











SUSTAINABILITY TARGETS 2021-2022 ~ Approved Sustainability Strategy Group 17th September 2021

Statement from Sustainability Policy	Targets	Strategy Theme/SDG	Actions	Responsibility
<p>1. ENERGY:</p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change (through reduction of carbon emissions and other GHG emissions) and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030</p>	<p>GHGe targets</p> <ul style="list-style-type: none"> 5% p.a. reduction GHGe emissions in energy against a 2018/19 baseline from 2020 to 2030. <p>Annual Consumption targets</p> <ul style="list-style-type: none"> An absolute energy consumption reduction of 901 MWh p.a. (5.9% p.a.) from 2019 to 2030, reducing consumption from 15,157 MWh in 2018-2019 to 4,348 in 2030-2031. A combined energy intensity reduction of target of p.a. 5.9% p.a. from 2019 to 2030, reducing consumption energy intensity from 162 kWh/GIA m2 in 2018-2019 to 53.56 kWh/GIA m2 in 2030-2031. 	  	<ul style="list-style-type: none"> Continue replacement programme of LED lighting (The Garage) with smart controls final year of revolving green fund- ends March 2022 Install AEH occupancy controls in the Arena Apply for funding to do second stage techno-economic feasibility of installing a heat network for 3 main campuses Install PV arrays the Garage, Pierson, Woodbury to increase our renewable electricity generation capacity. Run Student Switch Off in halls to encourage students to save energy and water Increase student participation in Student Switch Off by 2% on 2020/21 levels (487 students- 54% Of 902 residents) Approve new decarbonisation plan for 3 main campuses to align to net zero carbon targets in this academic year. 	<p>Matt Smith</p> <p>Matt Smith</p> <p>Katy Boom</p> <p>Mark Evans/Matt Smith</p> <p>Katy Boom/Residential Life Team</p> <p>Mark Evans/Katy Boom</p>







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<p>2. WATER</p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change (through reduction of carbon emissions and other GHG emissions) and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030</p>	<ul style="list-style-type: none"> • 2.5% reduction in water GHGe emissions from consumption against a 2018-19 baseline (22.6 tCO₂e) • A 3% reduction in water consumption expressed relative to the estate floor area, reducing from 6.8 m³/FTE in 2017-2018 to 4.7m m³/FTE in 2030-2031 • A 3% absolute water consumption reduction p.a. 2019-2030 to 2030-2031, reducing consumption from 60,267 m³ in 2018/19 to 41,815 m³ by 2030-2031 	 	<ul style="list-style-type: none"> • Continue to implement recommendations from water audit reports including reducing shower flow rates, installing low flush toilets and displacement devices, installing manual flush on urinals, and reducing hand basin tap flow rates. • Investigate installing external free drinking water fountains for students and staff, continue to add more internal drinking water fountains. 	<p>Adam Davis</p> <p>Adam Davis</p>





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<p>3. WASTE MANAGEMENT</p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change (through reduction of carbon emissions and other GHG emissions) and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030</p>	<ul style="list-style-type: none"> Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO₂e in 2018/19 	 	<ul style="list-style-type: none"> Review the disposal of mattresses and change the supplier of mattresses to ones which can be recycled by summer 2022 Increase the number of British Heart Foundation bags donated from last year 255 bags to 300 bags by 31st July 2022. Expand successful pilot Green Impact project with cleaning staff; to introduce new ergonomic cleaning equipment and cleaning regime reducing water use. Expand student reuse platform Hazaar to create a culture of sharing pre-loved items among the student population. Expand Platform Housing – White Bags recycling scheme with more social housing residents, further integrate via schools if possible, in a Covid secure way. 	<p>Tom Taylor</p> <p>Phil Mole/ Caroline Hornigold</p> <p>Helen Proctor/Caroline Hornigold</p> <p>Students’ Union</p> <p>Jess Tasney/Katy Boom</p>
<p>4. EMISSIONS AND DISCHARGES</p> <p>Prevent pollution by reducing emissions and environmentally harmful discharges.</p>	<ul style="list-style-type: none"> Maintain fugitive F Gas emissions to under 10 tCO₂e annually 		<ul style="list-style-type: none"> Do additional promotion of pollution awareness-raising including annual spill test drill by May 2022. Continue phased 2 storm/foul indicator and direction of flow all drain covers showing foul/storm and flow to match drainage plans on all major sites by August 2022 	<p>Phil Mole</p> <p>Mark Evans</p>
<p>5. SUSTAINABLE PROCUREMENT</p> <p>Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.</p>	<ul style="list-style-type: none"> 5% p.a. reduction GHGe emissions from carbon emissions attributed to contracts the University can influence from a 2018/19 baseline. 	 	<ul style="list-style-type: none"> Expand Net Positive tool kit for supplier reporting and action planning, mapped to the SDGs from 430 suppliers to 450 suppliers by July 2022. Working with Worcester Business School introduce a student placement into the procurement team to assist in sustainable supplier engagement in academic year 2021-2022 	<p>Kathy Preece</p> <p>Kathy Preece/Lucy Smith</p>






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			<ul style="list-style-type: none"> • Create student opportunities to support Fairtrade status including working with academics to introduce ‘live’ projects into their teaching during academic year 2021-2022. 	Kay Emblen-Perry/Penny Kitchener
<p>6. TRANSPORT</p> <p>Encourage sustainable transport and implement a sustainable travel plan.</p>	<ul style="list-style-type: none"> • 5% reduction tCO2e emissions from daily staff and students’ commuting to University by 2030 from a baseline 2018/19 of 8,190 tCO2e <p>Fleet and Business Travel targets</p> <ul style="list-style-type: none"> • 100% reduction in the tCO2e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO2e • 100% reduction in the tCO2e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO2e 	  	<ul style="list-style-type: none"> • Conduct student and staff travel surveys to review the impact of Covid 19 on travel habits in 2021-2022. • With Worcester City Council continue the pilot to investigate the feasibility of extending Woo Bikes into an employer based citywide bike share scheme by March 2022. • Revise the car park management plan to realise the potential for mode share shift, as a considerable proportion of staff and students live within walking or cycling distance of a University campus. Publish revised plan by September 2022. • Continue to report on travel plan initiatives via the EU funded UMOB project to share learning from European universities on good sustainable travel habits for students and staff. • Pilot new destination EV charge points in various campus locations to test reliability and range of payment mechanisms by July 2022 • Review optimum date when to reintroduce car share promotion to students and staff by Easter 2022 	<p>Heather Barrett/Katy Boom</p> <p>Katy Boom/Worcester City Council</p> <p>Tom Taylor/Mark Hughes</p> <p>Katy Boom</p> <p>Mark Evans/Tom Taylor</p> <p>Tom Taylor</p>
<p>7. HEALTH AND WELLBEING</p> <p>Provide projects and programmes that directly enhance wellbeing including healthy and sustainable food.</p>	<p>Achieve level 3 standard of Worcestershire Works Well by August 2023</p>	 	<p>The Worcestershire Works Well criteria for Level 3 require two standards to be addressed. We hope to be ready to apply by the end of 2022. The sections within Level 3 are.</p> <p>Environment and Culture Leadership and Management Attendance Management Health and Safety Alcohol, Smoking and Substance Misuse Healthy Eating Physical Activity and MSK</p>	<p>Health and Wellbeing Group</p>









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		 	<p>In order to meet Level 3 we need to address two further standards from a list of 13 topics. We have selected Suicide Prevention and Carers as priorities and will also continue to support Menopause.</p> <ul style="list-style-type: none"> • Manage the gender pay gap and aim to stay sector leading • Implement a broad range of services with the Students' Union to support student mental health, especially focusing on students self-isolating • Investigate additional wellbeing opportunities at Lakeside campus for students, staff and the wider community. 	<p>Gill Slater Student and staff mental health networks Rob Delahey</p>
<p>8. CONSTRUCTION AND REFURBISHMENT</p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change (through reduction of carbon emissions and other GHG emissions) and to ensure future resilience through engagement in adaptive strategies with the objective of net carbon neutrality by 2030</p>	<ul style="list-style-type: none"> • All new build projects designed to achieve a DEC B rating or above and refurbishment projects to achieve a C as a minimum, but aim for B • Where feasible all new build projects should be designed to meet average water consumption targets of 1.35m³/m² per m² of the GIA for residential and 0.71m³/m² per m² of the GIA for non-residential 	 	<ul style="list-style-type: none"> • Review the construction and refurbishment strategy to ensure it aligns with the new sustainability strategy and net carbon neutral target by December 2021. • Ensure renewable energy sources to a minimum of 15% in all new build projects and where feasible for refurbishments over 1,000sqm • Refurbishment projects over 1000m² implement RCIS SKA assessment rating for all refurbishment projects aiming for Gold 	<p>Mark Evans Mark Evans Mark Evans</p>

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<p>9. BIODIVERSITY</p> <p>Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.</p>	<ul style="list-style-type: none"> Increase wildflower areas on St Johns campus by 5% to include areas of annual 'cornfield' species, perennial grassland species, and woodland species by April 2022. 	 	<ul style="list-style-type: none"> Implement actions in the university Biodiversity Action Plan to. See for full details: http://www.worcester.ac.uk/discover/biodiversity.html To obtain additional funding from the Natural Networks scheme to increase biodiversity on St John's campus. Targets are to 1) Increase the area of botanically enriched habitat by 5% on St John's campus, and 2) Increase the number of artificial nesting sites (boxes) for birds by 50% by April 2022. Gain Gold Hedgehog Friendly Campus accreditation status by September 2022 	<p>Strategic Biodiversity Management Group - Chair Duncan Westbury</p> <p>Facilities apprentices</p>
<p>10. EDUCATION FOR SUSTAINABLE DEVELOPMENT</p> <p>Ensuring curricula reflect and align with our values for inclusion, internationalisation, ethical and socially responsible global citizenship.</p> <p>Invest in pedagogic innovation, scholarship, and research on sustainability with global impact.</p> <p>Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally.</p>	<ul style="list-style-type: none"> Retain Responsible Futures accreditation, Summer 2022 	  	<ul style="list-style-type: none"> Implement all actions within RF Action Plan by next audit date, July 2022. Engage with at least one course team in each of the academic Schools to promote awareness of ESD and support mapping of course curricula to the SDGs. Undertake two student-centred ESD learning and teaching/LfRF projects on mapping curricula to the SDGs and sustainability competencies/graduate attributes. Increase the participation in NUS SDG teach-in by 10% from 2020-21 levels on the number of students and educators engaged. Increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 20% on 2020-21 numbers. Encourage 5% of staff and students at UW to undertake Carbon Literacy training Regularly report on progress at Sustainability Strategy Group, Learning Teaching and Student Experience and Research and Knowledge Exchange Committees. Collate and showcase examples of UW ESD good practice, via bespoke digital magazine (susthingsout.com), Realising Teaching Excellence Blog, Share and Inspire. Run EAUC Emerging Leaders course during 2021-2022 	<p>Heather Barrett/SU sabs/ SU student engagement Mgr Heather Barrett Heather Barrett</p> <p>Heather Barrett/SU Sabs Katy Boom/Heather Barrett Katy Boom/Heather Barrett Heather Barrett/Katy Boom Heather Barrett/Katy Boom Gill Slater/Katy Boom</p>

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<p>11. COMMUNITY INVOLVEMENT</p> <p>Build beneficial partnerships and collaborations through our 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>	<ul style="list-style-type: none"> • Increase number of Green Impact teams to 18 in 2021-22 across all sites • Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022 	   	<ul style="list-style-type: none"> • Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues • Recruit 2 additional student Digital Creative part-time posts to help publish and promote www.susthingsout.com and increase readership by 5% from July 2021 baseline by July 2022 • Report on sustainability issues regularly to the University Community Forum • Promote collaborative working within UW and with Worcestershire and Worcester City Council and other 3rd sector organisations. Coordinate regular meetings and actively seek out initiatives where resources can be shared • Extend EcoHousing pilot for a further 12 months with 2 national Housing Associations and Loreus to assist them to embed ISO 14001:2015 in their organisations 	<p>Katy Boom/SU Officers</p> <p>Katy Boom/Wendy Corbett</p> <p>Katy Boom</p> <p>Katy Boom</p> <p>Katy Boom/Kay Emblen-Perry</p>
<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>	<ul style="list-style-type: none"> • Retain Sustainable Restaurant Association 3-star certification • Retain MSC status • Retain Fairtrade Status in June 2023 	   	<ul style="list-style-type: none"> • Re-launch SU Eatable Life One Planet Plate research project with Sustainable Restaurants Association 1 November 2021 • Review implement, measure and report on the defined key performance indicators outlined in the catering contract covering reducing negative environmental impacts, promote positive societal and ethical impacts associated with food products and services. • Continue to promote Food bank collections amongst students and staff to support people struggling to feed themselves. 	<p>Lucy Blunt/Chartwells</p> <p>Katy Boom</p> <p>Lucy Blunt/Kathy Preece/Catering contract management team</p> <p>SU and Residential Life Team</p>

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Key Sustainability Strategy Themes:

SDGs relating to Theme 1: Promoting sustainability, social responsibility, and wellbeing



SDGs relating to Theme 2: Integrating sustainability through knowledge, skills and experience



SDGs relating to Theme 3: Mitigation, adaptation, and resource efficiency



SDGs relating to Theme 4: Global Sustainability Ethics Partnerships and Leadership

