

Sustainability Targets and Actions 2026 – 2027 Approved Oct 2026					
Statement from Sustainability Policy/SDG Target	Quantifiable Target	Target Owner	Annual Actions to achieve the target	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  Target 9.1: Develop sustainable, resilient and inclusive infrastructures	Consumption Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh	PVC Finance & Resources	Following the issuance of the final report from the citywide heat network and the Midlands NetZero grant-funded study, advise the university executive on the strategic direction for heating/cooling and hot water for the university estate. Review and update the Energy and Water Strategy 2021-31	PVC – Finance and Resource/Director of Sustainability Director of Sustainability	Dec 2026 Nov 2026
	Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr	PVC Finance & Resources	Complete the pilot in EGA on room/space monitoring to establish the costs and feasibility of linking sensors to Microsoft 365 and the BMS, and report findings to the University Executive. Investigate the potential for touch screens in reception areas to be used for ad hoc room bookings and advise the Energy Committee of the feasibility Review energy and carbon savings recommendations made in the output from the stock condition survey; agree on actions to be implemented, and begin delivery of these	Head of operations and information technology Head of operations and information technology Director of Capital Developments & Campus Infrastructure	Dec 2026 April 2027 Aug 2027
	Carbon Reduce emissions from energy by 8.4% per annum from a 2018/19 baseline of 3,188 tCO2e	PVC Finance & Resources	Complete biannual reviews (to coincide with the heating and non-heating seasons) of HVAC performance and control via the Building Energy Management System 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	Carbon Reduction and Sustainability Manager Carbon Reduction and Sustainability Manager	Dec 2026 Jul 2027
	Run Green Campus Revolution competition in halls; increase participation from 80 students by 10%	SOS UK Project Officer/Director of Sustainability	Continue to review the lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives Install ground-mounted PV at the Lakeside campus as a potential demonstrator project Implement findings from the solar PV and solar thermal health check exercise to optimise the performance of renewable technologies	Director of Capital Developments & Campus Infrastructure Director of Capital Developments & Campus Infrastructure Carbon Reduction and Sustainability Manager	July 2027 Sept 2027 Jul 2027
	Reduce water consumption by 3 % per annum, from a 2018/19 baseline of 60,267 m3	Director of Capital Developments & Campus Infrastructure	Continue the rollout of flow restrictors to high-use outlets	Director of Capital Developments & Campus Infrastructure	July 2027
	Reduce purchased water intensity by 3% per annum, from a 2018/19 baseline of 1.57 m3	Director of Capital Developments & Campus Infrastructure	Continue work to rationalise the number of outlets on-site; remove outlets where no longer required	Director of Capital Developments & Campus Infrastructure	July 2027
	Wastewater 3% per annum reduction	Director of Capital Developments & Campus Infrastructure	Run the Green Campus Revolution campaigns in students' accommodation to encourage water-saving behaviours.	Director of Sustainability/SOS UK Project Officer	May 2027

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strategies with the objective of net carbon neutrality by 2030.  Target 6.3: Improve water quality, wastewater treatment and safe reuse  Target 13.2: Integrate climate change measures into policies and planning					
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 objective of net carbon neutrality by 2030.  Target 12.5: Substantially reduce waste generation	Construction Waste (tCO2e) Reduce emissions from waste by 5% per annum from a 23/24 baseline of 4 tCO2e	Director of Capital Developments & Campus Infrastructure	Run the Green Campus Revolution campaigns in students' accommodation to encourage reusing and recycling behaviours.	SOS UK Project Officer/Residential Life Team	Jun 2027
	Non-Construction Waste (tCO2e) Reduce emissions from waste by 5% per annum from a 23/24 baseline of 2 tCO2e	Assistant Director – Security and Operations	Continue working with Worcester Repair Café and their monthly sessions throughout winter to increase students' involvement in and knowledge of the service. Increase attendance figures by 10% from last year.	Director of Sustainability	July 2027
	Increase tonnes diverted from the waste stream through charitable donations by 2% per annum from a baseline (4.7t 2024/5)	Director of Sustainability	Run the BHF campaign in Halls to promote clothes recycling and promote Kitchen Korner and Working Wardrobe	Director of Sustainability	Oct 2027
4. EMISSIONS AND DISCHARGES Prevent pollution by reducing emissions and environmentally harmful discharges.  Target 14.1 Reduce marine pollution	Maintain fugitive emissions under 10 tCO2e annually	Infrastructure coordinator- Estates and Facilities	Continue to promote pollution awareness-raising, including annual spill test drills. Promote the spill training videos on Learn Upon to all first responder radio users.	Head of Health & Safety/Campus Services Waste Supervisor	Dec 2027

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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	Reduce OPEX emissions from procurement by 5% per annum from a 2022-23 baseline of 11734 tCO2e	Head of Procurement	Develop targeted actions to reduce emissions associated with high-priority supplier spend; identify high-priority suppliers and monitor them in contract management meetings; and provide regular reports to the Sustainable Procurement Steering Group & SDC.	Chair Procurement Steering Group	July 2027
			Complete the Sustainable Procurement Guide for non-procurement professionals and issue it to all staff with budget/purchasing responsibilities, including running staff training events	Chair Procurement Steering Group	July 2027
	Reduce CAPEX emissions from procurement by 5% per annum from a 2022-23 baseline of 3,806 tCO2e	Head of Procurement	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	Head of Procurement	Jul 2027
	Reduce emissions, combined OPEX and CAPEX (tCO2e) from procurement by 5% per annum from a 2018/19 baseline of 9,784 tCO2e	Head of Procurement	Complete a review of the Procurement Strategy 2022-26 (2026-2030) to incorporate the direction set out in the new University Strategic Plan, publish and disseminate	Director of Sustainability/H ead of Procurement	Jul 2027
6. TRANSPORT Encourage sustainable and active transport and implement a sustainable travel plan.  Target 11.2: Affordable and sustainable transport systems Target 11.6: Reduce the environmental impact of cities  Target 13.2: Integrate climate change measures into policies and planning	Reduce emissions from use of fleet vehicles by 8.4% per annum from a 2018/19 baseline of 42 tCO2e	Chair Fees & Bursaries Committee/Chair T&TSG/Director of Sustainability	Undertake annual staff and student travel surveys, including commuter questions in the course check survey. Disseminate survey findings	Director of Sustainability/H ead of Student Evaluation and Enhancement	Feb 2027
	Reduce emissions from business travel by 8.4% per annum from a 2018/19 baseline of 530 tCO2e		Actively pursue research and community-based grants on transport & travel and air quality	Chair T&TSG/Director of Sustainability	July 2027
	Reduce emissions from employee commuting by 5% per annum from a 2022/23 baseline of 777 tCO2e		Undertake pilot projects introducing ANPR technology to encourage more sustainable travel choices, reduce single-occupancy vehicle journeys, and improve parking availability, while remaining sensitive to cost-of-living pressures affecting staff and students and to fairness: users only pay for the days they park.	Chair T&TSG/Director of Sustainability	Sept 2027
			Work with the City/County Councils and 3rd parties (e.g. ATE) specifically to identify opportunities for external funding for travel-related projects. Represent the University and play a proactive role in the Active Travel Stakeholder Group meetings, led by the County Council.	Chair T&TSG/Director of Sustainability	Sept 2027
	Student Travel - Out of Term Time 5% per annum reduction From a baseline 2022/23 9457 tCO2e		Establish a Green Impact project to assess the impact of reducing the student car parking permit charge on students, and to see whether it has positively affected their engagement and improved their ability to study and work.	Director of Access and Inclusion	May 2027
	Employee Homeworking 5% per annum reduction from a 2022-23 baseline of 73 tCO2e		Continue to monitor and report on university-owned EV charge point use	Director of Sustainability/D eputy Head of Management Accounting	July 2027
7. HEALTH & WELLBEING Provide projects and programmes that enhance wellbeing, including healthy	Comply with the best practice set out in the University Mental Health Charter Framework	Health, Safety & Wellbeing Committee/ HoOD	Promote and monitor the Sustainability Hub in collaboration with the Students' Union to support student mental health throughout the academic year.	Director of Sustainability/S U President	July 2027

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and sustainable food, and support a smoke-free campus that promotes public health, reduces litter and pollution, and contributes to a healthier and more sustainable environment.  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			Consider implementing a second Worcester Polytechnic Institute project on Heat Stress or Air Quality	Director of Sustainability	Dec 2026
			Complete the review of the Heating and Comfort policy and disseminate it to all building users.	Chairs of SDC/EC/JCC/HS &W Committees	July 2027
8. CONSTRUCTION & REFURBISHMENT 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.  Target 9.1: Develop sustainable, resilient and inclusive infrastructures 	All new builds should achieve an EPC rating of A	Director of Capital Developments & Campus Infrastructure	Review the Construction and Refurbishment Policy in line with the UKGBC's current best practices.	Director of Capital Developments & Campus Infrastructure	July 2027
	All refurbishment builds should achieve SKA Gold (RCIS SKA assessment framework)	Director of Capital Developments & Campus Infrastructure	Complete the Cricket Dome project, including external planting to support the targets and updated Biodiversity strategy	Director of Capital Developments & Campus Infrastructure	September 2027
	All new builds should achieve the following water intensity targets: - 1.35m3/m2.yr (residential) - 0.71m3/m2.yr (non-residential)	Director of Capital Developments & Campus Infrastructure	Investigate the feasibility of creating a ground-mounted solar PV array at Lakeside campus	Director of Capital Developments & Campus Infrastructure	August 2027
9. BIODIVERSITY Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.  Target 15.5: Protect	Implement the University's Biodiversity Strategy and Biodiversity Action Plan	Chair of Biodiversity Steering Group	Create St John's Campus community orchard in the former nursery garden.	Chair of the Biodiversity Steering Group/Grounds Team	March 2027
			Hold at least 3 Campus Conservation Crew (CCC) events throughout the year	Chair of the Biodiversity Steering Group	June 2027
			Monitor iNaturalist usage to document campus biodiversity and more effectively assess the impact of our habitat management on campus wildlife.	Chair of the Biodiversity Steering Group	June 2027

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biodiversity and natural habitats			Revise and update the Biodiversity Strategy to map to the local Nature Recovery Strategy and Biodiversity Action Plan, including consulting students, staff and community	Chair of the Biodiversity Steering Group	March 2027
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 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	Increase staff and student participation in SOS-UK SDG teach-in to return to Top 10 status. 2026/27	Academic Lead for Sustainability	Develop a Responsible Futures Action Plan for 2026-28 based on recommendations from the 2026 Audit Report.	Academic Lead for Sustainability/S U President	Dec 2026
			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 2027
	Support 75 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation.	Director of Sustainability/ HoOD	Continue to develop the UW Education for Sustainable Development Community of Practice	Academic Lead for Sustainability	July 2027
	Gain at least 100 respondents for the SOS-UK Skills Survey, which is run by the external student organisation SOS-UK.	Academic Lead for Sustainability	Initiate the 8th call for LfRF projects and recruit student researchers to support the work.	Academic Lead for Sustainability	Feb 2027
			Continue to develop an online open-access short course on sustainability regarding implementing biodiversity and Nature recovery for organisations, and Carbon for beginners for organisations	Director of sustainability	June 2027

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11. COMMUNITY INVOLVEMENT Build beneficial 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	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 2027
			Increase the reach and Impact of Green Impact projects – aim for 20 projects completing audits & case studies in 2026-2027. Continue to offer the Green Impact program to include external organisations	Director of Sustainability	June 2027
			Apply for Green Gown/Green Apple/ Kings/ other Awards as appropriate to help disseminate and promote the work of UW sustainability and the SU	Director of Sustainability/ Head of Press and PR	July 2027
			Run 6 Worcester Polytechnic Institute (WPI) Projects with external organisations to promote sustainability in the community and promote knowledge exchange.	Director of Sustainability	May 2027
12. FOOD Provide projects and programmes that enhance wellbeing, including healthy and sustainable food, and support a smoke-free campus that promotes public health, reduces litter and pollution, and contributes to a healthier and more sustainable environment. 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 	Retain Sustainable Restaurant Association 3-star certification.	Director of Sustainability/ Head of Procurement	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.	Head of Procurement/Contract Director, Chartwells Universities	Monthly contract meetings-ongoing
	Retain Fairtrade Status in June 2027.	Director of Sustainability	Ensure tender for catering services includes Fairtrade and suitable sustainability KPIs to ensure we retain SRA and Fairtrade accreditations, and People and Planet league table maximum scores	Head of Procurement/ Catering consultant	June 2027
			Run a minimum of 6 'Social Kitchen' events where the University's Head Chef teaches students how to cook plant-based meals in a workshop format. Continue to promote food bank collections amongst students and staff to support those in food poverty.	Director of Sustainability/ Contract Director, Chartwells Universities	June 2027
			Implement the Fairtrade Action plan and report regular updates to the Sustainable Development Committee	Director of Sustainability/Contract Director, Chartwells Universities	April 2027

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Target 12.3: Halve global per capita food waste			Discuss taking back responsibility for Fairtrade with the procurement Steering Group.	Head of Procurement	Jan 2027
			Re-establish relationship with Worcester Street Kitchen, and commence regular donations or provide other voluntary support as appropriate	Contract Director, Chartwells Universities	Dec 2026
			Increase the awareness of Fairtrade in all outlets. For example, procure Fairtrade uniforms.	Contract Director, Chartwells Universities	Nov 2027