlined in the catering contract, including reducing environmental impacts and promoting positive societal impacts associated with food products and services. | <b>Green</b> | All sustainability KPIS are monitored at the regular catering contract meetings.  |
| <b>SDG Target:</b><br><b>Target 2.1:</b><br>Universal access to safe and nutritious food   |   |              |  |  |              |   |
| <b>Target 12.3:</b><br>Halve global per capita food waste.   | Retain Fairtrade Status in June 2025.                           | <b>Green</b> | Fairtrade Accreditation at 2 Stars retained.   | Run four 'Social Kitchen' events where the University's Head Chef teaches students how to cook plant-based meals in a workshop format.   | <b>Amber</b> | Due to the Chef leaving and difficulties in getting a replacement, only one event was held, which was very successful and well attended.  |

| Statement from Sustainability policy   | 2030 Target  |              | Year-End Progress-RAG Rated  | Actions  |              | Actions Progress –RAG rated   |
|--|--|--------------|--|--|--------------|---|
| <b>Education for Sustainable Development</b><br>Ensuring curricula reflect and align with our values for inclusion, internationalisation, ethical and socially responsible global citizenship.<br>Invest in pedagogic innovation, scholarship, and research on sustainability with global impact.<br>Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally. | Increase staff and student participation in SOS-UK SDG teach-in by 5% from 2023/24 levels. Look to maintain Top 10 status. | <b>Amber</b> | Data supplied 31.03.25 showed 30 educators pledged to reach approximately 2289 students – 25% of the student body.<br><br>In 2024, 29 educators pledged, reaching 1628 students – 17% of the student body).<br><br>In 2023, 41 educators pledged, reaching 4374 students (48% of the student body). Unfortunately, did not end up in the top ten this year either for educators pledged or for students reached. | Develop a Responsible Futures Action Plan for 2024-26 based on the 2024 Audit Report recommendations.<br><br>Develop course team guidance on embedding ESD in the curriculum, deliver two LDTE workshops on ESD and engage with course teams in each academic school to embed the SDGs and ESD competencies in course curricula (linked to measuring learning gain). | <b>Green</b> | Plan produced; update reviewed by the Sustainable Development Committee in May.<br><br>July 2024 - updated guidance added to Course Handbook Template in the Graduate Attributes section.<br><br>November 2024 online LDTE workshop delivered (20 staff). Further workshop planned for May.<br><br>November 2024 & March 2025: Three workshops for PG Cert L&T on ESD. ESD to be incorporated into the course for reapproval.<br><br>March 2025: Two draft ESD questions were developed for the Graduate Attributes survey. |
| <b>SDG Target:</b><br><b>Target 4.3:</b><br>Equal access to affordable technical, vocational and higher education.   | Increase student participation in the Sustainability Literacy Test by 5% from 2023/24 levels.                              | <b>Red</b>   | Much reduced participation in SuLiTest. The delayed sending of emails to students is considered to be the major cause.   | Set up the UW Education for Sustainable Development Community of Practice  | <b>Amber</b> | CoP will be established next academic year (2025-26)  |
| <b>Target 4.4:</b><br>Increase the number of people with relevant skills for financial success.  |  |              |  |  |              |   |
| <b>Target 4.7:</b><br>Education for sustainable development and global citizenship.  | Support 600 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation.                | <b>Red</b>   | Failed to attain the 600 target, and 300 accredited. More interest in the shorter taster.  | Initiate the 8th call for LfRF projects and recruit student researchers to support the work.   | <b>Amber</b> | 8th call delayed until Autumn 2025.   |
| <b>Target 5.5:</b><br>Ensure full participation in leadership and decision-making.   |  |              |  |  |              |   |
| <b>Target 10.2:</b><br>Promote universal social, economic and political inclusion.   |  |              |  | Develop an online open-access short course on sustainability.  | <b>Amber</b> | In discussions with the Open University and its micro-credential course.  |

| Statement from Sustainability policy   | 2030 Target  | Year-End Progress- RAG Rated | Actions  | Actions Progress –RAG rated   |   |   |
|--|--|------------------------------|--|---|---|---|
| <p><b>Community Involvement</b></p> <p>Build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally.</p> <p>Encourage active citizenship locally, nationally, and globally.</p> <p>Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.</p> <p><b>SDG Target:</b></p> <p><b>Target 13.3:</b></p> <p>Build knowledge and capacity to meet climate change sustainability activities and enhance our sustainability reputation internationally.</p> <p>Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.</p> <p><b>Target 13.3:</b></p> <p>Build knowledge and capacity to meet climate change</p> | Run Green Impact Teams projects in 2024/25.  | <b>Red</b>                   | 21 Green Impact teams set out, but only 8 were audited.  | Work closely with and support student societies and the SU Sustainability Network to raise awareness on sustainability and social justice issues. | <b>Green</b>  | A variety of joint projects were completed throughout the year. Put forward students for the Changemakers Sustainability Awards, and supported the Scrap Paper Challenge and the Campus Wild Photo competition. A pop-up sustainability hub pilot on the city campus was successfully trialled. |
|  | Increase student awareness of the University's sustainability activities from 47% in the baseline year of 2016/17, to 65% by 2025. | <b>Green</b>                 | Student awareness from survey data over the following 6 categories: energy, travel, food, carbon, biodiversity, and SDGs equals 66%. | Complete stage two of the Green Gowns Award Entry 2024 in the Digital Futures category.   | <b>Green</b>  | The second stage was submitted; unfortunately, we didn't win.   |
|  |  | <b>Green</b>                 |  | Report on sustainability issues regularly to the University Community Forum.  | <b>Green</b>  | Regular reports are given at all Community Forum meetings.  |
|  |  |                              | Host 6 Worcester Polytechnic Institute student research projects in March-May 2025.  | <b>Green</b>  | 21 students and two professors undertook six projects. Final presentation hosted by Lord Faulkner, 2 May. |   |

The University's aim is to achieve net zero emissions by 2030 against a new baseline year of 2018/19.

## Detailed Summary of Carbon Emission Targets

In July 2019, the University declared a Climate Emergency. Shortly after, in September 2020, the University Executive Board approved a new Sustainability Strategy 2020-2030, which reviewed the University's carbon journey since a 2008/09 baseline year and set out the University's aim to achieve net zero emissions by 2030 against a new baseline year of 2018/19. The University's total emissions during this new baseline year were 21,931 tCO<sub>2</sub>e.

As set out in the Strategy, the University aims to reduce its direct and indirect carbon emissions by 50%. It will offset the remaining emissions in credible sector-specific offsetting and carbon sequestration schemes. The following report discusses the University's performance against its overarching carbon emissions targets, including year-on-year comparisons.

### Direct Emissions (Scopes 1&2)

The University's direct carbon footprint includes both Scope 1 and Scope 2 emissions.

#### Scope 1 emissions include emissions from:

- Gas burned in university boilers.
- Fuel used in university fleet vehicles.
- Fugitive emissions from any leaks in university air conditioning and refrigeration units.
- Any other fuels burned on-site.

#### Scope 2 emissions include emissions from:

- Purchased electricity
- Of these emissions categories, emissions from gas and electricity are the most material and are therefore prioritised for measuring, monitoring, and reporting.

The University measures and reports on its direct carbon footprint in three ways:

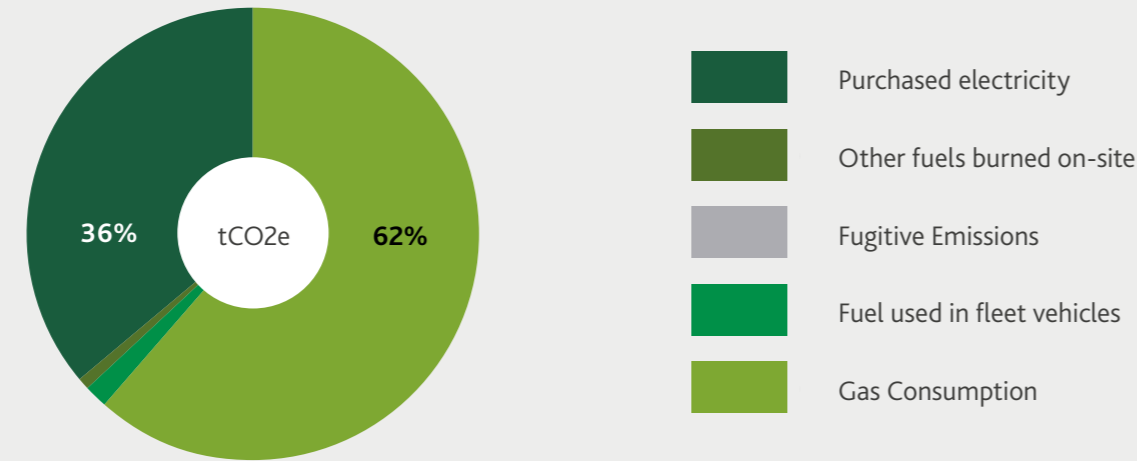
**1. Absolute carbon emissions**

The University's direct carbon footprint decreased by 6% between 2023/24 and 2024/25, with a decrease of 35% from the 2018/19 baseline year.

| 2018/19                  | 2023/24                  | 2024/25                  |
|--------------------------|--------------------------|--------------------------|
| 3,230 tCO <sub>2</sub> e | 2,250 tCO <sub>2</sub> e | 2,107 tCO <sub>2</sub> e |

As shown in the chart below, emissions from gas accounted for 62% of the University's direct carbon footprint in 2024/25, with emissions from electricity accounting for 36%.

**Direct Carbon Emissions across 2024/25 by Emission Source**



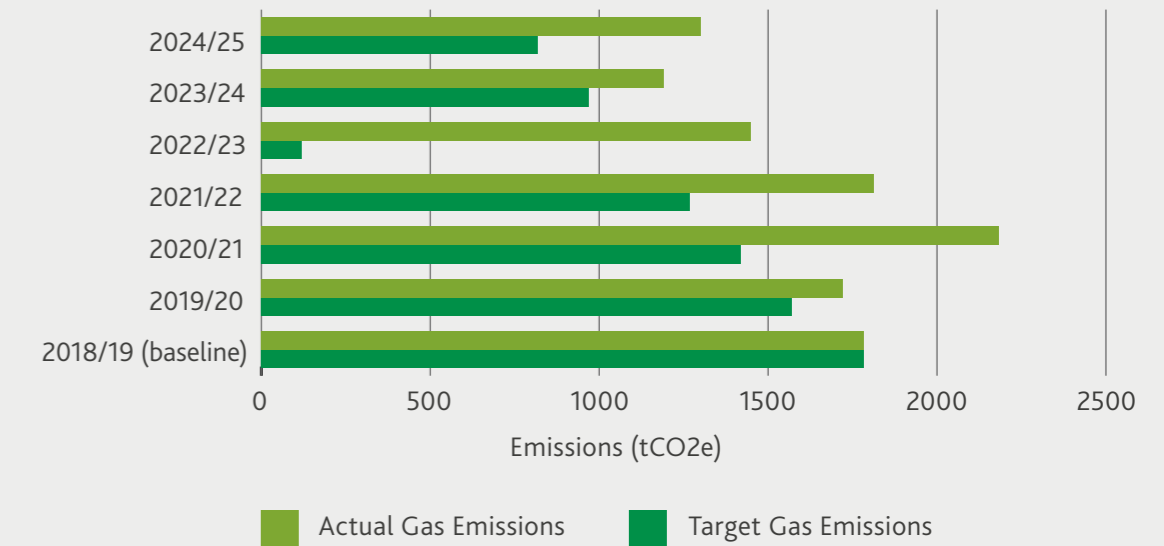
| Emissions Category          | tCO <sub>2</sub> e |
|-----------------------------|--------------------|
| Gas Consumption             | 1299.024036        |
| Fuel used in fleet vehicles | 31.84123495        |
| Fugitive emissions          | 2.108              |
| Other fuels burned on-site  | 15.51987262        |
| Purchased electricity       | 759.0038067        |

As set out in the Energy and Water Management Strategy, to achieve net zero by 2030, combined emissions from gas and electricity consumption must be reduced by an average of 8.4%. In terms of emissions from gas (baseline figure of 1,782 tCO<sub>2</sub>e), this translates to an average reduction of 150 tCO<sub>2</sub>e pa. In terms of emissions from electricity (baseline figure of 1,398 tCO<sub>2</sub>e), this translates to an average reduction of 117 tCO<sub>2</sub>e pa.

Between 2023/24 and 2024/25, the University increased emissions from gas by 115 tCO<sub>2</sub>e (10%). This is largely due to:

- colder weather -1,936 heating degree days in the 2024/25 period, compared with 1,777 in the 2023/24 period (base temperature of 15.5C)
- a fault affecting the operation of the Sports Centre's radiant heating system across the 2024/25 Christmas shutdown period
- rectification of a hot water services issue at Bishop Bosel Hall that shifted the primary source of heat for hot water services from immersion heaters to gas boilers

**Annual Comparisons of Actual Gas Emissions (tCO<sub>2</sub>e) against Target Gas Emissions**



| Gas Emissions        | 2018/19 (baseline) | 2019/20  | 2020/21  | 2021/22  | 2022/23  | 2023/24  | 2024/25  |
|----------------------|--------------------|----------|----------|----------|----------|----------|----------|
| Target Gas Emissions | 1,781.90           | 1,569.00 | 1,419.00 | 1,269.00 | 1,119.00 | 969.00   | 819.00   |
| Actual Gas Emissions | 1,781.90           | 1,719.00 | 2,183.30 | 1,812.67 | 1,448.71 | 1,192.23 | 1,299.02 |

Between 2023/24 and 2024/25, the University decreased emissions from electricity by 164 tCO<sub>2</sub>e (18%). This is largely due to:

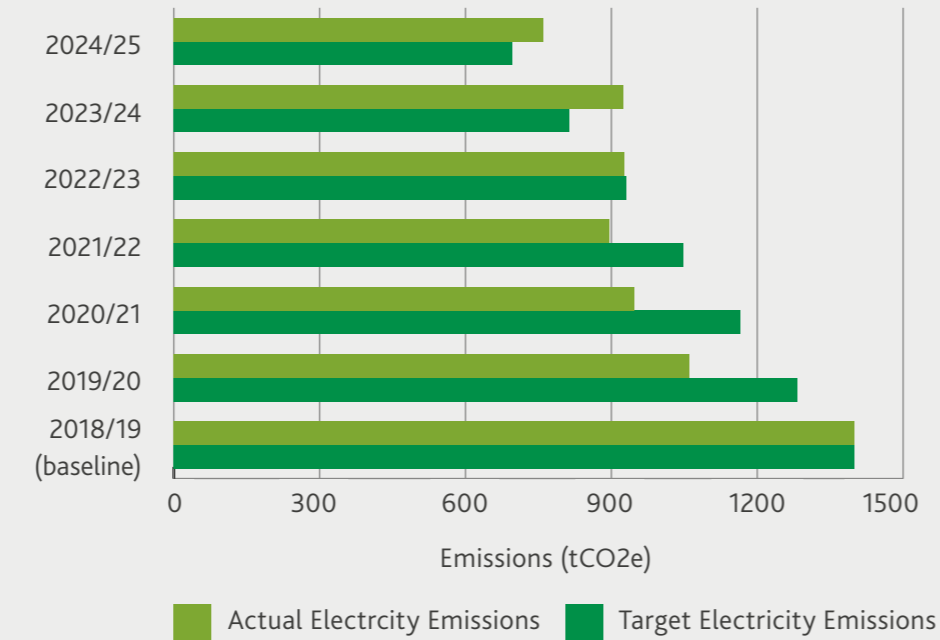
- a decrease in the relevant emissions conversion factor from 0.21 in 2023/24 to 0.18 in 2024/25
- rectification of energy performance issues associated with the Elizabeth Garrett Anderson Building
- optimisation of ventilation and air conditioning equipment across the estate
- lighting upgrades, including upgrades from fluorescent lighting to LED equivalents and replacing faulty sensors
- rectification of a hot water services issue at Bishop Bosel Hall that shifted the primary source of heat for hot water services from immersion heaters to gas boilers

It should also be noted that this reduction in electricity consumption has taken place against a backdrop of the following:

- the expansion of the University's estate to include the newly developed, all-electric Duke's Building in February 2025 & boiler upgrade works in the Orchard House wing of the Jenny Lind building, which necessitated the use of immersion heaters for hot water services across the summer period.

Actual emissions from electricity are compared with targeted emissions in the chart to the right:

### Annual Comparisons of Actual Electricity Emissions (tCO<sub>2</sub>e) against Targets



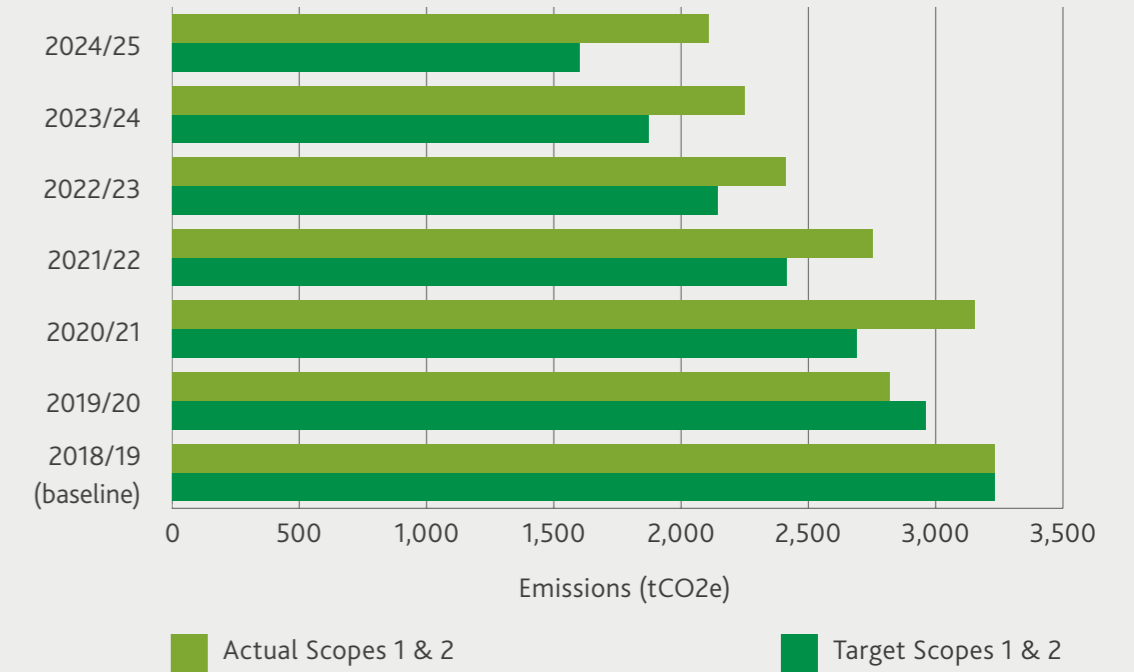
| Emissions from Electricity   | 2018/19 (baseline) | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|------------------------------|--------------------|---------|---------|---------|---------|---------|---------|
| Target Electricity Emissions | 1398               | 1281    | 1,164   | 1,047   | 930     | 813     | 696     |
| Actual Electricity Emissions | 1398               | 1058.96 | 947     | 895     | 927     | 923     | 759     |

Carbon emission conversion factors for electricity vary considerably from year to year due to ongoing work to decarbonise the national grid. For example, 1kWh of electricity was equivalent to 0.41 kg CO<sub>2</sub>e in 2014 and 0.18 kg CO<sub>2</sub>e in 2025. This makes it challenging to establish meaningful decarbonisation targets for electricity consumption, as carbon emissions from electricity will decrease over time, regardless of any steps the University takes to decarbonise its electricity supplies.

We are reviewing shifting away from an emissions reduction target for electricity and instead setting targets for kWh consumption and on-site generation. By setting these targets, the University will also be better positioned to account for the significant increase in electricity consumption that it expects to see with the electrification of heat.

As well as emissions from gas and electricity, the University's direct carbon footprint also includes emissions from fuel burned in fleet vehicles, fugitive emissions from refrigerant leaks, and any other fuels burned on-site. In line with the emissions reduction targets for gas and electricity, the University has set a target to reduce its overall direct carbon emissions by 8.4% annually from a 2018/19 baseline.

### Annual Comparisons of Direct Emissions (Scopes 1 & 2)(tCO<sub>2</sub>e) against Target Direct Emissions



| SCOPES 1&2          | 2018/19 (baseline) | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24 | 2024/25 |
|---------------------|--------------------|---------|---------|---------|---------|---------|---------|
| Target Scopes 1 & 2 | 3,230              | 2,959   | 2,688   | 2,416   | 2,145   | 1,874   | 1,602   |
| Actual Scopes 1 & 2 | 3,230              | 2,817   | 3,154   | 2,754   | 2,409   | 2,250   | 2,107   |

**2. In relation to the number of students and staff at the University**

In 2018/19, the University had 9,304 FTE staff and students combined. Since then, this figure has fluctuated. In 2024/25, the number of FTE staff and students was 9,773, a slight increase on the baseline total. In 2018/19, direct carbon emissions per FTE staff and student were 0.35 tCO<sub>2</sub>e/FTE. In 2024/25, this figure had dropped to 0.22 tCO<sub>2</sub>e/FTE – a 38% reduction in carbon emissions per FTE.

**3. In relation to the University’s estate**

The size of the University’s estate has increased since the 2018/19 baseline year, from 81,772 m<sup>2</sup> in 2018/19 to 83,515 m<sup>2</sup> in 2024/25. At the same time, several energy efficiency projects have been delivered, including the expansion of the University’s Building Management System (BMS), the replacement of inefficient lighting with LED alternatives, and the expansion of

the University’s solar photovoltaic (PV) and solar thermal estate. In 2018/19, the estate’s direct carbon emissions per m<sup>2</sup> were 0.040 tCO<sub>2</sub>e. This figure dropped to 0.025 tCO<sub>2</sub>e/m<sup>2</sup> in 2024/25, representing a 37% decrease in space carbon intensity and demonstrating the effectiveness of the various energy efficiency projects implemented during this period.

**Indirect Emissions (Scope 3)**

The University’s indirect carbon footprint consists of Scope 3 emissions. Scope 3 emissions include emissions from a wide range of activities, with the most material being:

- Purchased goods and services (procurement)
- Student travel (term-time and out of term-time), and
- Employee commuting

The University’s indirect carbon footprint refers to emissions categories that the University can influence but cannot directly control. The University does not have a blanket Scope 3 emissions reduction pathway to 2030. However, several Scope 3 activities have individual interim targets. This report assumes a Scope 3 emissions reduction target of 5% pa (from 2018/19). As shown in the table below, the University’s indirect carbon footprint decreased by 17% between 2023/24 and 2024/25. However, there has been a 21% increase from the baseline year of 2018/19.

**Table to show indirect carbon emissions across FYs 2018/19, 2023/24, and 2024/25**

| 2018/19                   | 2023/24                   | 2024/25                   |
|---------------------------|---------------------------|---------------------------|
| 18,701 tCO <sub>2</sub> e | 28,479 tCO <sub>2</sub> e | 23,776 tCO <sub>2</sub> e |

In 2018/19, the University’s Scope 3 emissions totalled 18,701 tCO<sub>2</sub>e. Between 2018/19 and 2020/21, the University exceeded its Scope 3 emissions reduction targets, achieving an average reduction of 13% pa across this period. This trend was reversed in 2021/22 due to a significant jump in emissions, driven by major capital

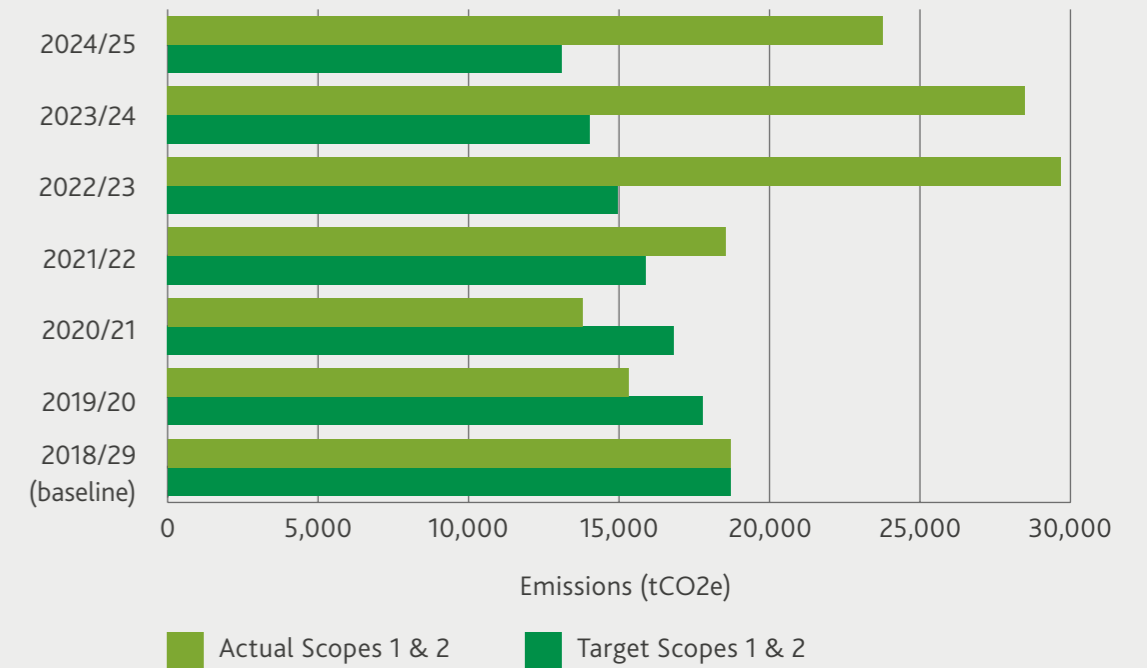
projects, notably the redevelopment of the Elizabeth Garrett Anderson building.

In 2022/23, the University oversaw another significant increase in Scope 3 emissions of 11,136 tCO<sub>2</sub>e (from 18,537 tCO<sub>2</sub>e in 2021/22 to 29,673 tCO<sub>2</sub>e in 2022/23). This increase was due to the expansion of the University’s indirect carbon footprint, which included student travel to/from students’ home addresses and downstream leased assets. The decision to include these activities in the University’s indirect carbon footprint came after the publication of the Standardised Carbon Emissions Reporting Framework for Further and Higher Education (SCEF) in 2023. This framework aims to standardise reporting on carbon emissions across the further and higher education sectors. The carbon factors for air travel in 2025 have been changed by DEFRA, which is why there has been a significant reduction in aviation emissions.

The University’s progress against the target of a 5% pa reduction of indirect carbon emissions from 2018/19 to 2030/31 can be seen in the chart below:

The university will review its indirect emissions targets to accommodate the expansion of the reporting scope discussed above and to account for more recent trends across different emissions categories.

**Annual Comparisons of Indirect Emissions (Scope 3)(tCO<sub>2</sub>e) against Target Indirect Emissions**



| SCOPE 3        | 2018/19 (baseline) | 2019/20 | 2020/21 | 2021/22 | 2022/23 | 2023/24   | 2024/25 |
|----------------|--------------------|---------|---------|---------|---------|-----------|---------|
| Target Scope 3 | 18,700.65          | 17,766  | 16,831  | 15,896  | 14,961  | 14,025.50 | 13,090  |
| Actual Scope 3 | 18,700.65          | 15,333  | 13,781  | 18,537  | 29,673  | 28,479    | 23,776  |

## Data Tables

The tables in this section show year-on-year progress against carbon reduction targets across all Scopes using an RAG rating system. To monitor progress in organisational change, the University also calculates carbon emissions per full-time equivalent staff and student numbers (FTE) and the gross internal area of the estate (GIA).

|          | Baseline 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 |
|----------|------------------|---------|---------|---------|---------|---------|---------|
| FTE      | 9304             | 8,863   | 8,466   | 8,705   | 9,147   | 9,915   | 9,773   |
| GIA (m2) | 81,172           | 81,172  | 81,904  | 87,698  | 87,698  | 87,405  | 83,515  |

Emissions performance against set targets is then assessed using the following RAG rating system:

| Progress       | RAG Rating |
|----------------|------------|
| Target met     | Green      |
| Target not met | Red        |

## Direct Emissions (Scopes 1&2)

### Scopes 1&2 Combined (tCO2e)

TARGET: reduce combined Scope 1&2 emissions by 8.4% per annum from a 2018/19 baseline of 3,230 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|-----|-----|
| Annual           | 3230                  | 2817    | 3154    | 2754    | 2409    | 2241    | 2107    | -6%                   | Red                    | -35%                               | Green | -6% | Red |
| Per GIA (m2)     | 0.04                  | 0.04    | 0.04    | 0.03    | 0.03    | 0.03    | 0.03    | -3%                   | Red                    | -37%                               | Green | -6% | Red |
| Per FTE combined | 0.35                  | 0.32    | 0.37    | 0.32    | 0.26    | 0.23    | 0.22    | -6%                   | Red                    | -6%                                | Green | -6% | Red |

### Gas (tCO2e)

TARGET: reduce emissions from energy by 8.4% per annum from a 2018/19 baseline of 3,188 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|-----|-----|
| Annual           | 1782                  | 1719    | 2183    | 1813    | 1449    | 1184    | 1299    | 10%                   | Red                    | -27%                               | Green | -5% | Red |
| Per GIA (m2)     | 0.02                  | 0.02    | 0.03    | 0.02    | 0.02    | 0.01    | 0.02    | 11%                   | Red                    | -29%                               | Green | -5% | Red |
| Per FTE combined | 0.19                  | 0.19    | 0.26    | 0.21    | 0.16    | 0.12    | 0.13    | 11%                   | Red                    | -30%                               | Green | -5% | Red |

### Fleet (tCO2e)

TARGET: reduce emissions from use of fleet vehicles by 8.4% per annum from a 2018/19 baseline of 42 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|-----|-----|
| Annual           | 42                    | 30      | 12      | 22      | 24      | 27      | 32      | 20%                   | Red                    | -25%                               | Green | -4% | Red |
| Per GIA (m2)     | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 25%                   | Red                    | -27%                               | Green | -5% | Red |
| Per FTE combined | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 22%                   | Red                    | -29%                               | Green | -5% | Red |

### Other Fuels (tCO2e)

TARGET: reduce emissions from energy by 8.4% per annum from a 2018/19 baseline of 3,188 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|-----|-----|
| Annual           | 8                     | 8       | 8       | 12      | 8       | 16      | 16      | 0%                    | Red                    | 96%                                | Red | 16% | Red |
| Per GIA (m2)     | 0                     | 0       | 0       | 0       | 0       | 0       | 0       | 5%                    | Red                    | 91%                                | Red | 15% | Red |
| Per FTE combined | 0                     | 0       | 0       | 0       | 0       | 0       | 0       | 2%                    | Red                    | 87%                                | Red | 15% | Red |

### Purchased Electricity (tCO2e)

TARGET: reduce emissions from energy by 8.4% per annum from a 2018/19 baseline of 3,188 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|-----|-----|
| Annual           | 1398                  | 1059    | 947     | 895     | 927     | 923     | 759.0   | -18%                  | Green                  | -46%                               | Green | -8% | Red |
| Per GIA (m2)     | 0.02                  | 0.01    | 0.01    | 0.01    | 0.01    | 0.01    | 0.01    | -17%                  | Green                  | -47%                               | Green | -8% | Red |
| Per FTE combined | 0.15                  | 0.12    | 0.11    | 0.1     | 0.1     | 0.09    | 0.08    | -14%                  | Green                  | -48%                               | Green | -8% | Red |

### Fugitive Emissions (tCO2e)

TARGET: maintain fugitive emissions under 10 tCO2e annually.

|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | Average pa % change since baseline |     |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------------------|-----|
| Annual | 0                     | 1       | 3       | 12      | 3       | 93      | 2       | 98%                   | Green                              | N/A |

## Indirect Emissions (Scope 3)

### Scope 3 Combined (tCO2e)

TARGET: reduce Scope 3 emissions by 5% per annum from a 2018/19 baseline of 18,701 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |    |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|----|-----|
| Annual           | 18701                 | 15322   | 13781   | 18537   | 29673   | 28479   | 23776   | -17%                  | Green                  | 27%                                | Red | 5% | Red |
| Per GIA (m2)     | 0.23                  | 0.19    | 0.17    | 0.21    | 0.34    | 0.33    | 0.28    | -13%                  | Green                  | 24%                                | Red | 4% | Red |
| Per FTE combined | 2.01                  | 1.73    | 1.63    | 2.13    | 3.24    | 2.87    | 2.43    | -15%                  | Green                  | 21%                                | Red | 4% | Red |

### Procurement - OPEX (tCO2e)

TARGET: reduce emissions from procurement by 5% per annum from a 2022-23 baseline of 11734 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |      |       |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|------|-------|
| Annual           |                       |         |         |         | 11734   | 8623    | 8887    | 3%                    | Red                    | -24%                               | Green | -12% | Green |
| Per GIA (m2)     |                       |         |         |         | 0.13    | 0.10    | 0.11    | 8%                    | Red                    | -55%                               | Green | -11% | Green |
| Per FTE combined |                       |         |         |         | 1.28    | 0.87    | 0.91    | 5%                    | Red                    | -60%                               | Green | -16% | Green |

### Procurement - CAPEX (tCO2e)

TARGET: reduce emissions from procurement by 5% per annum from a 2022-23 baseline of 3,806 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |      |       |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|------|-------|
| Annual           |                       |         |         |         | 3806    | 995     | 1628    | 64%                   | Red                    | -57%                               | Green | -32% | Green |
| Per GIA (m2)     |                       |         |         |         | 0.04    | 0.01    | 0.02    | 71%                   | Red                    | -55%                               | Green | -33% | Green |
| Per FTE combined |                       |         |         |         | 0.42    | 0.10    | 0.17    | 66%                   | Red                    | -60%                               | Green | -37% | Green |

### Procurement - Combined OPEX and CAPEX (tCO2e)

TARGET: reduce emissions from procurement by 5% per annum from a 2018/19 baseline of 9,784 tCO2e

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |    |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|----|-----|
| Annual           | 9784                  | 10355   | 8127    | 13962   | 15540   | 9617    | 10515   | 9%                    | Red                    | 7%                                 | Red | 1% | Red |
| Per GIA (m2)     | 0.12                  | 0.13    | 0.10    | 0.16    | 0.18    | 0.11    | 0.13    | 14%                   | Red                    | 4%                                 | Red | 1% | Red |
| Per FTE combined | 1.05                  | 1.17    | 0.96    | 1.6     | 1.7     | 0.97    | 1.08    | 11%                   | Red                    | 2%                                 | Red | 0% | Red |

### Purchased Water (tCO2e)

TARGET: reduce emissions from water by 3% per annum from a 2018/19 baseline of 23 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           | 23                    | 21      | 6       | 7       | 11      | 11      | 11      | 4%                    | Green -49%             | Green -8%                          |
| Per GIA (m2)     | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 11%                   | Green -51%             | Green -8%                          |
| Per FTE combined | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 6%                    | Green -51%             | Green -9%                          |

### Electricity Transmission and Distribution (tCO2e)

TARGET: 8.4% per annum reduction required (in line with purchased electricity target).

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           | 119                   | 91      | 84      | 82      | 80      | 82      | 79      | -3%                   | Red -33%               | Green -6%                          |
| Per GIA (m2)     | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 2%                    | Red -35%               | Green -6%                          |
| Per FTE combined | 0.01                  | 0.01    | 0.01    | 0.01    | 0.01    | 0.01    | 0.01    | 2%                    | Red -38%               | Green -6%                          |

### Non-Construction Waste (tCO2e)

TARGET: reduce emissions from waste by 5% per annum from a 23/24 baseline of 2 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           |                       |         |         |         |         | 2       | 1       | -50%                  | Green -50%             | Green NA                           |
| Per GIA (m2)     |                       |         |         |         |         | 0.00    | 0.00    | -80%                  | Green -80%             | Green NA                           |
| Per FTE combined |                       |         |         |         |         | 0.00    | 0.00    | -81%                  | Green -81%             | Green NA                           |

### Construction Waste (tCO2e)

TARGET: reduce emissions from waste by 5% per annum from a 23/24 baseline of 4 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           |                       |         |         |         |         | 4       | 0       | -97%                  | Green -97%             | Green NA                           |
| Per GIA (m2)     |                       |         |         |         |         | 0.00    | 0.00    | -97%                  | Green -97%             | Green NA                           |
| Per FTE combined |                       |         |         |         |         | 0.00    | 0.00    | -97%                  | Green -97%             | Green NA                           |

### Combined Waste (tCO2e)

TARGET: reduce emissions from waste by 5% per annum from a 2018/19 baseline of 9 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           | 9                     | 6       | 6       | 6       | 7       | 6       | 1       | -79%                  | Green -86%             | Green -14%                         |
| Per GIA (m2)     | 0.00                  | 0.0     | 0.0     | 0.0     | 0.0     | 0.0     | 0.0     | -78%                  | Green -86%             | Green -14%                         |
| Per FTE combined | 0.00                  | 0.0     | 0.0     | 0.0     | 0.0     | 0.0     | 0.0     | -79%                  | Green -86%             | Green -14%                         |

### Wastewater (tCO2e)

TARGET: 3% per annum reduction required (in line with purchased water target).

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|
| Annual           | 46                    | 43      | 11      | 13      | 12      | 13      | 10      | -25%                  | Green -79%             | Green -13%                         |
| Per GIA (m2)     | 0.00                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | -22%                  | Green -80%             | Green -13%                         |
| Per FTE combined | 0.01                  | 0.01    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | -1%                   | Green -80%             | Green -13%                         |

### Business Travel (tCO2e)

TARGET: reduce emissions from business travel by 8.4% per annum from a 2018/19 baseline of 530 tCO2e.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |      |       |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|------|-------|
| Annual           | 530                   | 264     | 28      | 83      | 232     | 302     | 189     | -37%                  | Green                  | -64%                               | Green | -11% | Green |
| Per GIA (m2)     | 0.01                  | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | 0.00    | -34%                  | Green                  | -65%                               | Green | -11% | Green |
| Per FTE combined | 0.06                  | 0.03    | 0.00    | 0.01    | 0.03    | 0.03    | 0.02    | -36%                  | Green                  | -66%                               | Green | -11% | Green |

### Combined Employee and Student Commuting (tCO2e)

TARGET: reduce emissions from employee and student commuting by 5% per annum from a 2018/19 baseline of 8,190 tCO2e plus additional student out of termtime 2022/23.

|                  | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |     |     |
|------------------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|-----|-----|
| Annual           | 8,190                 | 4,552   | 5,519   | 4,384   | 17,647  | 18,610  | 13,799  | -26%                  | Green                  | 68%                                | Red | 11% | Red |
| Per FTE combined | 0.88                  | 0.51    | 0.65    | 0.5     |         |         |         |                       |                        |                                    |     |     |     |

### Student Travel - Out of Term Time (tCO2e)

TARGET: 5% per annum reduction required (in line with overarching Scope 3 reduction target).

|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |       |      |  |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-------|------|--|
| Annual |                       |         |         |         | 9457    | 10420   | 5609    | -46%                  | Green                  | -40%                               | Green | -16% |  |

### Student Travel - Term Time Emissions (tCO2e)

TARGET: reduce emissions from employee and student commuting by 5% per annum from a 2018/19 baseline of 8,190 tCO2e.

|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |     |     |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|-----|-----|
| Annual |                       |         |         |         | 3446    | 6528    | 6059    | -7%                   | Green                  | 76%                                | Red | 60% | Red |

### Employee Commuting (tCO2e)

TARGET: reduce emissions from employee and student commuting by 5% per annum from a 2018/19 baseline of 8,190 tCO2e.

|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |     |     |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|-----|-----|
| Annual |                       |         |         |         | 777     | 1317    | 1139    | -14%                  | Green                  | 47%                                | Red | 21% | Red |

### Employee Homeworking (tCO2e)

TARGET: 5% per annum reduction required (in line with overarching Scope 3 reduction target).

|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |     |     |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|-----|-----|
| Annual |                       |         |         |         | 73      | 148     | 132     | -10%                  | Green                  | 81%                                | Red | 46% | Red |

### Downstream Leased Assets (tCO2e)

TARGET: 5% per annum reduction required (in line with overarching Scope 3 reduction target).

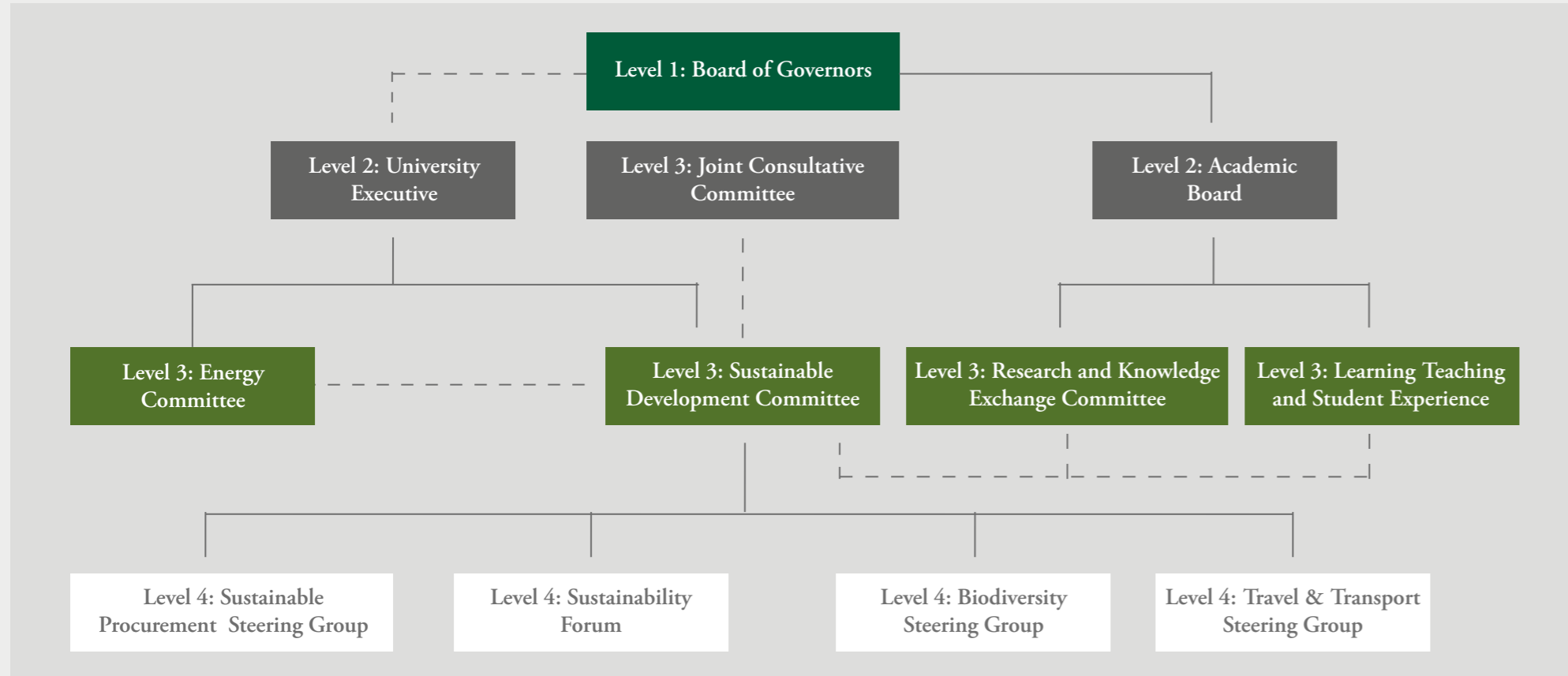
|        | Baseline Year 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 | 2024-25 | % change from 2023/24 | % change from baseline | Average pa % change since baseline |     |      |     |
|--------|-----------------------|---------|---------|---------|---------|---------|---------|-----------------------|------------------------|------------------------------------|-----|------|-----|
| Annual |                       |         |         |         | 38      | 35      | 30      | -14%                  | Green                  | -21%                               | Red | -11% | Red |

# Governance and External Accreditations

We were one of the first universities in the country to have student officers as full members of our Board of Governors and its key committees, including the Sustainable Development Committee, the

Finance and Development Committee, the Audit Committee, and the Remuneration Committee. The University's annual accounts public benefit section is mapped to the Sustainable Development Goals.

<https://www.worcester.ac.uk/documents/Report-and-Financial-Statements-31-July-2025.pdf>



The University continues to successfully implement an Environmental Management System (EMS) through the EcoCampus framework. We completed an ISO14001:2015 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 within the sector and across industries. An EMS provides the University with a structured, long-term approach to managing and reducing its environmental impact, as well as establishing ways to continually improve its performance. The University sets annual quantitative targets and action plans, monitors, and publicly reports on scopes 1, 2, and 3 emissions, biodiversity, and food. More information and documentation can be found at: [www.worcester.ac.uk/about/sustainability/what-we-do/environmental-management-system.aspx](http://www.worcester.ac.uk/about/sustainability/what-we-do/environmental-management-system.aspx)

## ENERGY MANAGEMENT SYSTEM

- The University has been accredited with ISO 50001:2018 for its Energy Management System, covering all activities, products, and services across the entire institution.
- The EnMS scope encompasses the University's two primary energy sources, natural gas and electricity. The accreditation is valid until October 2026.





## Risks, Opportunities and Materiality

This is an important area for the University to continually review and is an integral part of the University's ISO 14001:2015 Environmental Management System. It is designed to identify and attribute significance to sustainability and environmental materiality, as well as aspects and impacts resulting from the activities and services. The University of Worcester views its commitment to society as extending far beyond mitigating its negative impacts and focusing its resources on the positive societal

effects of its activities. Higher Education has a unique role in this and is one of the key values of the University. Therefore, while noting and managing 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 a significant societal impact, whether in the formal or informal curriculum.

## Sustainable Leadership Scorecard

The assessment of what is material is a matter of professional judgment, and we have utilised the wisdom of the Sustainable Development Committee to help set and identify these over a series of workshops. This included reviewing materiality and progress using the sustainability leadership scorecard, which resulted in a gold rating.

| All                                  |          |      |                                     | 81%                             |     |     |  |
|--------------------------------------|----------|------|-------------------------------------|---------------------------------|-----|-----|--|
| Leadership and Governance            |          | 82%  |                                     | Partnership and Engagement      |     | 74% |  |
| Health and Wellbeing                 | Platinum | 88%  | Business and Industry Interface     | Bronze                          | 47% |     |  |
| Leadership                           | Platinum | 91%  | Community and Public Engagement     | Platinum                        | 91% |     |  |
| Risk                                 | Silver   | 56%  | Food and Drink                      | Gold                            | 75% |     |  |
| Staff Engagement and Human Resources | Platinum | 91%  | Procurement and Supplier Engagement | Gold                            | 81% |     |  |
| Estates and Operations               |          | 88%  |                                     | Learning, Teaching and Research |     | 80% |  |
| Biodiversity                         | Platinum | 100% | Learning and Teaching               | Gold                            | 81% |     |  |
| Climate Change Adaptation            | Gold     | 72%  | Research                            | Gold                            | 75% |     |  |
| Construction and Renovation          | Platinum | 94%  | Student Engagement                  | Gold                            | 84% |     |  |
| Energy                               | Platinum | 97%  |                                     |                                 |     |     |  |
| Resource Efficiency and Waste        | Platinum | 94%  |                                     |                                 |     |     |  |
| Travel and Transport                 | Platinum | 91%  |                                     |                                 |     |     |  |
| Water                                | Silver   | 69%  |                                     |                                 |     |     |  |

Gold Rating



# Achievements and Looking Forward

## Responsible Futures Accreditation

We achieved Responsible Futures accreditation from the NUS as one of the inaugural pilots. This accreditation is for our whole institution (University and Students' Union) approach to social responsibility and sustainability. We have been reaccredited four times, with the latest accreditation occurring in August 2024. The accreditation is valid for two years, and we have a robust action plan in place to build on the learning from our last audit and further improve the integration of sustainability into the taught, informal, and subliminal curriculum, working closely with the Students' Union.

## The Times Higher Education Impact League

The University of Worcester is ranked joint 1st in the UK for Quality Education in the Times Higher Education's University Impact Rankings 2025 and has been in the top 5 every year since its inception in 2019. The University has also been ranked in the top 10 in the UK for Gender Equality in all years of the rankings – currently ranked joint 3rd in the 2025 rankings.



## National Green Impact Awards

University of Worcester students have been recognised in the National Green Impact Awards for creating a podcast series about sustainability in Worcester.

James Martin was one of the students recognised in the National Green Impact Awards

The students were recognised as runners-up for the Student Leadership Award for their work on 'Sustain 2 Remain', a podcast series exploring ways to live a greener life in Worcester.

The judges were especially impressed by their willingness to challenge perspectives, always supporting arguments with evidence and well-researched statistics.

Anisha Chopra, who is also studying Geography, features in the podcast, which focuses on topics including reducing food waste, being greener in fashion, and travelling sustainably around Worcester. <https://susthingsout.com/podcast-sustain-2-remain/>



James Martin



Anisha Chopra

## People & Planet University League

The University of Worcester has been awarded First Class Honours for environmental sustainability in the latest People & Planet national rankings. This is the 15th consecutive year that the University, one of Britain's most sustainable institutions, has earned First Class Honours. People & Planet's University League has placed the University ninth out of 149 UK institutions in its latest 2024/25 table. The University scored 100% in 3 of the 14 categories and 90% or higher in another 3, ranking 6th overall. The league, compiled annually by the UK student campaigning network People & Planet, ranks universities based on their environmental and ethical performance. They examine aspects including environmental policy, carbon management, the sustainability of food production, and how the University equips students with knowledge and understanding of sustainability, energy sources, waste and recycling, and carbon and water use reduction.

## Green Gowns

The University of Worcester was shortlisted for a national sustainability award, recognising its efforts to encourage biodiversity and support nature on campus.

It has been named a finalist in the Nature Positive category of the Green Gown Awards for improving natural habitats and increasing the variety of animals and plants across its campuses, a project spanning the past 15 years. Over 10 per cent of our campus grounds are managed for conservation, supporting air quality and providing vital habitats for declining species, such as invertebrates and birds. It's great to see these efforts recognised.

Biodiversity has been a strategic priority at the University of Worcester since 2009. Initiatives include sowing wildflower meadows and planting woodland flora on campus. The University was an inaugural signatory to the global Nature Positive Universities Alliance, pledging in 2022 to promote nature on its campuses, in its supply chains and within its cities

and communities, with actions including setting targets and monitoring progress.

Numerous bird and bat boxes have been installed, most recently a series of swift nest boxes at the City Campus halls of residence in March this year.

The University also launched the Campus Conservation Crew, a volunteer group comprising students, staff, and members of the local community working together on practical conservation tasks across the campuses. In 2024, it introduced an iNaturalist biodiversity recording project, which has improved biological monitoring and increased awareness of campus biodiversity.



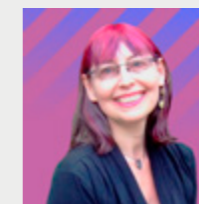
Swift Boxes - Halls of Residence 1




Birdwatching guide on St John's Campus



For more information see:  
[www.worcester.ac.uk/about/sustainability](http://www.worcester.ac.uk/about/sustainability)  
and [www.susthingsout.com](http://www.susthingsout.com)



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