

Sustainability Targets 2025-26 / Approved March 2026					
Statement from Sustainability Policy/SDG Target	Target	Target owner	Annual Actions	Responsibility	Expected completion date
1. ENERGY 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. 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. SDG Target  7.2: Increase global percentage of renewable energy 	Consumption Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr	PVC – Finance and Resource	Following the issue of the final report from the city-wide heat network, the HNES network study and the stock condition surveys advise UEB on UW involvement in the project and integrate into estate planning.	PVC – Finance and Resource / Director of Sustainability	July 2026
			Review and update the Energy and Water Strategy 2021-31	Director of Capital Developments and Campus Infrastructure / Director of Sustainability	July 2026
			Review and update the Heat Decarbonisation Plan & consider whether to be included in the Energy and Water Strategy 2021-31 or leave as a stand-alone document	Director of Capital Developments and Campus Infrastructure / Director of Sustainability	July 2026
	Run Green Campus Revolution competition in halls; increase participation to over 50% of students. Carbon Reduce emissions from energy by 8.4% per annum,	Director of Sustainability	Review energy and carbon savings recommendations made in output from the stock condition survey; agree on actions to be implemented and begin delivery of these	Director of Capital Developments and Campus Infrastructure	September 2026
			Complete biannual reviews (to coincide with the heating and non-heating seasons) of HVAC performance and control via the Building Energy Management System	Director of Capital Developments and Campus Infrastructure	Oct 2026
			Using findings from the submetering health check exercise completed in September 2025, develop a phased plan to upgrade submetering infrastructure and migrate to a new energy monitoring solution	Director of Capital Developments and Campus Infrastructure	Jul 2026
		PVC – Finance and Resource			

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Target 9.1: Develop sustainable, resilient and inclusive infrastructures  Target 13.2: Integrate climate change measures into policies and planning	from a 2018/19 baseline of 3,230 tCO2e		Continue to review the lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives	Director of Capital Developments and Campus Infrastructure	Jul 2026
			Continue to roll out auto-shutdown functionality to all audio-visual devices (where practicable) & as rooms are upgraded	Head of Operations IT	Jul 2026
			Implement findings from the solar PV and solar thermal health check exercise to optimise the performance of renewable technologies	Director of Capital Developments and Campus Infrastructure	Sept 2026
			Run Green Campus Revolution competition in halls; increase participation by 10% from 2024 – 25 - 248	SOS UK & Director of Sustainability	May 2026
2. WATER 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. 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.	Consumption Reduce water consumption by 3 % per annum, from a 2018/19 baseline of 60,267 m3 Reduce purchased water intensity by 3% per annum, from a 2018/19 baseline of 1.57 m3	Director of Capital Developments and Campus Infrastructure	Continue the rollout of flow restrictors to high-use outlets	Director of Capital Developments and Campus Infrastructure	Sep 2026
			Continue work to rationalise the number of outlets on-site; remove outlets where no longer required	Director of Capital Developments and Campus Infrastructure	Sep 2026
			Complete a review of the Water Strategy.	Director of Capital Developments and Campus Infrastructure	Aug 2026
	Carbon Reduce emissions from water by 3% per annum, from	Director of Capital Developments			

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 Target 6.3: Improve water quality, wastewater treatment and safe reuse  Target 13.2: Integrate climate change measures into policies and planning	a 2018/19 baseline of 23 tCO₂e Reduce emissions from wastewater by 3% per annum from the 2018/19 baseline, 46 (tCO₂e)	and Campus Infrastructure			
3. WASTE 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. Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the	Ensure over 96% of construction waste is recycled on all new build and refurbishment projects	Director of Capital Developments and Campus Infrastructure	Run the BHF campaign in Halls to promote clothes recycling and promote Kitchen Korner	Campus Services Waste supervisor/ Residential Life Team	Jun 2026
	Increase tonnes diverted from the waste stream of British Heart Foundation	Assistant Director- Security & Operations	Continue work with Worcester Repair Café and their monthly sessions throughout winter, to increase students' involvement and knowledge of the service. Increase attendance figures by 10% from last year.	Director of Sustainability/SU CEO	Oct 2025

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objective of net carbon neutrality by 2030.  Target 12.5: Substantially reduce waste generation	donations annually. (4.7t 2024/5) Carbon Non-Construction Waste (tCO2e) Reduce emissions from waste by 5% per annum from a 23/24 baseline of 2 tCO2e Construction Waste (tCO2e) Reduce emissions from waste by 5% per annum from a 23/24 baseline of 4 tCO2e	Assistant Director- Security & Operations Director of Capital Developments and Campus Infrastructure	Complete a review of the Waste Strategy; introduce targets for waste quantity reductions and destinations for high-priority waste streams	Assistant Director- Security & Operations/Head of Cleaning	July 2026
4. EMISSIONS AND DISCHARGES Prevent pollution by reducing emissions and environmentally harmful discharges.  Target 14.1	Carbon Maintain fugitive F Gas emissions to under 10 tCO2e annually	Director of Capital Developments and Campus Infrastructure	Continue to promote pollution awareness-raising, including annual spill test drills.	Assistant Director- Security & Operations	May 2026

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Reduce marine pollution					
5. PROCUREMENT Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable models of consumption.  Target 8.3: Promote policies to support job creation and growing enterprises  Target 11.6: Reduce the environmental impact of cities  Target 12.5: Substantially reduce waste generation	Carbon Reduce emissions from procurement (OPEX & CAPEX) by 5% per annum, from a 2018/19 baseline of 9,784 tCO2e	Head of Procurement	Complete an annual review of supplier spends to identify high-priority suppliers and develop targeted actions to reduce emissions associated with these contracts	Carbon Reduction and Sustainability Manager / Head of Procurement	Dec 2026
			Launch / recirculate existing guidance to raise awareness of how to embed sustainability into the procurement process across staff members outside of the Procurement Team who are involved in sourcing large contracts	Carbon Reduction and Sustainability Manager / Head of Procurement	Mar 2026
			Embed emissions data requests into contract specifications for upcoming large contracts; request bespoke emissions data from selected suppliers and use this as a basis to improve internal supply chain emissions data quality	Carbon Reduction and Sustainability Manager / Head of Procurement	Jul 2026
			Complete a review of the Procurement Strategy 2022-25.	Head of Procurement/Director of Sustainability	Sep 2026

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6. TRANSPORT Encourage sustainable and active transport and implement a sustainable travel plan.  Target 3.4: Reduce mortality from non-communicable diseases and promote mental health  Target 11.2: Affordable and sustainable transport systems Target 11.6: Reduce the environmental impact of cities  Target 13.2:	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 8.4% per annum, from 2018/19 baselines of 42.4 tCO2e (fleet) and 49.5 tCO2e (business travel) Reduce student travel between 'term-time' emissions by 2% from 2024/5 baseline 6059 tCO2e Student Travel - Out of Term Time (tCO2e) 2% per	Chair Transport Steering Group/Director of Sustainability	Undertake annual staff and student travel surveys, including commuter questions in the course check survey. Disseminate survey findings	Director of Sustainability	July 2026
			Actively pursue research and community-based grants on transport & travel and air quality	Chair T&T SG /DoS	July 2026
			Set target for Student travel (out of term time) (tCO2e) and non-carbon mode of travel targets	Chair T&T SG /DoS	Dec 2025
		Fleet Assistant Director- Security & Operations <u>Business travel</u> PVC – Finance and Resource	Update the University Travel Plan with the last three years' travel data mapped to the SCEF framework and disseminate it.	Chair T&T SG /DoS	February 2026
			Contribute to the review of the university travel policy to ensure advantage is derived from the new ANPR system to charge per day, and not by permits and include no UK flights.	PVC Research/Chair T&T SG	Sept 2026
			Develop a strategy for managing emissions associated with student travel between 'home' and 'term-time' addresses outside of University term-time	Chair T&T SG	Jul 2026
		Chair Transport Steering Group/Director of Sustainability	Undertake a Green Impact project to determine whether replacing private hire cars with student-driven electric vehicles for rural school placements is a cost-effective, sustainable, and practical solution for UW.	Chair T&T SG /DoS	June 2026

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Integrate climate change measures into policies and planning	annum reduction required 5609 tCO2e		Continue to monitor and report on university-owned EV charge point use	Director of Capital Developments and Campus Infrastructure	Jul 2026
7. HEALTH & WELLBEING Provide projects and programmes that enhance wellbeing, including healthy and sustainable food.  Target 3.4: Reduce mortality from non-communicable diseases and promote mental health Target 3.9: Reduce illnesses and death from hazardous chemicals and pollution	Comply with the best practice set out in the University Mental Health Charter Framework	Health, Safety, and Wellbeing Committee	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.	Director of Sustainability	June 2026
		Chair T&TSG	Actively pursue research grant opportunities related to air quality	Chair T&TSG	July 2026
		Director of Sustainability	Investigate a partnership with The Cinnamon Trust so Students can register to become regular dog walkers for those who are currently unable to do so.	Director of Sustainability	June 2026
8. CONSTRUCTION & REFURBISHMENT Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive	All new builds should achieve an EPC rating of A All refurbishment builds should achieve SKA Gold	Director of Capital Developments and Campus Infrastructure	Review the Construction and Refurbishment Policy in line with the UKGBC's current best practices.	Director of Capital Developments and Campus Infrastructure	July 2026

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strategies with the objective of net carbon neutrality by 2030.  Target 9.1: Develop sustainable, resilient and inclusive infrastructures 	(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)				
9. BIODIVERSITY Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.  Target 15.5: Protect biodiversity and natural habitats	Implement the University's Biodiversity Strategy and Biodiversity Action Plan	Chair Biodiversity Steering Group	Deliver an additional 1,500 m2 of botanically enhanced habitat.	Grounds Manager	April 2026
			Hold at least 5 Campus Conservation Crew events throughout the year	Chair Biodiversity Steering Group	June 2026
			Monitor iNaturalist usage to document campus biodiversity and more effectively assess the impact of our habitat management on campus wildlife.	Chair Biodiversity Steering Group	June 2026

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10. EDUCATION FOR SUSTAINABLE DEVELOPMENT Ensuring curricula reflect and align with our values for inclusion, internationalisation, ethical and socially responsible global citizenship. Invest in pedagogic innovation, scholarship, and research on sustainability with global impact. Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally.  Target 4.3: Equal access to affordable technical, vocational and higher education	Increase staff and student participation in SOS-UK SDG teach-in to return to Top 10 status. 2025/26 Increase student participation in the Sustainability Literacy Test by 5% from 2024/25 levels in 2025/26 Support 75 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation. Gain at least 100 respondents to the SOS-UK Skills Survey is run by the external student organisation SOS-UK.	Academic Lead for Sustainability	Develop a Responsible Futures Action Plan for 2025-26 based on recommendations from the 2024 Audit Report.	Academic Lead for Sustainability/ SU President	December 2025
			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	July 2026
			Set up the UW Education for Sustainable Development Community of Practice	Academic Lead for Sustainability	December 2025
			Initiate the 8th call for LfRF projects and recruit student researchers to support the work.	Academic Lead for Sustainability	February 2026
			Develop an online open-access short course on sustainability.	Academic Lead for Sustainability	June 2026

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Target 4.4: Increase the number of people with relevant skills for financial Success Target 4.7: Education for sustainable development and global citizenship  Target 5.5: Ensure full participation in leadership and decision-making  Target 10.2: Promote universal social, economic and political inclusion					
11. COMMUNITY INVOLVEMENT Build beneficial	Run Green Impact Teams projects in 2025/26	Director of Sustainability	Work closely with and support student societies and the SU Sustainability Network to raise awareness on sustainability and social justice issues.	Director of Sustainability/SU Officers	May 2025

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partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally. Encourage active citizenship locally, nationally, and globally. Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.  Target 13.3: Build knowledge and capacity to meet climate change	Increase student awareness of the University's sustainability activities from 47% in the baseline year of 2016/17, to 65% by 2030.		Complete stage two of the Green Gowns Award	Director of Sustainability
			Report on sustainability issues regularly to the University Community Forum.	Director of Sustainability
			Host 5 Worcester Polytechnic Institute student research projects in March-May 2026.	Director of Sustainability
			Expand the Green Impact program to include external organisations	Director of Sustainability
12. FOOD Provide projects and programmes that directly enhance wellbeing, including healthy and sustainable food.	Retain Sustainable Restaurant Association 3-star certification.	Head of Residential & Commercial/ Director of Sustainability	Continue to promote food bank collections amongst students and staff to support those in food poverty.	Director of Sustainability
			Implement, measure, and report on the defined key performance indicators outlined in the catering contract, including reducing environmental impacts and promoting	Head of Residential and Commercial

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Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable models of consumption.  Target 2.1: Universal access to safe and nutritious food  Target 12.3: Halve global per capita food waste	Retain Fairtrade Status in June 2027.		positive societal impacts associated with food products and services.	Services / Head of Procurement	
			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	June 2026