












Our performance against each target is represented as follows: **RED** = did not meet target, **AMBER** = partially met target, **GREEN** = met target, **GREEN ★** = exceeded target

	TARGET	PROGRESS	PERFORMANCE
ENERGY    Theme 3: Mitigation, adaptation, and resource efficiency	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.	Energy consumption in MWh in academic year 2021-22 was 14,561 therefore we are not on track with our 10-year reduction target	RED
	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.	Energy consumption in MWh in academic year 2021-22 was 156kWh/GIA m2 therefore we are not on track with our 10-year reduction target to reduce the energy intensity	RED
	Continue replacement programme of LED lighting (The Garage) with smart controls final year of revolving green fund- ends March 2022	The Garage lighting project was completed on time.	GREEN
	Install AEH occupancy controls in the Arena	The Arena LED lighting project was completed on time	GREEN
	Apply for funding to do second stage techno-economic feasibility of installing a heat network for 3 main campuses	BEIS fully funded the techno-economic feasibility study, and work continues with stakeholders to progress to the next detailed design stage.	GREEN
	Install PV arrays the Garage, Pierson, Woodbury to increase our renewable electricity generation capacity.	The roof at the Garage couldn't support PV and is overlooked by tall trees so abandoned. Woodbury 99.00 kWp solar PV system solar PV, saving 23.0 tonnes of CO2e installed and a 62.37 kWp solar PV system on Pierson installed generating around 57,000 kWh annually	GREEN
	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)	Final leader board for 2021-22 has been published on the SOS-UK website, using energy data from Oct, Nov, Feb, and Mar this academic year. Engagement statistics were very poor this year. The hall with the highest energy saving per occupant was Berrow	RED
	Approve new decarbonisation plan for 3 main campuses to align to net zero carbon targets in this academic year.	Heat decarbonisation plans have been drawn up for all 41 significant buildings. Work is still underway prioritising actions and agreeing the best strategy for all our campuses.	AMBER
	TARGET	PROGRESS	PERFORMANCE
WATER	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	On track - 5.57 m3/FTE Achieved , however this is mostly due to reduction of student & staff numbers on campus	GREEN







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  <p>Theme 3: Mitigation, adaptation, and resource efficiency</p>	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	On track – 48,500 m3 usage FY22, however this is mostly due to reduction of student & staff numbers on campus	GREEN
	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	The maintenance staff have continued a program of measures implemented this year. However, this has been slower than expected due to staff shortages	AMBER
	Investigate installing external free drinking water fountains for students and staff, continue to add more internal drinking water fountains.	This external drinking water project has been abandoned and increased internal drinking water stations have been installed in our new developments.	GREEN
	TARGET	PROGRESS	PERFORMANCE
  <p>WASTE MANAGEMENT</p> <p>Theme 3: Mitigation, adaptation, and resource efficiency</p>	Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO2e in 2018/19	To achieve the target in 21-22 we need to have reduced emissions to 7.9 tCO2e. It is expected to be 6.3 tCO2e therefore we are on target.	GREEN
	Review the disposal of mattresses and change the supplier of mattresses to ones which can be recycled by summer 2022	This has not been completed due to the expense of alternative mattresses and supply chain. Will be reviewed Jan 23 with new consortium.	RED
	Increase the number of British Heart Foundation bags donated from last year 255 bags to 300 bags by 31st July 2022.	Despite low student numbers on campus we raised £2,030 in BHF sales from donations this year.	GREEN
	Expand successful pilot Green Impact project with cleaning staff; to introduce new ergonomic cleaning equipment and cleaning regime reducing water use.	Completed by the cleaning supervisor	GREEN
	Expand student reuse platform Hazaar to create a culture of sharing pre-loved items among the student population.	On advice from the Students' Union, this project was abandoned as the platform unexpectedly introduce unwanted commercial elements. A new project working with equipment left at the end of term has replaced this	AMBER
	Expand Platform Housing – White Bags recycling scheme with more social housing residents, further integrate via schools if possible, in a Covid secure way.	Covid unfortunately has meant this project is on hold, negotiations continue, and it's hoped when resources are available this will be picked back up.	AMBER
	TARGET	PROGRESS	PERFORMANCE
EMISSIONS AND DISCHARGES	Maintain fugitive F Gas emissions to under 10 tCO2e annually	Actual 21/22 11.6 tCO2e 16% over target	RED




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 <p>Theme 3: Mitigation, adaptation, and resource efficiency</p>	Do additional promotion of pollution awareness-raising including annual spill test drill by May 2022	Covid meant that no drill test was run during the year, this have been scheduled to commence in 2022-23	RED
	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	Due to covid and staffing resource issue no new markers were installed this year	RED
	TARGET	PROGRESS	PERFORMANCE
<p>SUSTAINABLE PROCUREMENT</p>    <p>Theme 4: Global sustainability ethics</p>	Working with Worcester Business School introduce a student placement into the procurement team to assist in sustainable supplier engagement in academic year 2021-2022	A 12-month student placement post has been agreed and will commence in the New Year.	AMBER
	Expand Net Positive tool kit for supplier reporting and action planning, mapped to the SDGs from 430 suppliers to 450 suppliers by July 2022.	The Net positive tool has been updated and the procurement team, undertook a data cleansing exercise to concentrate on major suppliers.	AMBER
	Create student opportunities to support Fairtrade status including working with academics to introduce 'live' projects into their teaching during academic year 2021-2022	Brand Management - lecture contents related to product and organisational branding included Fairtrade. The Fairtrade based Banana Split game was played during the Open Day taster sessions and sustainable consumption and Fairtrade were included in the Doing Business Responsibly sessions we provided for 3 visiting schools in 2021-22.	GREEN
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HEALTH AND WELLBEING     Theme 1: Promoting sustainability, social responsibility, and wellbeing	Achieve level 3 standard of Worcestershire Works Well by August 2023 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.	It has been agreed to change the framework the university uses to monitor and measure its well-being. A new framework will be introduced next year a University Mental Health Charter	N/A
	Manage the gender pay gap and aim to stay sector leading	https://gender-pay-gap.service.gov.uk/Employer/cgNLuM5Y/2021	GREEN
	Implement a broad range of services with the Students' Union to support student mental health, especially focusing on students self-isolating	https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/	GREEN ★
	Investigate additional wellbeing opportunities at Lakeside campus for students, staff and the wider community.	https://www.worcester.ac.uk/about/news/2021-university-of-worcester-and-rspb-group-link-up-to-help-farmland-birds	GREEN ★
	TARGET	PROGRESS	PERFORMANCE
CONSTRUCTION AND REFURBISHMENT  	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	The new Three Counties Medical School building on Severn Campus is being built to DEC A.	GREEN
	Where feasible all new build projects should be designed to meet average water consumption targets of 1.35m ³ /m ² per m ² of the GIA for residential and 0.71m ³ /m ² per m ² of the GIA for non-residential	No new builds in this reporting year	N/A
	Review the construction and refurbishment strategy to ensure it aligns with the new sustainability strategy and net carbon neutral target by December 2021	The construction has been reviewed and aligned https://www.worcester.ac.uk/documents/sustainable-construction-refurbishment-policy.pdf	GREEN


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	Ensure renewable energy sources to a minimum of 15% in all new build projects and where feasible for refurbishments over 1,000sqm	No new builds in this reporting year	N/A
	Refurbishment projects over 1000m2 implement RCIS SKA assessment rating for all refurbishment projects aiming for Gold	The new Three Counties Medical School building on Severn Campus is aiming for Gold	GREEN
	TARGET	PROGRESS	PERFORMANCE
TRANSPORT    Theme 3: Mitigation, adaptation, and resource efficiency	100% reduction in the tCO ₂ e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO ₂ e	Actual 21/22 9.4 tCO ₂ e – 81% reduction vs baseline	GREEN
	100% reduction in the tCO ₂ e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO ₂ e	Actual 21/22 22.4 tCO ₂ e – 47% reduction vs baseline	GREEN
	Conduct student and staff travel surveys to review the impact of Covid 19 on travel habits in 2021-2022.	Both travel surveys were undertaken, although the response rate for students was poor. Data published. https://www.worcester.ac.uk/documents/Sustainability-Travel-Plan-2022.pdf	GREEN
	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.	https://www.worcester.gov.uk/climate-emergency/free-e-bike-4-work-travel	GREEN
	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	Regular meetings discussing parking management plan undertaken. The trial of a travel app which may provide a management solution has meant this has been delayed while the App pilot is launched.	AMBER
	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	The formal research study has completed we have offered to continue to submit our data should they receive further EU funding	GREEN
	Pilot new destination EV charge points in various campus locations to test reliability and range of payment mechanisms by July 2022	This project was abandoned and all university chargers to be matched to the 102 new chargers being installed at Severn Campus	N/A
	Review optimum date when to reintroduce car share promotion to students and staff by Easter 2022	Car share being promoted with Sojo new rewards-based behaviour change travel App	GREEN
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BIODIVERSITY   Theme 3: Mitigation, adaptation, and resource efficiency	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.	A new 500m2 Natural Networks wildflower strip was established in Spring 2022.	AMBER
	Implement actions in the university Biodiversity Action Plan to. See for full details: http://www.worcester.ac.uk/discover/biodiversity.html	BAP updated and actions continue	GREEN
	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.	A further application to the Natural Networks scheme will be submitted in September 2022 for biodiversity enhancement measures on St John's campus. Areas identified for additional 'cornfield' species (700m2), perennial grassland species (650m2), and two areas for woodland species totalling 950m2.	AMBER
	Gain Gold Hedgehog Friendly Campus accreditation status by September 2022	Achieved	GREEN
	TARGET	PROGRESS	PERFORMANCE
EDUCATION FOR SUSTAINABLE DEVELOPMENT  	Retain Responsible Futures accreditation, Summer 2022	Successful reaccreditation for Responsible Futures following audit in June 2022.	GREEN
	Implement all actions within RF Action Plan by next audit date, July 2022.	All actions within RF Action Plan successfully implemented by June 2022 audit date. Action Plan reviewed at SSG meetings during 2021-22 and updates were provided. Regular attendance at RF cohort catch-up calls in 2021-22 to share ideas and practice.	GREEN
	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.	Two ESD teaching excellence sessions delivered for School of Education.	AMBER
	Undertake two student-centred ESD learning and teaching/LfRF projects on mapping curricula to the SDGs and sustainability competencies/graduate attributes.	LfRF 6 th call launched in March 2022. Two projects submitted and selected to go forward during 2022-2023 (one student services, one WBS). Expressions of interest for next call from other courses. 4 sustainability projects with WPI	GREEN

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 <p>Theme 2: Integrating sustainability through knowledge, skills, and experience</p>		completed April 2022. Partner in QAA enhancement project with 10 other universities on embedding ESD in QA&E processes (liaison with SU).	
	Increase the participation in NUS SDG teach-in by 10% from 2020-21 levels on the number of students and educators engaged.	In 2022 we had 2546 students (24.6% of the student body) participating (2021: 1000 students 9.6%) and 20 educators (2021: 14 educators) participating and were again ranked 10 th overall for number of educators participating.	GREEN ★
	Increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 20% on 2020-21 numbers.	Good participation by students enrolling in August/September 2021 (445 students), above a 20% increase on last year. Missed January enrolment window to send out test invite but did send invite to enrolling nursing cohort in April, but very limited engagement at this point. Test and invitation email prepared for those registering in August/September 2022.	GREEN
	Encourage 5% of staff and students at UW to undertake Carbon Literacy training	8 hr accredited course delivered to staff/students/externals in Dec, Jan, June. Over 100 trained. Developing course to be delivered in libraries.	GREEN
	Regularly report on progress at Sustainability Strategy Group, Learning Teaching and Student Experience and Research and Knowledge Exchange Committees.	Regular SSG meetings: 5 meetings in 2021-22. Presentation to LTSEC September 2021 and LTQE update provided on ESD workstream February 2022. No RKE report in 2021-22.	AMBER
	Collate and showcase examples of UW ESD good practice, via bespoke digital magazine (susthingsout.com), Realising Teaching Excellence Blog, Share and Inspire.	Presentations at conferences and publications on ESD work in 2021-22. Posts on activities on susthingsout. Legacy video from GGW 2022 prepared. WPI sustainability projects completed and showcased in susthingsout.	GREEN
	Run EAUC Emerging Leaders course during 2021-2022	Course delivered: 17 participants from across the UK	GREEN
	TARGET	PROGRESS	PERFORMANCE
COMMUNITY INVOLVEMENT	Increase number of Green Impact teams to 18 in 2021-22 across all sites	We had 14 teams and 11 submitted plans for auditing. Covid meant many teams had to concentrate on increased workloads/reduced staff due to illness, so projects were put on hold.	AMBER

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   Theme 1: Promoting sustainability, social responsibility, and wellbeing	<p>Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022</p>	<p>21/22 Actuals average 55% positive response 13% below target</p>	<p>RED</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>Close relationship continued; SU retained Excellent Green Impact Students' Union status.</p>	<p>GREEN</p>
	<p>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</p>	<p>New posts created, saucerful first Instagram completion undertaken over Christmas. Readership increased by over 5% during campaign.</p>	<p>GREEN</p>
	<p>Report on sustainability issues regularly to the University Community Forum</p>	<p>Regular reports on sustainability projects reported to Community Forum.</p>	<p>GREEN</p>
	<p>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.</p>	<p>Regular collaborative meetings, and several potential shared projects under discussion. A City Council Sustainability summit is programmed for late September 2022, where the university is invited to present.</p>	<p>GREEN</p>
	<p>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>	<p>Project extremely successful, both organisations offered the post holder full time permanent jobs, Project on hold whilst new format is discussed and resourced.</p>	<p>AMBER</p>
	<p>TARGET</p>	<p>PROGRESS</p>	<p>PERFORMANCE</p>
FOOD   	<p>Retain Sustainable Restaurant Association 3-star certification</p>	<p>Retained 3-star, highest rating</p>	<p>GREEN</p>
	<p>Retain MSC status</p>		
	<p>Retain Fairtrade Status in June 2023</p>	<p>On track to retain next year when 2 yearly accreditation is audited.</p>	<p>GREEN</p>
	<p>Re -launch SU Eatable Life One Planet Plate research project with Sustainable Restaurants Association 1 November 2021</p>	<p>Relaunched successfully and video produced for final conference. https://www.youtube.com/watch?v=C2IXkTSp0KQ</p>	<p>GREEN</p>
	<p>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.</p>	<p>Procurement regularly reviews and report KPI's at catering contract review meetings which are chaired by Head of Procurement who also chairs the Procurement Working Group a subgroup of Sustainability Strategy Group.</p>	<p>GREEN</p>

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Theme 4: Global sustainability ethics, partnerships, and leadership	Continue to promote Food bank collections amongst students and staff to support people struggling to feed themselves.	Permanent food bank collection point, promoted to students and staff	GREEN
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Progress against non-carbon quantitative and qualitative targets 2021-2022

