




Sustainability Targets 2024-25 / Approved 09.01.25

Statement from Sustainability Policy/SDG Target	Quantitative Target	Target owner	Year End Progress- July 2025 RAG Rated	Actions	Action Owner	Year End Progress – July 2025 RAG rated
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<p>1. ENERGY</p> <p>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.</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>SDG Target</p>  <p>7.2: Increase global percentage of renewable energy</p>  <p>Target 9.1: Develop sustainable, resilient and inclusive infrastructures</p> 	<p>Consumption</p> <p>Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh</p> <p>Reduce electricity consumption by 1.7% per annum, from a 2018/19 baseline of 8,696 MWh</p> <p>Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr</p> <p>Carbon</p> <p>Reduce emissions from energy by 8.4% per annum, from a</p>	<p>PVC – Finance and Resource</p>	<p>Consumption</p> <p>Between 01/08/24 – 31/07/25, the University consumed 7,100 MWh of natural gas. This is an increase of 628 MWh (10%) on the previous year, however this should be considered in the context of a colder winter, and several changes to the estate that necessitated higher gas consumption across this period.</p> <p>Between 01/08/24 – 31/07/25, the University consumed 4,288 MWh of electricity. This is a decrease of 169 MWh (4%) on the previous year.</p> <p>Carbon</p> <p>Between 01/08/24 – 31/07/25, emissions</p>	<p>Continue participation in the city-wide heat network detailed feasibility project and report regularly to UEB / Community Forum.</p>	PVC – Finance and Resource / Director of Sustainability	<p>Consultants tasked with reviewing UW sites to ensure our data is accurate, as we are the key anchor consumer. Presenting to UW Energy committee in the Autumn</p>
				<p>Continue to oversee the delivery of a stock condition survey, outputs of which will include a report on energy and carbon saving opportunities.</p>	Director of Capital Developments and Campus Infrastructure	<p>Raw data received has been validated, and then a Power BI report will be prepared to allow detailed interrogation.</p>
				<p>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.</p>	Carbon Reduction and Sustainability Manager	<p>In Sep 2025, a detailed survey and health check of the University’s submetering infrastructure was completed. The next stage of this work is to deliver phased upgrades to submetering infrastructure that will enable a transition to modern energy monitoring solution.</p>
				<p>Continue to review the lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives</p>	Director of Capital Developments and Campus Infrastructure	<p>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.</p>
<p>Continue to roll out auto-shutdown functionality to all audio-visual devices (where practicable) & as rooms are upgraded.</p>	PVC Digital Transformation	<p>All rooms are now complete 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)</p>				

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Target 13.2: Integrate climate change measures into policies and planning	2018/19 baseline of 3,230 tCO2e		associated with natural gas and electricity consumption sat at 2,058 tCO2e. This is a decrease of 49 tCO2e (2%) on the previous year. See Carbon Targets Progress Report 2024-25 for full commentary.			The power off command is then sent again at 11 pm in case the 9 pm command is not executed. Digital Signage and Timetabling screens the following is applied: Screens come on at 7 am and go off to sleep at 9 pm so the There is one room where the technology is too old for this to apply, and a small number of display screens that don't receive their schedules from a central server and require manual input.
				Investigate the feasibility of and develop a costed plan to develop the University's on-site generation (solar thermal and solar PV)	Carbon Reduction and Sustainability Manager	Solar PV feasibility studies are available from previous work funded by PEEP. 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. This will ensure the performance of existing systems.
				Run Green Campus Revolution competition in halls; increase participation to over 50% of students.	Residential Life Team	Windrush Hall won the competition 248 students in halls engaged in the campaign (28% of total residents, not the 50% target) However, Hall's

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						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	Carbon Reduction and Sustainability Manager	In January 2025, the Estates Team developed a requirements document collaboratively for new build and refurbishment projects. This document should be adopted alongside the Sustainable Construction and Refurbishment Policy and includes requirements relating to: <ul style="list-style-type: none"> • Energy efficiency and sustainability • Building Management Systems (BMS) • Utility submetering
				Deliver an optimisation study of the Edward Elgar district heat network, the outputs of which will include a report detailing costed actions to boost network efficiency and lower operational costs and carbon.	Carbon Reduction and Sustainability Manager	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

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						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.	Carbon Reduction and Sustainability Manager	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.	Carbon Reduction and Sustainability Manager	A first draft of the Energy Report has been developed and workshopped with key stakeholders. A decision has been taken to pause inputting data into the report due to ongoing issues with data quality. The Energy Report should therefore be seen as a reporting structure/skeleton to be adopted once data quality improvement works are complete.
2. WATER Optimise resource efficiency Manage our estate to mitigate against climate change and to ensure future resilience through	Consumption Reduce water consumption by 3% per annum from a 2018/19 baseline of 60,267 m3	Director of Capital Developments and Campus Infrastructure	Consumption Between 01/08/24 – 31/07/25, the University consumed approximately 59,757 m3 of water. This is a 14% reduction from last year and a 0.85%	Develop a University standard for embedding water efficiency considerations into the design and refurbishment of buildings.	Carbon Reduction and Sustainability Manager / Project Manager	In January 2025, the Estates Team developed a requirements document collaboratively for new build and refurbishment projects. This document should be adopted alongside the Sustainable Construction and Refurbishment Policy and includes requirements relating to:

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Engagement in adaptive strategies with the objective of net carbon neutrality by 2030 .	Reduce water intensity by 3% per annum from a 2018/19 baseline of 0.74 m3/m2 Carbon Reduce emissions from water by 2.5% per annum, from a 2018/19 baseline of 22.6 tCO2e		change from baseline			<ul style="list-style-type: none"> Energy efficiency and sustainability Building Management Systems (BMS) Utility submetering
			Water intensity from baseline 0.74 m3/m2 is 2.7%			
			Carbon Between 01/08/24 – 31/01/25, emissions associated with water consumption (supply-side) sat at 11.43 tCO2e. that is a 4% reduction	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).	Compliance Officer	Project on hold due to staffing
			See Carbon Targets Progress Report 2024-25 for full commentary.	Where practicable, implement recommendations from the Green Impact project and from former water audit reports, including reducing shower and handbasin tap flow rates.	Operations Manager – Estates (VACANT)	
3. WASTE Optimise resource efficiency.	Carbon Reduce emissions from waste	Assistant Director -Security &	Total waste, including construction, reduced from baseline by 79%	Run a BHF campaign in Halls to promote the reuse of clothes.	Campus Services Waste Supervisor	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.

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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.	(including construction waste) by 5% per annum, from a 2018/19 baseline of 9.1 tCO ₂ e	Operations	We increased to 4.7 tonnes diverted from the waste stream, totalling £8,835.	Continuing work with Worcester Repair Café to increase workshops in the Student Union to at least one per semester.	Director of Sustainability	Repair Café is now on campus in the SU from October to April. These timings work very well as matches when students are here.
	Increase the value of British Heart Foundation donations from £3,960 in 23/24 donations by 5% in 2025			Complete a waste inventory and a materiality assessment; use findings to develop non-carbon targets for high-priority waste streams	Assistant Director - Security & Operations/Carbon Reduction and Sustainability Manager	The Carbon Reduction and Sustainability Manager assigned this project to the new Estates Operations Apprentice. Waste inventory is now complete and ready for use in monitoring and reporting; quantity/destination targets not yet set for high-priority waste streams
4. EMISSIONS AND DISCHARGES Prevent pollution by reducing emissions and environmentally harmful discharges.	Carbon Maintain fugitive F Gas emissions to under 10 tCO ₂ e annually	Infrastructure Co-ordinator	One F-gas leak was reported between 01/08/24 – 31/07/25 (2.11 tCO ₂ e).	Continue to promote pollution awareness and raise awareness through annual spill test drills.	Assistant Director- Security & Operations	New staff are inducted, and drills are regularly held.
5. PROCUREMENT Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable	Carbon Reduce emissions from procurement by 5% per annum from a 2018/19	Head of Procurement	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	Head of Procurement / Carbon Reduction and Sustainability Manager	Not complete, but is part of the ongoing work for the placement student

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consumption models.	baseline of 18,701 tCO2e			Continue with the pilot, working with a selection of local and national suppliers using a more accurate methodology to define the University's supply chain emissions	Head of Procurement / Carbon Reduction and Sustainability Manager	We are not part of the Nottingham Trent pilot, but we have updated NetPositives and are working with them to increase understanding of the market.
6. TRANSPORT Encourage sustainable transport and implement a sustainable travel plan.	Carbon Reduce emissions from staff and student commuting by 5% per annum, from a 2018/19 baseline of 8,190 tCO2e Reduce emissions from use of fleet vehicles and business travel by 9% per annum, from 2018/19 baselines of 42.4 tCO2e (fleet) and 530 tCO2e (business travel)	Chair Transport Steering Group/Director of Sustainability	Between 01/08/2024 – 31/07/2025, emissions associated with staff and student commuting sat at 7,198 tCO2e. This is a decrease of 647 tCO2e (8%) on the previous year.	Integrate air quality questions, & undertake annual staff and student travel surveys, disseminate survey findings	Director of Sustainability	Work alongside Worcestershire Regulatory Services continues, including a new Tool Kit developed for use in schools to reduce car use and inform about AQ. 9-foot-long banner created with Worcester craftivist to help with messaging in schools.
			Between 01/08/24 – 31/07/25, emissions associated with use of fleet vehicles sat at 32 tCO2e. This is an increase of 5 tCO2e (20%) on the previous year.	Continue to participate in the Air Quality Working Group to establish Worcestershire-wide baseline survey data	Director of Sustainability	UW represented at key meetings on AQ and Active travel in Worcestershire
			Business travel emissions reduced by 37% from 2023-24 and 65% from the baseline year.	Continue to monitor and report on university-owned EV charge point use	Director of Capital Developments and Campus Infrastructure	Discussions were held with the provider of EV charging stations to try to prevent future cable thefts.
			See Carbon Targets Progress Report 2024-25 for full	Establish individual targets for fleet and business travel, recognising the distinct challenges and opportunities associated with these categories.	Travel and Transport Steering Group	Terms of reference agreed, Group met twice and scheduled meetings for next year

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			commentary.			

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<p>7. HEALTH & WELLBEING Deliver projects and programmes that directly enhance wellbeing, including healthy and sustainable food.</p>	<p>Comply with best practice set out in the University Mental Health Charter Framework</p>	<p>Gill Slater/Health Safety and Wellbeing Committee</p>	<p>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.</p>	<p>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.</p>	<p>Director of Sustainability/ SU Director of Finance & Commercial</p>	<p>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.</p>
<p>8. CONSTRUCTION & REFURBISHMENT Optimise resource efficiency. Manage our estate to mitigate against climate</p>	<p>All new builds should achieve an EPC rating of A All refurbishment builds should achieve SKA Gold</p>	<p>Director of Capital Developments and Campus Infrastructure</p>	<p>No refurbishments took place this academic year</p>	<p>Continue to work with the appointed consultancy to ensure the proposed specification for the Dukes Building is energy-efficient, incorporates low-carbon technologies, and achieves an EPC A rating when modelled.</p>	<p>Director of Capital Developments and Campus Infrastructure</p>	<p>Duke's Building achieved an EPC A rating.</p>

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change and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030.	(RCIS SKA assessment framework) All new builds should achieve the following water intensity targets: - 1.35m3/m2.yr (residential) - 0.71m3/m2.yr (non-residential)		Based on predicted water consumption, the water intensity of the Duke’s Building is 1.59 m3/m2/year.	Work with the appointed consultancy to hit non-residential water targets for the Dukes Building.	Project Manager	
9. BIODIVERSITY Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.	Implement the University’s Biodiversity Strategy and Biodiversity Action Plan	Chair Biodiversity Steering Group	The Biodiversity Action Plan is implemented and monitored by the Biodiversity Steering Group.	Deliver a further 1,500m ² of botanically enhanced habitat.	Grounds Manager	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.
				Host the University's first 'bioblitz' on campus and recruit schools and community groups to take part	Chair Biodiversity Steering Group	Despite our efforts, we were unable to meet this target due to low interest from the student Nature Society in nature-based activities, which resulted in limited support for this initiative, other than from 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

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						The committee’s interest remained limited. In response, we launched a new initiative in March 2025 called the Campus Conservation Crew, 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.
				Monitor usage of iNaturalist to record biodiversity on campus.	Chair Biodiversity Steering Group	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.
<p>10. EDUCATION FOR SUSTAINABLE DEVELOPMENT</p> <p>Ensuring curricula reflect and align with our values for inclusion, internationalisation, and ethical and socially responsible global citizenship. Invest in pedagogic innovation, scholarship, and research on sustainability with global</p>	<p>Increase staff and student participation in SOS-UK SDG teach-in by 5% from 2023/24 levels. Look to maintain Top 10 status.</p> <p>Increase student participation in the Sustainability Literacy Test by 5% from 2023/24 levels</p>	Academic Lead for Sustainability	Data supplied 31.03.25 showed 30 educators pledged to reach approx. 2289 students – 25% of the student body. (2024 29 educators pledged, reaching 1628 students – 17% of the student body (2023, 41 educators pledged	Develop a Responsible Futures Action Plan for 2024-26 based on the 2024 Audit Report recommendations.	Academic Lead for Sustainability/ SU President	Plan produced; update reviewed by the Sustainable Development Committee in May.
				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).	Academic Lead for Sustainability	<p>July 2024 - updated guidance added to Course Handbook Template in the Graduate Attributes section.</p> <p>November 2024 online LDTE workshop delivered (20 staff). Further workshop planned for May.</p>

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<p>impact. Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally.</p>	<p>Support 600 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation.</p>		<p>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.</p>			<p>November 2024 & March 2025: Three workshops for PGCert L&T on ESD. ESD to be incorporated into the course for reapproval.</p> <p>March 2025: Two draft ESD questions were developed for the Graduate Attributes survey.</p>
			<p>Much reduced participation in SuLiTest. The delayed sending of emails to students is considered to be the major cause.</p>	<p>Set up the UW Education for Sustainable Development Community of Practice</p>	<p>Academic Lead for Sustainability</p>	<p>CoP will be established next academic year (2025-26)</p>
			<p>Failed to attain the 600 target, and 300 accredited. More interest in the shorter taster.</p>	<p>Initiate the 8th call for LfRF projects and recruit student researchers to support the work.</p>	<p>Academic Lead for Sustainability</p>	<p>8th call delayed until Autumn 2025</p>
				<p>Develop an online open-access short course on sustainability.</p>	<p>Academic Lead for Sustainability</p>	<p>In discussions with the Open University and its micro-credential course.</p>
<p>11. COMMUNITY INVOLVEMENT</p> <p>Build beneficial partnerships and collaborations through our</p>	<p>Run Green Impact Teams projects in 2024/25</p>	<p>Director of Sustainability</p>	<p>21 Green Impact teams set out, but only 8 were audited.</p>	<p>Work closely with and support student societies and the SU Sustainability Network to raise awareness on sustainability and social justice issues.</p>	<p>Director of Sustainability/ SU Officers</p>	<p>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</p>

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<p>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>Increase student awareness of the University’s sustainability activities from 47% in the baseline year of 2016/17, to 65% by 2025.</p>		<p>Student awareness from survey data over the following 6 categories: energy, travel, food, carbon, biodiversity, and SDGs equals 66%.</p>			Wild Photo competition. A pop-up sustainability hub pilot for the city campus was trialed successfully.
				Complete stage two of the Green Gowns Award Entry 2024 in the Digital Futures category	Director of Sustainability	Second stage submitted, unfortunately, we didn’t win.
				Report on sustainability issues regularly to the University Community Forum.	Director of Sustainability	Regular reports are given at all Community Forum meetings.
				Host 6 Worcester Polytechnic Institute student research projects in March-May 2025.	Director of Sustainability	21 students and two professors undertook six projects. Final presentation hosted by Lord Faulkner, 2 May.
<p>12. FOOD</p> <p>Provide projects and programmes that directly enhance wellbeing including healthy and sustainable food.</p> <p>Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.</p>	<p>Retain Sustainable Restaurant Association 3-star certification.</p>	<p>Head of Residential and Commercial Service/ Director of Sustainability</p>	<p>SRA accreditation retained at 3-star, the highest.</p>	Continue to promote food bank collections amongst students and staff to support those in food poverty.	Director of Sustainability	Food banks and donations are promoted to students, and regular collections are distributed.
	<p>Regain MSC status</p> <p>Retain Fairtrade Status in June 2025.</p>		<p>Marine Stewardship Council (MSC) accreditation costs £1,110 for 2 years; however, we will not pursue this option at the moment.</p>	<p>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.</p>	Head of Procurement	All sustainability KPIS are monitored at the regular catering contract meetings.

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			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.	Director of Sustainability	Due to the Chef leaving and difficulties in getting a replacement, only one event was held, which was very successful and well attended.