

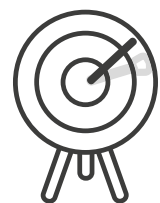
# CHANGE TODAY PROTECT TOMORROW

*Creating Critical Thinkers and Agents of  
Change to Protect Our Common Future*



**ANNUAL SUSTAINABILITY REPORT  
2021 - 2022**

## TEN+ YEARS OF SUSTAINABILITY AT THE UNIVERSITY OF WORCESTER 2007 – 2022



### 2007/8

Comprehensive quantitative and qualitative **targets and objectives set for many areas** including student travel after two years preparatory work establishing baselines. **Fairtrade status awarded**, Carbon Trust Standard for reducing our carbon footprint over 3 years. Student herb gardens planted next to Student Halls.



### 2009/10

16<sup>th</sup> in the People and Planet Green League, a rise of 77 places in two years. First annual sustainability report. Won international Gold Green Apple award with Worcester City Council for a **120% increase in recycling in the halls**. SU participated for the first time in the Sound Impact Environmental Award Scheme and achieved a Bronze Award. We were the **first English University to achieve EcoCampus Platinum status** in June 2010. Students' Union gets a silver Green Impact (renamed Sound Impact) award.



### 2011

**3<sup>rd</sup> in the People and Planet Green League** and HEA Green Academy pilot which introduced sustainability electives. The Riverside building won the Architects Journal Retro Fit award and was shortlisted for a Green Gown. Recognising the creative re-use of buildings and infrastructure, and for setting new standards in upgrading existing facilities for half the cost of a new build.



### 2012

Energize Worcester Student Green Fund grant for £175k SU led project reducing energy use in student houses. NESTA **£10k to expand the Bike Loan scheme**. Students' Union achieved Gold Green Impact award, the highest. The opening of The Hive, joint University and local authority library and history centre. The first of its kind in Europe. Winner of two international awards for the building design and sustainability.



### 2013

**£70k investment in automatic meters to monitor energy at building level**. Solar PV installed on Woodbury supplying 1.1% of our energy needs. The Arena array is three-times larger generating nearly 114 kW clean electricity. The 2008 Biodiversity strategy and action plan updated to include new sites. Nature trail established with information on what to see in each season, bird and bat boxes and bee hotels installed and monitored by student Nature Society.



### 2014

**2<sup>nd</sup> in the Green League out of 151 universities**. Finalist in 6 categories in the Green Gown awards, winning for our Bike Loan scheme. Collaboration with Worcester Polytechnic Institute, Massachusetts, hosting teams of undergraduates for 7 weeks undertaking community sustainability projects in Worcester UK. Teme Hall students won pan European energy saving competition saving the most energy winning 400 euros.



### 2015

Achieved NUS Responsible Futures accreditation for our approach to social responsibility and sustainability, one of the first universities to achieve this. **Launched Midlands Sustainable Education Network** bringing together education, politics and business to work on place-based solutions and develop leadership skills. Skills for Tomorrow annual two-day event focusing on job roles for school children recognised by GuildHE as best practice in citizenship.



TOP 10



### 2016

Transitioned to the ISO 14001:2015 standard, the second university in the UK with our documentation being used by the auditors as best practice examples, thereby sharing our knowledge not only within the sector but across businesses. **Worcester Bosch join Energize Worcester research supplying 5 new energy efficient boilers and smart controllers** to student rented houses. Data loggers give real-time information of decision making.

### 2017

Selected for Leadership Foundation Innovation for Collaborative Teams for our EAUC Emerging Leaders project to develop the leadership capabilities of sustainability professionals. Bringing together three areas of strategic importance for UW – developing leadership, working within our communities and sharing good practice. **We are collaborating with Coventry University, M&S and Go Green Week in the City.**

### 2018

Students' Union and University jointly sign up to the SDG Accord. Two long term collaborative projects promoting sustainable living with Worcester City Council and Worcester Bosch won international silver Green Apple Awards. Reaccredited NUS Responsible Futures with an increased score. Best performing university in England with smallest gender pay gap.

### 2019

Number 1 in the UK and 26<sup>th</sup> globally, for Quality Education, in the Times Higher Education Impact Rankings. The rankings assess contribution made by universities around the world to achieving the internationally agreed Sustainable Development Goals, which the United Nations adopted in 2016. Won a Green Gown for Sustainability Institution of the Year, and highly commended for Campus for the Future for the Art House refurbishment.

Board of Governors declared a Climate Emergency in July 2019. Partnerships with West Midlands Railways and First Bus provide free and subsidised sustainable travel to prospective students at Open Days. Part of a new £50m deal to buy renewable energy directly from British windfarms for the first time.

### 2020

Reaccredited with an increased score with SOS UK Responsible Futures. Gained ISO5001:2018 energy management accreditation for the first time. With Worcester City Council awarded a small grant from the Local Government Association Net Zero Innovations fund to pilot employer led e-bike share, this follows an International CSR (Corporate Social Responsibility) Excellence Award, recognising the best companies, councils and communities making a difference. We are Highly Commended in the International Green Gown Awards 2020, for Sustainability Institution of the Year. The ceremony took place in New York, USA, as part of the United Nations High Level Political Forum.

### 2021

We are in the top 10 of universities across the UK to best reflect society in terms of socio-economic class, according to analysis by the Higher Education Policy Institute, an independent higher education think tank. The University of Worcester is eighth out of 132 UK universities for ensuring that people from all backgrounds have the chance to study at university.

### 2022

Created a digital twin of the Sheila Scott building on our St John's campus with the goal to contribute to the decarbonisation programme. A digital twin is a live model of a building and allows viewing live data of the environment, such as temperature, humidity, Co2 levels and occupancy. The data collected by the sensors feeds to the digital twin and will allow the University to suggest changes to the equipment or settings to improve building efficiency and save carbon.

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FOREWORD

Climate change is a very real threat to humanity. As the planet warms, extreme weather events such as storms and summer wildfires are increasing in intensity and severity around the world, causing unimaginable destruction. Collectively we must take urgent action.

Working collaboratively, at the University of Worcester we have embedded sustainability into all of our work and aim to inspire students, staff and the wider community to take action themselves. We have taken significant steps to reduce our carbon footprint and aim to be net zero by 2030. This may be ambitious, but it is essential. Staff and students are all united in this cause as we work together for a sustainable future.

We must harness our energies, look for shared solutions, and work together to identify scalable and replicable answers. The Covid-19 pandemic has presented a challenge like no other, and, like many others, has left us conflicted between providing good ventilation across our buildings which inevitably means driving up our energy use. But we must be both diligent and creative in finding solutions.

Universities are a vital partner in this challenge, providing first-class research, leading by example and educating our future workforce to think sustainably. Many of our graduates will go on to lead teams globally and we must ensure they are prepared to keep pushing on this agenda.

The Sustainability Policy - adopted by the University of Worcester Board of Governors on 18 February 2008 - acknowledges our areas of responsibility throughout the University in research, teaching, knowledge transfer, and campus management and this Sustainability Report details the focus of our activities and shows the progressive evolution of our commitment to sustainable campus management over the past 14 years. We are committed to building on the achievements outlined in this report. We want to increase the visibility of, expand upon, and bolster our sustainability activities. From sustainable development projects, and piloting innovative transport schemes, to community awareness initiatives, we are always looking at ways the University can make a difference. We know there's always more work to do and we're determined to do all we can to ensure the wellbeing of future generations.

The 17 Sustainable Development Goals (SDGs), adopted by the United Nations General Assembly in 2015, have been critical in sparking academic discourse as well as broader discussions about the societal role of universities and we are deeply committed to playing a positive part in the great global movement which has seen the UN adopt these ambitious, most positive goals for the people of the planet. Global warming is a reality. We need to act together now to avoid a climate disaster.



*David Green*

Professor David Green CBE DL  
Vice Chancellor and Chief Executive

## INTRODUCTION

The University adopted a Strategic Plan in February 2019 at a time of great national uncertainty, both for the higher education sector and the country. Work begins in Autumn on a comprehensive bottom-up revision consulting our many stakeholders. No doubt sustainability and net zero carbon will remain key goals. This is the fourteenth Sustainability Report for the University of Worcester. Universities recognise their contribution in delivering a range of positive economic, social, and environmental impacts, as well as their role in mitigating and reducing negative impacts, such as reducing direct and indirect carbon emissions. Equally, we recognise our role in fostering and empowering our students and staff as a force for change through critical academic engagement and the generation of new knowledge to support the United Nations Global Goals. This report describes the institution's most significant environmental aspects and how these are managed and mitigated, to fulfil our commitment to continual sustainability improvement. It also maps our projects and progress related to the United Nations Sustainable Development Goals (SDGs). Summarising our position enables the University to report our progress to the SDG Accord which we do in partnership with the Students' Union. We signed up to the SDG Accord on 26 September 2018 and report our progress annually. On 8 December 2022, the University joined 116 universities from 48 countries to pledge towards declining biodiversity, Nature Positive Universities Alliance. The Sustainability Strategy Group, reporting to University Executive Board, oversees the strategic management of research, teaching and campus operations under the sponsorship of the Vice Chancellor, and chaired by the Deputy Pro Vice Chancellor Research Dr John-Paul Wilson. It reports via the Learning Teaching and Student Experience Committee, and the Research and Knowledge Exchange Committee p37. An Energy Committee chaired by the Pro Vice Chancellor Finance and Resources, reporting to the University Executive leads on energy efficiency and investments to reduce both costs and carbon associated with energy.

The Sustainability Strategy Group undertakes a series of workshops to ensure its work and this report continues to be:

- Transparent, accessible and stylish so attractive to read
- Identifies University of Worcester's risks, opportunities and materiality
- Sets out our clear governance for sustainability
- Ensures quality stakeholder engagement
- Uses various external accreditations
- 6 to offer independent assurance

It also keeps under review the most useful metrics and benchmarking tools to ensure the University is reporting appropriately its sustainability journey. We were particularly proud to have had our Sustainability Annual Report as a finalist four years running in the national Green Gown Awards for Institutional Reporting and being joint winners in 2021 with the University of West of England.

## Level of assurance and methodology

It is vital for the University that we have third party assurance of our data and our programmes, which is why we invest in partnerships to ensure others have oversight in our work. We are also very committed to students learning these valuable auditing skills. Modules in Worcester Business School audit the University and students and others are invited to help with the ISO14001:2015 internal audits and to be observers on the external audit visits. This report is drafted to show the true picture of the University. We publish our historic data and show our failures to meet targets along with our successes. We welcome and encourage feedback and the student module is an excellent vehicle to make sure what we present is relevant to our students who are one of our key stakeholders.

Loreus have undertaken an independent verification of this Sustainability Report (2021-22) which has been prepared in accordance with the core option of the Global Reporting Initiative (GRI) Sustainability Reporting Standard. The scope of Loreus' verification covers the data and information used to evaluate the University's sustainability performance for the period 1st August 2021– 31<sup>st</sup> July 2022. The evidence gathering process was designed to obtain a reasonable level of assurance as set out in the GRI External Assurance of Sustainability Reporting guidance. The verification process included reviewing relevant documentation, interviewing responsible personnel with accountability for preparing the report and verifying a sample of data and information.

Loreus was not involved in calculating, compiling, or developing the Sustainability Report. Loreus verification activities are fully independent from the University of Worcester.

After reviewing this annual sustainability report, it is the opinion of the principal assessor that the information contained within, and the completeness of the reporting represents an example of best practice within the higher education sector.

Name of Principal Assessor at Loreus

Khaled Belgasmi

*Khaled Belgasmi*

Date of audit:

20 December 2022

## STRATEGY

The University has a long-standing commitment to act in a sustainable and environmentally responsible manner. In July 2019 the University Board of Governors declared a Climate Emergency giving clear leadership for the University to identify the step change measures required for net zero carbon by 2030. The Strategic Plan 2019 includes a commitment to create possibilities, develop potential and increase community engagement. It clearly sets out our approach: 'We promote educational and social inclusion and equality. We behave with kindness and respect; we expect ethical and professional behaviour. We practice environmental sustainability and social responsibility'. This vision encapsulates our overarching aim to fully accept our broad responsibilities to society and develop our physical assets to provide excellent facilities and opportunities for students, staff, and the wider community, but in ways that promote and champion sustainability and social responsibility.

The University's Sustainability Strategy aims to balance supporting the Global Goals and promoting positive societal impact while mitigating our negative impacts by reducing our net carbon emissions to zero by 2030. The University's Sustainability Strategy is structured around four core themes, which map to all 17 UN Sustainable Development Goals.

### Theme 1: Promoting sustainability, social responsibility and wellbeing



Our key commitments are:

1. To embed sustainability principles within our community's working and social lives
2. Encourage active citizenship both locally and globally
3. Provide projects and programmes that directly enhance wellbeing

### Theme 2: Integrating sustainability through knowledge, skills and experience



Our key commitments are:

1. Embed inclusion of sustainability principles in the formal curriculum, learning and teaching practice
2. Provide appropriate sustainability training for all our staff and students and encourage them to engage in sustainability practices.
3. Ensure there are opportunities for students and volunteers to engage in applied projects

### Theme 3: Mitigation, adaptation and resource efficiency



Our key commitments are:

1. Manage our estate to mitigate against climate change (through reduction of carbon emissions) and to ensure future resilience through engagement in adaptive strategies
2. Optimising resource efficiency and stimulating a shift to sustainable models of consumption
3. Minimising pollution

### Theme 4: Global Sustainability Ethics Partnerships and Leadership



Our key commitments are:

1. To invest in pedagogic innovation, scholarship and research on sustainability with global impact
2. To enhance our positive social and environmental contributions through our supply chain
3. To build beneficial partnerships and collaborations through our sustainability activities and enhance our international sustainability visibility



THEME 1: PROMOTING SUSTAINABILITY, SOCIAL RESPONSIBILITY AND WELLBEING

The University’s engagement with its internal and external stakeholders demonstrates our commitment to embed sustainable principles within our communities. We will continue to promote communication with all our stakeholders, both internally and externally, our sustainability strategy, actions and performance and build strong partnerships and collaborations to share sustainability learning. We aim to improve the quality of life for students, staff, and the wider community through the provision of services and programmes that directly and indirectly enhance wellbeing. These include enhancing campus biodiversity, increasing sustainable food choices, provision of facilities for exercise and relaxation.

Furthermore, to encourage health and wellbeing we encourage our staff and students to use sustainable transport and operate a sustainable travel plan. We have signed the Civic University Agreement, reaffirming our commitment to our local communities, and pledged to put the economy and quality of life in Worcestershire and Herefordshire at the top of our priorities.

University students worked with local schoolchildren to increase their knowledge and commitment to recycling. University students visited Oldbury Park Primary School, working with pupils to produce posters of what can and cannot be recycled for display at home. Hollymount School also took part in the project, which was supported by social housing organisation, Platform Housing. The idea was for the schools to compete to see whose pupils could recycle the most. The initiative was also shortlisted in this year’s Green Gown Awards. Free recycling bags and posters designed by the school children were given to children to take home so they could help ‘educate’ their families on what can be recycled. Following the success of this project, Platform Housing is now distributing the recycling bags across its properties throughout the Midlands.



The University of Worcester won an International CSR award for its work in the community to encourage young people and their families to recycle more.

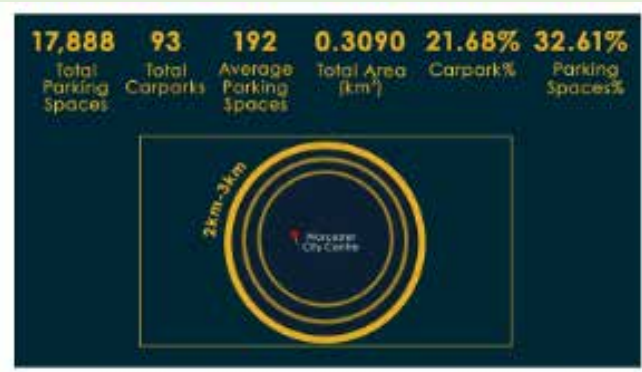


Illustration student Ira Spiridova (Digital Media)




A student-led project quantified and mapped private non-residential (PNR) parking in Worcester and Gloucester. Students created a mapping tool tested in two cities to highlight the potential opportunities for reuse and redevelopment associated with surplus PNR parking. PNR parking is unregulated in Worcester and many other UK cities which means city officials lack clarity around where parking is located and how much it is being used – or unused. A plentiful supply of PNR parking makes it easier for people to drive walkable distances and disincentives the use of public transport. This, together with a lack of clarity around the availability and use of parking facilities, presents several challenges to city planners attempting to discourage car use in and around city centres. Read their results and more details about the study here: <https://susthingsout.com/mapping-pnr-parking-for-reuse/>

PROGRESS AGAINST TARGETS

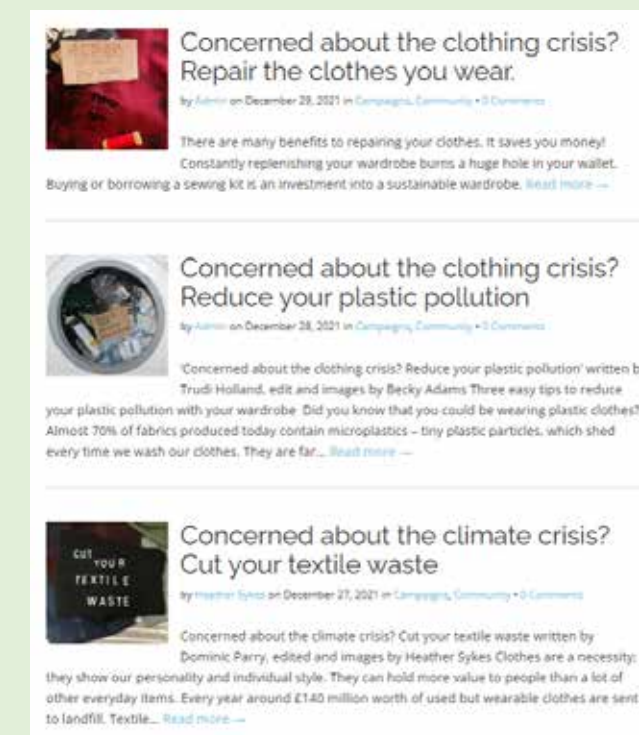
Our performance against each target is represented as follows: RED = did not meet target, AMBER = partially met target, GREEN = met target, GREEN \* = exceeded target

Core SDG	Theme 1: Promoting sustainability, social responsibility and welfare	Progress	Performance
Commitment 1: Embed sustainability principles within our communities’ working and social lives			
16	By 2020, we will increase student awareness of the University’s sustainability activities from 2016-17 baseline year of 47% to 65%.	<a href="https://susthingsout.com/what-do-you-know-about-sustainability/">https://susthingsout.com/what-do-you-know-about-sustainability/</a> In 2020 the university asked students and staff about sustainability knowledge and awareness, this is a longitudinal study going back several years so we can view trends. COVID did lower response rates but averaging across nine different sustainability areas from conserve energy to promoting the SDGs students rated very aware or aware 61.47%. This in an increase from 47% baseline but not quite the target.	AMBER
13	By 2020, we will increase student sustainability actions from 2016-17 baseline year of 64% to 75%.	<a href="https://susthingsout.com/wp-content/uploads/2021/11/Student-and-staff-behaviours-survey-2020-summary.docx">https://susthingsout.com/wp-content/uploads/2021/11/Student-and-staff-behaviours-survey-2020-summary.docx</a> Responses from students to the survey were much lower this year (n= 106), with disruption due to the Covid-19 pandemic having an impact over the survey period from November 2020 to February 2021. Therefore, direct comparisons with the results from the previous year’s survey should be treated cautiously. In thirteen different actions ranging from repairing a broken item to shop for items with minimal packaging, 75.80 students always/most of the time or sometimes have taken these actions. It does appear we have reached this target increasing from 64% in our baseline year.	GREEN
11	By 2023, we will have further developed our active calendar of community-based events as an exemplar of best practice model, collaborating with an even greater range of businesses, not for profit organisations, local authorities, and schools/colleges.	<a href="https://susthingsout.com/what-does-leadership-for-sustainability-in-higher-education-mean/">https://susthingsout.com/what-does-leadership-for-sustainability-in-higher-education-mean/</a> <a href="https://susthingsout.com/go-green-week-2021-2/">https://susthingsout.com/go-green-week-2021-2/</a> Despite the pandemic a predominantly online Go Green Week community event took place, and we reached a global audience. A school’s project with a national Social Housing Association won a national CSR award.	GREEN *



Core SDG	Theme 1: Promoting sustainability, social responsibility and welfare	Progress	Performance
<b>Commitment 2: Encourage active citizenship both locally and globally</b>			
	By 2020, we will further develop the 'Skills for Tomorrow' secondary schools-based sustainability conference, promoting sustainability career awareness across both Worcestershire and Herefordshire.	A new schools-based project Move the World designed an educational campaign for KS1 children to:  Encourage 15 minutes of daily activity Educate them on sustainability & the 17 SDGs Promote sustainable behaviour and physical wellbeing is being piloted. Interviews with school staff have been conducted and the researchers intend to publish the findings and replicate the study in other schools. <a href="https://www.worcester.ac.uk/about/news/2021-award-for-universitys-sustainability-work-with-schools">https://www.worcester.ac.uk/about/news/2021-award-for-universitys-sustainability-work-with-schools</a>	<b>GREEN</b>
	By 2021, we will generate further opportunities for collaborative projects and programmes in the multi-award-winning HIVE library and history centre.	A new initiative to provide 'bite sized' Carbon Literacy training for Worcestershire Library users is being developed as part of the 10-year anniversary celebrations and The Hive's sustainability agenda to promote this within libraries in Worcestershire. The demographics of library users across the county were reviewed to ensure a correct fit for course content. Pilot sessions with adults and families have shown there is an appetite for learning about Carbon Literacy and how to find high impact solutions. This pilot will do further work in libraries in 2022-2023 <a href="https://susthingsout.com/delivering-carbon-literacy-in-worcestershires-libraries/">https://susthingsout.com/delivering-carbon-literacy-in-worcestershires-libraries/</a>	<b>GREEN</b>
	By 2023, we will nurture further global sustainability partnerships supporting students flowing between countries doing city based experiential projects.	Collaboration with Worcester Polytechnic Institute continues with 15 students in 2021 and a further 24 in 2022, and 16 students due in 2023. New collaborations with Worcester Cathedral, and developing a Digital Twin to measure Stakeholder engagement to within teaching and office accommodation where room occupancy data may improve space utilisation and reduce operational carbon emissions are just two examples of this collaboration. <a href="https://www.worcester.ac.uk/about/sustainability/what-we-do/construction-and-refurbishment.aspx">https://www.worcester.ac.uk/about/sustainability/what-we-do/construction-and-refurbishment.aspx</a>	<b>GREEN</b>

### Student led community campaign covering ten topics relating to Fast Fashion.



### Images from Go Green Week



A Communications and Community Engagement strategy helps us to raise awareness on current and planned sustainability initiatives and encourage behavioural change among staff, students and all University stakeholders. This strategy includes a timetable for communications from 2022-25. Students are actively encouraged to support this work including part-time digital creative students. This is reviewed for its effectiveness and impact. For example in 2021/22 a number of articles were published in the media about the University's sustainability credentials and work with a combined total of over 640,000 Opportunities To See (OTS) a measure which illustrates the impact of media coverage by quantifying the level of exposure to an item - i.e. how many people have potentially seen the media item.

Articles included:

- A piece about the doubling of solar panels on the University Arena
- An article about staff and students delivering flood resilience workshops to local schoolchildren
- An article about wildflower habitats on campus
- A TV piece about the University's work with the RSPB to reverse the decline in farmland birds
- Several articles about the University's annual Go Green Week activities



Provide projects and programmes that directly enhance wellbeing

Many people turned to bird watching for well-being benefits in lockdown. When we were restricted from leaving our houses or flats, watching the wildlife through the window became great entertainment. It is something that has kept its appeal, with 697,735 people getting involved in this year's Big Garden Birdwatch. The new boards will help students and staff to identify what we have on campus. They are located by the Charles Darwin and Woodbury buildings. Read about how you can help you can enhance your well-being by bird watching <https://susthingsout.com/bird-watching-for-well-being-at-worcester/>



Illustration student, Heather Sykes

Core SDG	Theme 1: Promoting sustainability, social responsibility and welfare	Progress	Performance
Commitment 3: Provide projects and programmes that directly enhance wellbeing			
	By August 2020, we will Achieve level 3 standard of <b>Worcestershire Works Well framework</b> .	Significant additional resources have been put in place during the pandemic to support staff wellness, including a blog Birdwatching for wellbeing by Student Services <a href="https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/">https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/</a> and working with the local RSPB created a Bird Seed Crop feeding 150 linnets over winter. The University student Nature Society arranged bird ID and survey training. Well being walks on campus were conducted as well as guided Bird Walks <a href="https://group.rspb.org.uk/worcester/wp-content/uploads/sites/176/2022/07/June-2022-newsletter.pdf">https://group.rspb.org.uk/worcester/wp-content/uploads/sites/176/2022/07/June-2022-newsletter.pdf</a> Further wildflower meadows were also created.	AMBER
	By 2021, we will build on our best practice sector leading approach to enhancing wellbeing for students and staff e.g. 'Suicide-Safer' campus. We will aim to provide exemplar sustainable food choices, provision of facilities for exercise and relaxation, and increased biodiversity.	<a href="https://susthingsout.com/promoting-sustainable-diets-with-su-eatable-life-and-one-planet-plates/">https://susthingsout.com/promoting-sustainable-diets-with-su-eatable-life-and-one-planet-plates/</a> Despite Covid we continued with our One Planet Plate project with the Sustainable Restaurants Association, have increased wildflower planting, gained Gold Hedgehog campus status and upgraded our wood fired earth pizza oven creating more well-being facilities on campus.	GREEN
	By 2023, we will have strengthened sustainable travel options for students and staff, reducing the negative impacts of our growth on the city and alleviated pressures on campus car parking. We will build on our innovative award-winning bike share scheme Woo Bikes and helped to introduce this throughout Worcestershire.	<a href="https://www.worcester.ac.uk/documents/Mobility-Plan-University-of-Worcester-2020-2021.pdf">https://www.worcester.ac.uk/documents/Mobility-Plan-University-of-Worcester-2020-2021.pdf</a> Part of <a href="https://u-mob.eu/">https://u-mob.eu/</a> a European project funded by the European Commission under the LIFE programme. It is aimed at the creation of a university network to facilitate the exchange and transfer of knowledge about sustainable mobility best practices among European universities. The University is investigating using a rewards-based behaviour change App to nudge people to sustainable travel choices.	GREEN






## THEME 2: INTEGRATING SUSTAINABILITY THROUGH KNOWLEDGE, SKILLS AND EXPERIENCE

The University seeks to further embed inclusion of sustainability principles in its formal curriculum and learning and teaching practice. This will enable all our students to develop a future focus and global outlook and the ability to innovate and lead change in support of sustainability.




In terms of our internal stakeholders, we will provide appropriate sustainability and environmental training for all our staff and students and encourage them to engage in sustainability practices. We have incorporated environmental sustainability responsibility in all staff job descriptions.

Equally, public outreach and engagement is a key element of our sustainability work, reflecting our commitment to creating benefit for the communities we serve, both locally and globally. Continuing our 'Living Lab' approach we provide experiential participatory learning and encourage active citizenship in a range of collaborative projects.

Core SDG	Theme 2: Integrating sustainability through knowledge, skills and experience	Progress	Performance
	<b>Commitment 4: Embed inclusion of sustainability principles in our formal curriculum, learning and teaching practice</b>		
	By 2020, we will have developed a sustainability-benchmarking tool to evaluate the integration of sustainability in curriculum and research that can be applied to other higher education institutions in the UK.	<a href="https://susthingsout.com/are-students-learning-about-sustainability-at-your-university-benchmark-them-to-find-out/">https://susthingsout.com/are-students-learning-about-sustainability-at-your-university-benchmark-them-to-find-out/</a> The tool has been developed, however with the launch of Times Higher Impact League, the focus of this project has turned towards ways to measure student awareness and outcomes from universities' work in this area.	AMBER
	By 2021, we will further develop cross-university opportunities for engagement in Education for Sustainable Development (ESD) through use of initiatives such as Sulitest or cross-school project working/living-labs and ensure ESD continues to have prominence in key University documents such as the Learning, Teaching and Assessment Strategy, Graduate Attributes and Employability.	We use the Sustainability Literacy Test to evaluate sustainability literacy in our students. <a href="https://susthingsout.com/global-sustainability-test-student-result/">https://susthingsout.com/global-sustainability-test-student-result/</a>	GREEN
	By 2023, we will have created opportunities for all undergraduates to access experiential learning in ESD within their taught programmes.	An accredited 8-hour Carbon Literacy module is being rolled out for all staff and students from February 2021. Increased access to sustainability experiential work placements opportunities are available to all courses.	GREEN

Core SDG	Theme 2: Integrating sustainability through knowledge, skills and experience	Progress	Performance
	<b>Commitment 5: Provide appropriate sustainability training for all our staff and students and encourage them to engage in sustainability practices</b>		
	By 2020, we will refresh our bespoke sustainability blog ( <a href="http://www.susthingsout.com">www.susthingsout.com</a> ) mapping it to the United Nations Sustainable Development Goals and promote this to all students and staff and encourage posting and comment. The University 10 Golden Rules for living and studying sustainably will similarly be refreshed.	<a href="http://www.susthingsout.com">www.susthingsout.com</a> has been refreshed as have the <b>10 Golden Rules</b> . Children's versions of these rules have been developed for both Malvern and Worcester to support our work in helping to embed sustainability in the school's curriculum. These are promoted to students as part of Welcome Week with stalls and in Halls inductions. Free plants and notebooks are distributed to encourage students to make simple small changes.	GREEN
	By 2021, we will develop methods to measure levels of knowledge and skills to map the progress of students and staff in sustainability literacy.	<a href="https://susthingsout.com/measuring-student-engagement-with-sustainability/">https://susthingsout.com/measuring-student-engagement-with-sustainability/</a> A research project with SOS UK reviewed parts of their <b>Responsible Futures</b> accreditation.	GREEN
	By 2023, we will ensure all staff have appropriate discipline or service based ESD training to support their teaching or service delivery.	The University's Learning and Teaching Strategy 2020 – 2025 recognises the importance of ESD and has this as a main goal. Workshops are available for staff providing strategies, frameworks, and case examples to facilitate teams in reviewing how their courses link to the SDGs and whether their current learning, teaching and assessment practices support the development of key competencies for promoting sustainable development. Data on uptake will be collated and reported at Sustainability Strategy Group.	GREEN








Core SDG	Theme 2: Integrating sustainability through knowledge, skills and experience	Progress	Performance
	<b>Commitment 6: Ensure there are opportunities for students and volunteers to engage in applied sustainability projects</b>		
	By 2020, we will have extended the number of D term Worcester Polytechnic (US) student projects from 16 to 24.	The pandemic stopped international travel 3 days before the teams were due to arrive on campus in 2019. 2020 teams undertook their projects remotely.	AMBER
	By 2021, we will create a sustainability 'Living Lab' as a user-centred, co-creation approach to integrating research and innovation processes in real life communities and settings; the 'Golden Triangle' of professional education.	The pandemic curtailed many planned work placement opportunities in off campus settings giving the opportunity for more students to get involved in virtual sustainability projects in 2020/21, including creative writing, journalist, crime scene, biology, and health students.	GREEN
	By 2023, we will aim to expand the Living Lab to include services operating out of The Hive.	Plans to create a 'Living Lab' hub have not progressed. There are many experiential project-based learning opportunities but no dedicated project manager.	RED

## THEME 3: MITIGATION, ADAPTATION AND RESOURCE EFFICIENCY

The University has declared a climate emergency in July 2019 and has committed to net zero carbon by 2030. It will ensure the strategic and operational controls, to manage and reduce carbon dioxide and other greenhouse gas emissions. We will continue to construct and refurbish our estate to the highest sustainability standards. We will encourage our stakeholders to change their behaviour so that their consumption of goods and services is reduced. We will achieve this through practical demonstrations, Go Green Weeks, Green Impact projects, student, and staff training programmes. We will continue to operate our certified EMS. This framework ensures we prevent pollution by reducing emissions and discharges, reducing our use of natural resources, such as energy and water, and encouraging the reuse of resources whenever possible including using of recycled materials and recycling.

In September 2020 the University Executive Board approved a Sustainability Strategy 2020 - 2030 which reviewed the carbon journey since 2008/9 baseline and projected, based on a 1.5-degree warming scenario, the university aims to reduce its direct and indirect GHGe emissions to be net zero by 2030 from a new baseline year 2018/19 where the total footprint is 21,931 tCO<sub>2</sub>e. The University will reduce its emissions by 50% and as a last resort will offset the remaining emissions in credible sector specific offsetting and carbon sequestration schemes. The following show our performance against our overarching carbon emissions targets and year on year comparison. The University measures and reports on carbon emissions in three ways:

Core SDG	Theme 3: Mitigation, adaptation and resource efficiency	Progress	Performance
	<b>Commitment 7: Manage our estate to mitigate against climate change (through reduction of carbon emissions) and to ensure future resilience through engagement in adaptive strategies</b>		
	In 2020 we will set new science-based targets to a 1.5 degree warming to achieve net carbon neutrality by 2030. These will be based on scopes 1, 2 and 3 from a new base line of 2018-19.	New <b>Sustainability Strategy</b> was approved September 2020. Our far-reaching strategy has been recognised as leading in the sector, by being in the top three in a new carbon <b>targets league</b> .	GREEN
	By 2020 we will investigate the viability of utilising geo-thermal within the re-development of the Riverside Campus and connecting all University Buildings to a district heating system.	The BEIS Heat Networks Delivery Unit have funded a feasibility into a Worcester City Heat Network including all the university 3 city campuses. Due to report in December 2021.	GREEN
	Average DEC rating for the university significant buildings is 60 in 2019. By September 2023 reduce the average DEC rating to 45.	DEC ratings are improving each year <a href="https://www.worcester.ac.uk/documents/Estate-DECS-2021.pdf">https://www.worcester.ac.uk/documents/Estate-DECS-2021.pdf</a> We have created energy action plans for all University significant buildings to improve the DEC to target levels. These are being updated following the heat decarbonisation plans <a href="https://www.worcester.ac.uk/documents/UoW-Overarching-Heat-Decarbonisation-Plan-Rev-B.pdf">https://www.worcester.ac.uk/documents/UoW-Overarching-Heat-Decarbonisation-Plan-Rev-B.pdf</a>	GREEN
Core SDG	Theme 3: Mitigation, adaptation and resource efficiency	Progress	Performance
	<b>Commitment 8: Optimise resource efficiency and stimulate a shift to sustainable models of consumption amongst our stakeholders</b>		
	By 2019/20, we will implement the SU-Eatable sustainable food project within our new catering contract to help promote suitable food choices for students and staff, including the roll out of the GreenApes App.	<b>SU Eatable One Planet Plate</b> launched in <b>Go Green Week 2020</b> This is an EU life funded international research project with sustainable restaurants association. However, paused due to Covid, re-launching with new contractor Chartwells February 2021	AMBER
	By 2021, all development and refurbishment projects will increase the efficiency of resources used whilst seeking to reduce the building's impacts on human health and the environment. System controls will be set to ensure buildings are fully optimised and real-time energy monitoring and analytics will be used to monitor performance. These principles will be embedded into projects to allow building users to occupy and control buildings simply and effectively.	Zero and low carbon are built into all construction and refurbishment projects. The <b>policy was revised</b> and we gained ISO50001:2018 accreditation in September 2020, it needs further review which is delayed until December 2021. The energy and water strategy have been reviewed inline with the new net zero targets. <a href="https://www.worcester.ac.uk/documents/Energy-and-Water-Management-Strategy-2021-to-2031.pdf">https://www.worcester.ac.uk/documents/Energy-and-Water-Management-Strategy-2021-to-2031.pdf</a>	AMBER

Core SDG	Theme 3: Mitigation, adaptation and resource efficiency	Progress	Performance
	By 2023, we will for capital projects and major refurbishments ensure 15% of energy required for the development be produced from renewable sources.	We have increased our electricity generation capacity and increased our solar thermal, receiving several grants to help us achieve this. However, the total energy consumed on campus is 13,853,894 kWh of this PV Generation is 150,715 and Solar Thermal is 39335 totalling 190,050 which is just 1.4% of our needs. We aim to increase our total electricity generated on site to reach 15% of our requirements.	AMBER
<b>Commitment 9: Minimise campus pollution</b>			
	By 2019/20, we will do additional pollution awareness-raising training including annual spill test drills for all first responder radio users. We will complete second phase of storm/foul indicator and direction of flow drain covers.	Spill awareness training delivered to Campus Services and the Grounds team (radio first responders). The annual programme of spill drills in place. Some additional drain markers installed. Ongoing project. Curtailed due to Covid.	GREEN
	From a 2018/19 baseline year, by 2021 we will reduce by 10% the number of students travelling alone in their own car between their home address and term address.	Student travelling by car alone increased to 41% in 2019/20, until Covid. A new post Covid survey is being undertaken in 2021. More detail can be read here. <a href="https://susthingsout.com/how-did-covid-19-affect-staff-and-student-travel-in-2020/">https://susthingsout.com/how-did-covid-19-affect-staff-and-student-travel-in-2020/</a>	RED
	By 2023, we will have fully synchronised parking policies for students and staff to support and prioritise sustainable travel options.	Key operational staff meet regularly with the aim of synchronising policies. 102 new EV charge points are due to be installed when new car parks are created as part of Severn Campus developments, opening early 2023.	AMBER

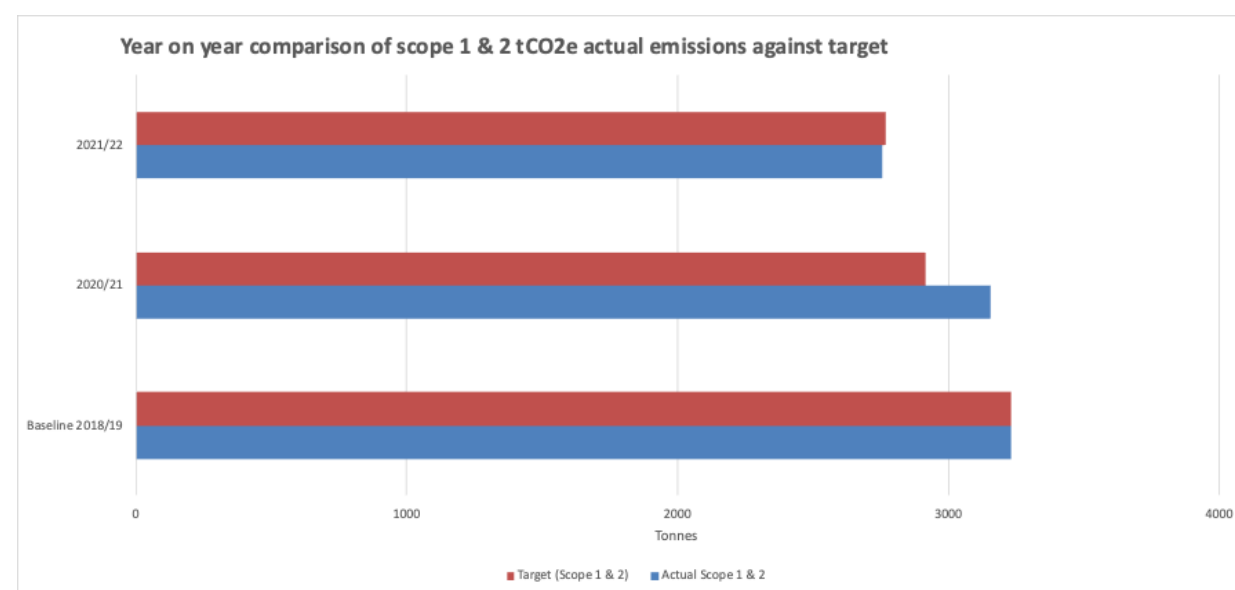


Figure 1: Year on year comparison of scope 1 & 2 carbon emissions (tCO2e) against target of 50% reduction from 2018/19 base year

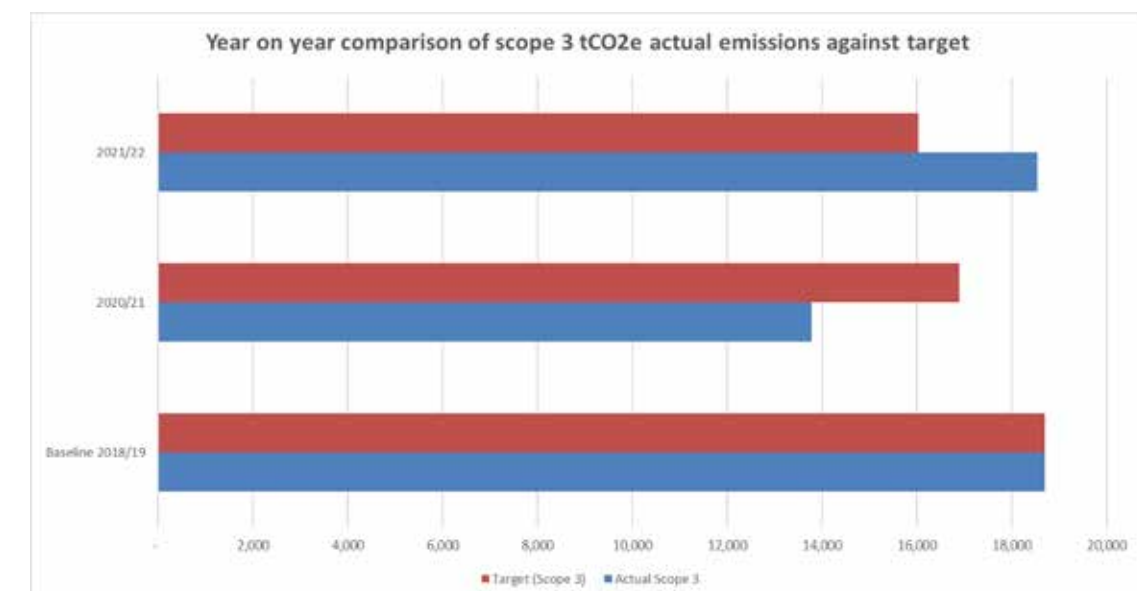


Figure 2: The graphs above show the university indirect (scope 3) carbon emissions tCO2e. Year on year comparison of carbon emission targets against our actual absolute emissions against target of 50% reduction from 2018/19 base year.

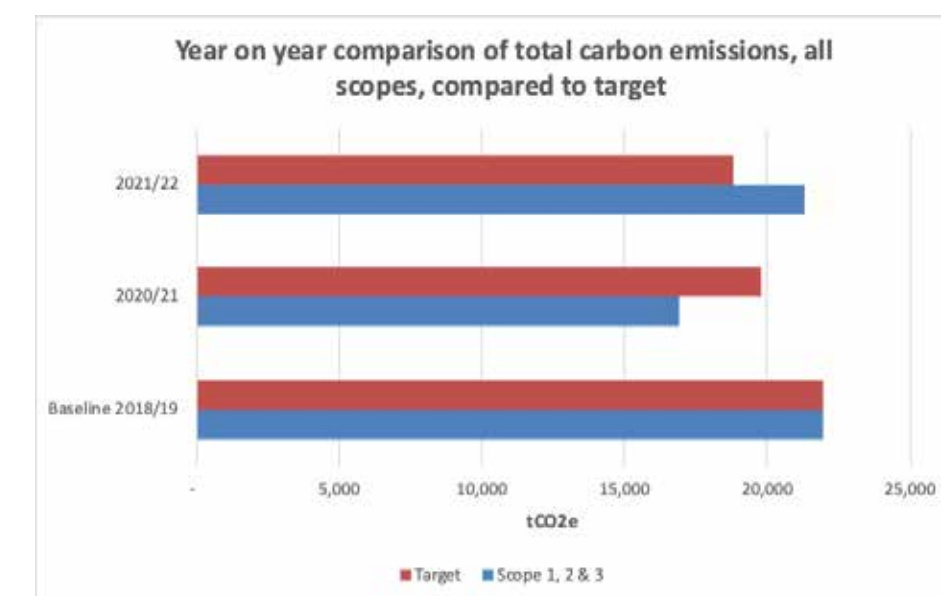





Figure 3: The graph above shows the university total carbon footprint for all scopes direct (scope 1 & 2) and indirect (Scope 3) carbon emissions. Year on year comparison of carbon emission targets against our actual absolute emissions against target of 50% reduction from 2018/19 base year.

ANNUAL TARGETS



**Annual targets** are set along with action plans. We are on target broadly with the action plans set last year. We also now have detailed Heat Decarbonisation plans for all 41 significant buildings. However, at this stage we have yet to set comprehensive, costed, prioritized decarbonisation plans from the many possible options available, and this significant work will need to be undertaken in the knowledge that external funding sources will be required to implement much of this work. An estates strategy will be required to help shape this work. More information analysis and discussion are available on our **website**.

The university's largest contributors to Scope 3 emissions are commuting and procurement. Commuting emissions reduced from 5519 to 4384 tCO2e. This is due to changed travel patterns and reduced student and numbers on campus.

<b>ENERGY</b> In absolute terms, the University’s energy consumption of natural gas and electricity increased from 15,157 MWh in 2018/19 to 14,561MWh in 2021-22, and energy consumption in MWh in academic year 2021-22 was 156kWh/GIA m2 representing a failure to meet our reduction targets during the period. To achieve Net Zero against carbon emission targets, energy will need to reduce on average by 8.4% per annum against the 2018/19 baseline year. Covid has had an effect and we have had to increase air flows in classrooms and by keeping windows open gas consumption and electricity consumption to run air movement systems at a higher rate have both increased. Ten energy efficiency projects valued at just under £1m replacing lighting with LED, improving Building Management Systems, solar thermal in Halls are anticipated to save 567MWh energy per annum. This programme continues in 2022-23.			
	Target	Progress	Performance
	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

**WATER** Continuing programme of measures identified in water audits including reducing tap water flow rates and improving metering and leak detection system. We have changed our water contract to the sector specific The Energy Consortium (TEC) water framework. Using sector wide negotiated contracts for higher education has given us better rates and increased monitoring and support. This improved standard of service gives us access to competitive pricing and access to water efficiency measures. We achieved a 3% reduction in water consumption relative to floor area and a 3% reduction in consumption of 48,500 m3 usage in financial year 2022, however this is mostly due to reduction of student and staff numbers on campus.


	Target	Progress	Performance
	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
	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






**WASTE MANAGEMENT** We have a waste carbon emissions reduction target (excluding construction waste) of 5% per annum from baseline 9.1 tCO<sub>2</sub>e in 2018/19 meaning to achieve the target in 21-22 we needed to have reduced emissions to 7.9 tCO<sub>2</sub>e. Managing 6.3 tCO<sub>2</sub>e means we are therefore on target. Charity donations to the British Heart Foundation (BHF) continued despite low student numbers on campus we raised £2,030 in BHF sales from donations this year.

	Target	Progress	Performance
	Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO <sub>2</sub> e in 2018/19.	To achieve the target in 21-22 we need to have reduced emissions to 7.9 tCO <sub>2</sub> e. It is expected to be 6.3 tCO <sub>2</sub> e therefore we are on target.	<b>GREEN</b>
	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.	<b>RED</b>
	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.	<b>GREEN</b>
	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.	<b>GREEN</b>
	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.	<b>AMBER</b>
	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.	<b>AMBER</b>





**EMISSIONS AND DISCHARGES** This unglamorous area which prevents campus users from polluting the environment has not done so well this year as we failed to fully conduct the spill awareness training and hold the regular practice drills. Efforts to reintroduce these vital training initiatives will be increased in the current year to get us back on track. We have a target to maintain fugitive F Gas emissions to under 10 tCO<sub>2</sub>e annually and unfortunately these increased slightly to 11.6 tCO<sub>2</sub>e 16% over target during 21/22.

	Target	Progress	Performance
	Maintain fugitive F Gas emissions to under 10 tCO <sub>2</sub> e annually.	Actual 21/22 11.6 tCO <sub>2</sub> e 16% over target.	<b>RED</b>
	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.	<b>RED</b>
	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.	<b>RED</b>



**SUSTAINABLE PROCUREMENT** Progress in procurement continues but has been negatively impacted by the pandemic. The Head of Procurement chairs the Sustainability Procurement working group, where students and academics support the procurement team to action both academic initiatives and the implementation of the NETpositive supplier engagement tool. Fairtrade as a key area of work is now residing in the main Sustainability Strategy Group, leaving more time for this group to dedicate to procurement with our carbon reduction work increasing due to the 2030 net zero target.

	Target	Progress	Performance
	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.	<b>AMBER</b>
	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.	<b>AMBER</b>
	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.	<b>GREEN</b>




**HEALTH AND WELLBEING** There were many initiatives on campus during 2021-22 to support student and staff mental wellbeing, including creating a bird watching walk, increased wildflower meadow planting, increased counselling services and pop-up events including potting and distributing free house and chilli plants. Students led some of these projects <https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/> 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.

	Target	Progress	Performance
	Achieve level 3 standard of <b>Worcestershire Works Well</b> 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.	<b>N/A</b>
	Manage the gender pay gap and aim to stay sector leading.	<a href="https://gender-pay-gap.service.gov.uk/Employer/cgNLuM5Y/2021">https://gender-pay-gap.service.gov.uk/Employer/cgNLuM5Y/2021</a>	<b>GREEN</b>
	Implement a broad range of services with the Students' Union to support student mental health, especially focusing on students self-isolating.	<a href="https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/">https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/</a>	<b>GREEN★</b>
	Investigate additional wellbeing opportunities at Lakeside campus for students, staff and the wider community.	<a href="https://www.worcester.ac.uk/about/news/2021-university-of-worcester-and-rspb-group-link-up-to-help-farmland-birds">https://www.worcester.ac.uk/about/news/2021-university-of-worcester-and-rspb-group-link-up-to-help-farmland-birds</a>	<b>GREEN★</b>

**CONSTRUCTION AND REFURBISHMENT** There were no new build projects completed in the year. Refurbishment and demolition have concentrated on the Severn Campus with the procurement of Berrows House to house the new Three Counties Medical School. This building is being refurbished to achieve a to DEC A and RICS SKA Gold the highest standard. It will have triple glazing and be heated by an air source heat pump.

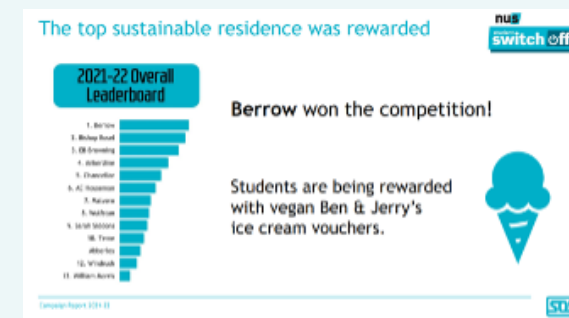
	Target	Progress	Performance
 	All new build projects designed to achieve a DEC B rating or above and refurbishment projects to achieve a C as a minimum, but aim for B.	The new Three Counties Medical School building on Severn Campus is being built to DEC A.	<b>GREEN</b>
	Where feasible all new build projects 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.	No new builds in this reporting year.	<b>N/A</b>
	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. <a href="https://www.worcester.ac.uk/documents/sustainable-construction-refurbishment-policy.pdf">https://www.worcester.ac.uk/documents/sustainable-construction-refurbishment-policy.pdf</a>	<b>GREEN</b>
	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.	<b>N/A</b>
	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.	<b>GREEN</b>

**TRANSPORT** A positive transport initiative is the University creating one of the largest single installations of EV chargers in Europe on Severn Campus opening in early 2023. With a grant of £3m from the Worcestershire Local Enterprise Partnership we are putting in 45 double 7 kW chargers and 6 50kW rapid double chargers creating 102 charging points for plug in vehicles. This is much needed because transport-related carbon emissions are the second largest contribution to the University's total carbon footprint, and it remains one of the hardest areas to implement change and persuade people out of single occupancy cars. There are few public transport options in our city with bus service frequency reducing and many parts of our semirural placements for teaching, nursing, and midwifery students inaccessible by public transport in times for work placement shifts to commence. We continue to work with an EU funded campus sustainable mobility project U Mob <https://u-mob.eu/> and learn from best practice in university mobility from across Europe. Interested to learn the impact of Covid-19 on staff and student travel, we undertook our annual travel surveys. The results found that the pandemic has changed the way we work, study, and travel. 64% of students lived at home last year, compared to the last survey's 42%. Students mostly travelled by car for these longer commutes and drove or walked between campuses. This is consistent with previous surveys. However, there was also a significant increase in train use, up to 28%, from 9%. This is an indication of the change in travel patterns for students. A fifth of staff did not travel to work at all, again showing the effect of Covid-19 on travel patterns. Contrastingly, the number of students who travelled to campus was considerably different this year, as only 19% reported they travelled five days a week. This is down from 62%. Long distance commutes made by students, and fewer days on campus for staff, show how blended teaching and blocked days for in-person teaching have affected travel habits.




	Target	Progress	Performance
  	100% reduction in the tCO2e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO2e.	Actual 21/22 9.4 tCO2e – 81% reduction vs baseline.	<b>GREEN</b>
	100% reduction in the tCO2e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO2e.	Actual 21/22 22.4 tCO2e – 47% reduction vs baseline.	<b>GREEN</b>
	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. <a href="https://www.worcester.ac.uk/documents/Sustainability-Travel-Plan-2022.pdf">https://www.worcester.ac.uk/documents/Sustainability-Travel-Plan-2022.pdf</a>	<b>GREEN</b>
	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.	<a href="https://www.worcester.gov.uk/climate-emergency/free-e-bike-4-work-travel">https://www.worcester.gov.uk/climate-emergency/free-e-bike-4-work-travel</a>	<b>GREEN</b>
	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.	<b>AMBER</b>
	Continue to report on travel plan initiatives via the EU funded <b>UMOB</b> 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.	<b>GREEN</b>
	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.	<b>N/A</b>
	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.	<b>GREEN</b>

**COMMUNITY INVOLVEMENT** Some examples of a whole institution (university and Students' Union) and the community projects are with the joint work of **Sustainability network** creating **wild flower meadows**. Student and staff teams have been inspiring schoolchildren to consider the **impact of flooding**. Another community project involved student and staff research on how we can **improve climate education in Worcestershire schools**. Taking carbon literacy training out into Worcestershire's libraries this interesting student led research work with library staff, **took account of very varied demographics and tailored the sessions for adults and families**. Students on campus also took part in Student Switch Off learning much sustainable habits and competing to save the most energy. This year students in Berrow were treated to the top prize of free Ben and Jerry's Ice Cream.

Target	Progress	Performance
 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. <a href="https://www.worcester.ac.uk/about/sustainability/how-to-get-involved/green-impact/green-impact-awards/">https://www.worcester.ac.uk/about/sustainability/how-to-get-involved/green-impact/green-impact-awards/</a>	<b>AMBER</b>
 Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022.	21/22 Actuals average 55% positive response 13% below target.	<b>RED</b>
 Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues.	Close relationship continued; SU retained Excellent Green Impact Students' Union status. <a href="https://www.sos-uk.org/post/awards-announced-for-green-impact-students-unions">https://www.sos-uk.org/post/awards-announced-for-green-impact-students-unions</a>	<b>GREEN</b>
Recruit 2 additional student Digital Creative part-time posts to help publish and promote <a href="http://www.susthingsout.com">www.susthingsout.com</a> and increase readership by 5% from July 2021 baseline by July 2022.	New posts created, successful first Instagram competition undertaken over Christmas. Readership increased by over 5% during campaign. Instagram UW_sustain	<b>GREEN</b>
Report on sustainability issues regularly to the University Community Forum.	Regular reports on sustainability projects reported to Community Forum. <a href="https://www.worcester.ac.uk/documents/university-community-forum.pdf">https://www.worcester.ac.uk/documents/university-community-forum.pdf</a>	<b>GREEN</b>
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.	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. <a href="https://www.worcesternews.co.uk/news/22569132.worcesters-answer-cop26-take-place-next-week/">https://www.worcesternews.co.uk/news/22569132.worcesters-answer-cop26-take-place-next-week/</a>	<b>GREEN</b>
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.	Project extremely successful, both organisations offered the post holder full time permanent jobs, project on hold whilst new format is discussed and resourced.	<b>AMBER</b>



**FOOD** Sustainable Restaurant Association certification was maintained at the highest rating 3 star. The University has taken part in SU-Eatable Life project that is helping individuals make educated, sustainable choices about what they eat. Eating sustainably is a keyway we can effect positive change as individuals. This project, run in the canteen on St John's Campus, aims to simplify these confusions for students and staff. Dishes that are low in water and carbon footprint are labelled as 'One Planet Plates' to help canteen-goers determine what sustainable options clearly and easily they have each day.

Target	Progress	Performance
 Retain Sustainable Restaurant Association 3-star certification.	Retained 3-star, highest rating <a href="https://www.worcester.ac.uk/about/sustainability/what-we-do/sustainable-food.aspx">https://www.worcester.ac.uk/about/sustainability/what-we-do/sustainable-food.aspx</a>	<b>GREEN</b>
 Retain MSC status		
 Retain Fairtrade Status in June 2023.	On track to retain next year when 2 yearly accreditation is audited.	<b>GREEN</b>
Re-launch SU Eatable Life One Planet Plate research project with Sustainable Restaurants Association 1 November 2021.	Relaunched successfully and video produced for final conference. <a href="https://www.youtube.com/watch?v=C2lXkTSp0KQ">https://www.youtube.com/watch?v=C2lXkTSp0KQ</a>	<b>GREEN</b>
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.	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.	<b>GREEN</b>
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.	<b>GREEN</b>



**BIODIVERSITY** The Biodiversity Strategy and Biodiversity Action plans were updated in 2019. The University’s Biodiversity Action Plan (BAP) implements the commitments set out in this Biodiversity Strategy as part of the University’s ISO14001:2015 Environmental Management System. The BAP focuses on ground level action to take biodiversity management to the next level at the University and create an exemplar of best practice. Wildflower meadows and implementing robust management and measurement techniques have been a focus of the committee’s work this year. Dr Duncan Westbury is involved with research at the University of Worcester that contributes towards making farming more sustainable. He specialises in ‘agroecosystems’ in which farmers are encouraged to work with nature as opposed to against it. He leads students in planting wildflower meadows on campus working closely with the Students’ Union Nature Society. In March 2022, the University’s student Nature Society worked with Grounds staff to sow a wildflower seed mix over an area of 500 square metres on St John’s Campus to establish a new wildflower strip.

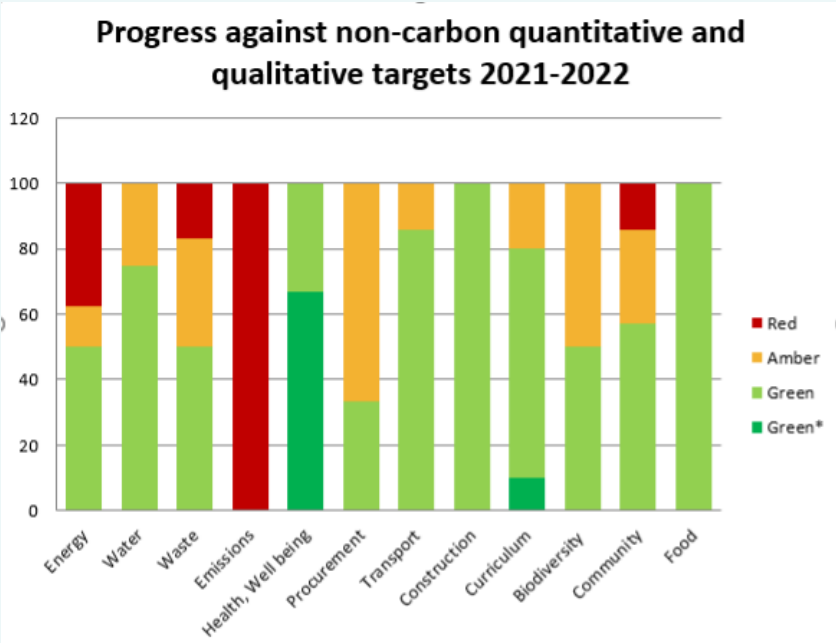
In contrast to the cornfield wildflower areas, this strip has been sown with 22 different perennial wildflower species, including knapweed, wild teasel, oxeye daisy, kidney vetch, field scabious, selfheal, red campion and bird’s-foot trefoil. The area will therefore provide a different range of resources for wildlife, supporting numerous invertebrates including bees and butterflies, but also small mammals and birds. This wildflower initiative will not only boost biodiversity on St John’s campus, it will also reduce the University’s carbon footprint through less mowing at the site, and enhance the health and wellbeing of students and staff while on campus, helping to meet three of the 17 global Sustainable Development Goals set by the United Nations.




	Target	Progress	Performance
	Increase wildflower areas on St John's 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: <a href="http://www.worcester.ac.uk/discover/biodiversity.html">http://www.worcester.ac.uk/discover/biodiversity.html</a>	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 <a href="https://www.britishhedgehogs.org.uk/hedgehog-friendly-campus-awards-2021-22/">https://www.britishhedgehogs.org.uk/hedgehog-friendly-campus-awards-2021-22/</a>	GREEN



FAIRTRADE

Our Fairtrade promotions and campaigning work has expanded this year with more pop-up stands at events including Welcome fairs and societies events and more sessions of Fifteen Minutes of Fairtrade Fun, our ‘toolbox’ training sessions. These have been provided for staff and students alike, as well as offered to the local community. Zaytoun who promote Fairtrade Palestinian farmers produce are regular visitors to campus. To monitor our effectiveness, we obtain feedback from the training events and have introduced for next year survey questions to the general student population.






EDUCATION FOR SUSTAINABLE DEVELOPMENT			
	Target	Progress	Performance
	Retain Responsible Futures accreditation, Summer 2022.	Successful reaccreditation for Responsible Futures following audit in June 2022. <a href="https://www.sos-uk.org/project/responsible-futures#3">https://www.sos-uk.org/project/responsible-futures#3</a>	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. <a href="https://www.worcester.ac.uk/documents/Responsible-Futures-project-plan.pdf">https://www.worcester.ac.uk/documents/Responsible-Futures-project-plan.pdf</a>	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 <sup>th</sup> 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 completed April 2022. Partner in QAA enhancement project with 10 other universities on embedding ESD in QA&E processes (liaison with SU).	GREEN
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 10th 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

## THEME 4: GLOBAL SUSTAINABILITY ETHICS, PARTNERSHIPS AND LEADERSHIP

We will seek to extend the University's academic profile, nationally and internationally, through support for pedagogic innovation, projects, scholarship and research into sustainability and the development of global academic partnerships around sustainability. In its activities the University seeks to encourage sustainable and socially responsible procurement and employs whole-life costing and environmental criteria for selection. The work of the University is inspired by a commitment to human equality and dignity, democracy, mutual respect and inclusivity and the promotion of ethical and professional behaviours. We will continue to deliver external engagement networks to further develop internal and external capacity and knowledge in sustainability and seek to influence wider sustainability policies internationally. Our ranking in THE Impact League will support this approach.

The university uses several impact and outcome benchmarks to help us continuously improve. The Sustainability Leadership Scorecard is one such method. Workshops are held with academic, professional services and Students' Union colleagues representing all academic schools to decide on where we are placed. These guide detailed action planning and resourcing and help us continually improve.

Core SDG	Theme 4: Global sustainability ethics, partnerships and leadership	Progress	Performance
<b>Commitment 10: To invest in pedagogic innovation, scholarship and research on sustainability with global impact</b>			
	By 2019/20, we will create further opportunities within the Learning for Responsible Futures scaffolding programme for staff targeted on the development of existing or new areas of the curriculum. This could include collaboration with professional departments or external partners. At least one award will be made to a support department seeking to connect sustainability thinking and practice with its work to extend learning support, collaboration with the Students' Union, community or informal learning for staff and students.	Due to Covid we have not yet launched a new call for Learning for Responsible Futures. This is due in December 2021.	RED
	By 2021, we will develop further collaborative CPD courses under the Emerging Leaders programme.	<a href="https://www.eauc.org.uk/emerging_leaders_programme_2020">https://www.eauc.org.uk/emerging_leaders_programme_2020</a>  The EAUC Emerging Leaders Programme for sustainability professionals whose role is to influence organisation-wide behaviour change is running with a cohort of 18.	GREEN
	In 2023 we will hold a conference on pedagogic innovation, scholarship and research on sustainability with global impact.	Revisions to Learning and Teaching and Research and knowledge exchange strategies have more fully embedded social responsibility and sustainability and these are mapped to the SDGs. It is hoped to hold a variety of events, including international conferences to showcase our work.	AMBER

	<b>Commitment 11: To enhance our positive social and environmental contributions by working with our supply chain</b>	<p>By 2019/20, the University will encourage its contractors and its supply chains to bring added social impact (Social Values Act) through the project. This may include providing apprentice opportunities, use of local suppliers and labour force, undertaking works for local charitable organisations or providing education opportunities for local groups.</p> <p>The University has adopted a <b>Purchasing Strategy</b> which acknowledges that its purchasing decisions have major socio-economic and environmental implications, both locally and globally. To manage the procurement activities in an environmentally responsible and sustainable manner it sets out 5 key principles and 16 areas it will work with our suppliers to achieve.</p>	<b>GREEN</b>
	<p>By 2021, we will ensure all major services and suppliers utilise the Net Positive Tool for reporting to help develop a more sustainable supply chain.</p>	<p>All major services and contracts include <b>Net Positives</b> a tool we provide free to our suppliers. We support them in developing action plans and sustainability is a standing agenda item on all contract review meetings. We publish an <b>example report</b> from the tool for the University to showcase how it can be applied.</p>	<b>GREEN</b>
	<p>By 2023, we will reduce the carbon emissions attributed to contracts the University is able to influence by 5% against a 2018/19 baseline.</p>	<p>Our procurement emissions in 2018-19 were 9784 tCO<sub>2</sub>e our baseline year. This reporting year they decreased by 17%. When measured by tCO<sub>2</sub>e per full time equivalent student and staff this also decreased to 8,127 or 1.05 to 0.96 a reduction of 9%.</p>	<b>GREEN</b>

Absolute carbon emissions

The University declared a Climate Emergency in July 2019, has signed up to the Race to Net Zero and the Sustainable Development Accord. The Board has set a net zero carbon target for all 3 scopes by 2030. The baseline year is 2018-2019 where the total footprint is 21,931 tCO<sub>2</sub>e with the understanding that the harder to eliminate scope 3 carbon (predominantly procurement and commuting) will require offsetting. It is estimated that around 50% of emissions will need to be offset via credible carbon sequestration schemes.

To evaluate energy management performance, it is necessary to de-link energy consumption from its associated carbon emissions. Energy carbon factors are not static, especially electricity which has been steadily declining over time as the national energy mix has removed fossil fuel generation capacity.

A summary of our power consumption data can be viewed in this graphic showing 6 years. The contribution of renewables is still very minimal, albeit growing, and the impact COVID saw an initial drop in consumption followed by an increase as we were required to open windows and increase mechanical air change volumes.

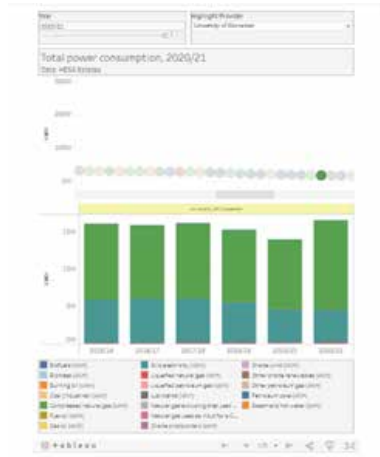


Figure 1: Total power consumption 2020/21

In absolute terms, the University’s energy consumption of natural gas and electricity declined from 17,986 MWh in 2009-2010 to 13,853 MWh in 2019-2020, representing a 23% absolute reduction in energy consumption during the period. This is particularly positive considering a 30% increase in the size of the estate gross internal area (GIA) m2 and 37% increase in the number of students and staff full-time equivalent (FTE) between those points in time.

The consumption has increased in the two years since, although largely because of ventilation requirements re COVID. This led to higher gas usage to maintain a comfortable temperature across the sites. Year on year there has been a significant reduction in gas usage by managing this need more efficiently, particularly in the Arena.

Consumption - MWh						
Utility Type	FY19	FY20	FY21	FY22	Annual Variance	
Electricity	5,465	4,542	4,460	4,631	↑ 171	3.8%
Gas	9,692	9,311	11,920	9,930	↓ 1,990	16.7%

Electricity on the other hand still shows a positive trend having reduced 15% since a pre COVID baseline year. FY22 has been far closer to a ‘normal’ year than FY21, so encouraging that the energy reductions attributed to less bodies on campus have been sustained as activities have returned to normality. To note 122 of the MWh increase on electricity is driven by usage on the roof of 8D Closures as an mobile phone mast which is then on charged to the provider.

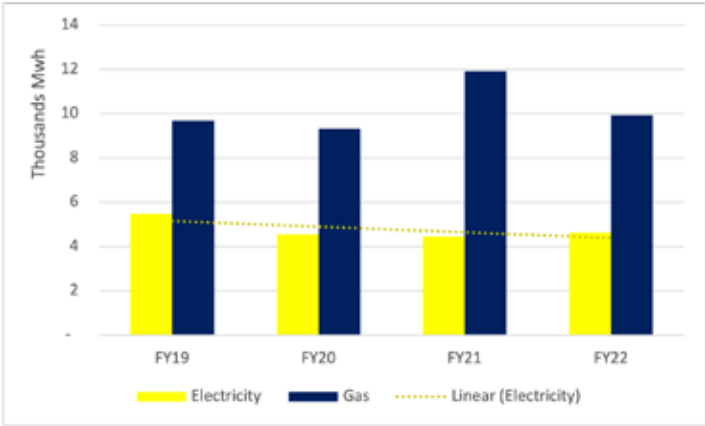





Figure 2: 15% Electricity reduction since 2018/19 (Pre COVID Baseline)

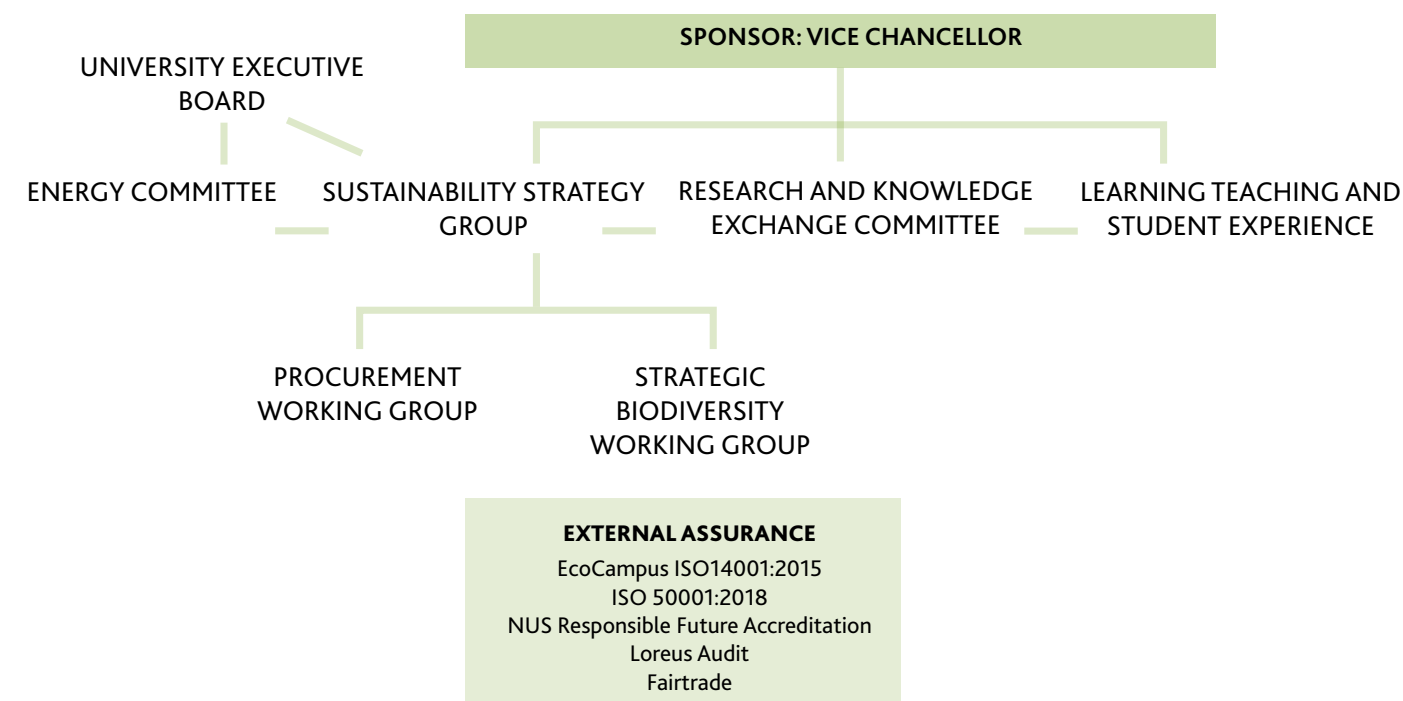
It's anticipated electricity consumption will increase next year with the go live of Berrows House. Expected in winter / spring. This new home for the medical school will be heated by air source heat pumps rather than gas, so cleaner, but energy intensive. There also a suite of anticipated Solar PV installations expected to be onboarded during the year, but unlikely to have an impact until FY24s figures. Gas consumption is expected to reduce, with rules around ventilation expected to be relaxed, plus a reduction in the target temperatures across the heat network.



Core SDG	Theme 4: Global sustainability ethics, partnerships and leadership	Progress	Performance
<b>Commitment 12: To build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally</b>			
	By 2019/20, we will work hard to attract high quality researchers and grow our research income in sustainability. Our research and educational partnerships continue to extend across the world with projects on wetlands in Africa and with Worcester Bosch on boiler controls in student housing. We were the most improved university for research in the 2014 REF.	Dr Dixon's work <b>on sustainable and resilient livelihoods</b> and food security directly feeds into government policy in Zambia. His work with International NGO Wetland Africa and the Tiyei deep bed farming methods have increased crops yields by over 100% in Malawi and through the NGO influences governments throughout the region. In the UK a scientist and lecturer has been <b>appointed to the Scientific Advisor</b> to a Government body the Food Standards Agency.	<b>GREEN</b>
	By 2021, we will further harness our infrastructure and knowledge to find innovative sustainable solutions to the 'wicked problems' faced by society.	<a href="https://susthingsout.com/the-tiyei-deep-bed-farming-conservation-agriculture-system-a-climate-resilient-food-system-for-malawi/">https://susthingsout.com/the-tiyei-deep-bed-farming-conservation-agriculture-system-a-climate-resilient-food-system-for-malawi/</a> Dr Dixon's work aligns with and contributes to the SDGs by building capacity for food security, climate resilience, ecosystem services, local institutional arrangements among thousands of local communities, working with many stakeholders from impoverished subsistence farmers to international NGOs. Disseminated widely, in Malawi, Zambia, Uganda and Ethiopia (via Self Help Africa, World Bank, FAO; Ramsar Bureau). Dr Jain's work is involved in Education. In 2018 the University held an <b>international conference with BERA</b> which focuses on SDGs.	<b>GREEN</b>
	By 2023, we will have developed further international research collaborations and evidenced several examples of international sustainability visibility.	<a href="https://www.worcester.ac.uk/about/news/2019-university-scientist-explores-plant-virus-research-and-genetics-in-special-talk">https://www.worcester.ac.uk/about/news/2019-university-scientist-explores-plant-virus-research-and-genetics-in-special-talk</a> The University's Visiting Professor of Plant Molecular Virology, Yiguo Hong, gave a public lecture about his 30 years of research detailing how new virus-based technology is helping scientists to understand how plants function, ultimately leading to better crop yield.	<b>AMBER</b>

## GOVERNANCE AND EXTERNAL ACCREDITATIONS

We were one of the first universities in the country to have student officers as full members of our Board of Governors and its key committees, including Sustainability Strategy Groups, Finance and Development and Audit, uniquely including the Remunerations' Committee. The University annual accounts public benefit section is mapped to the Sustainable Development Goals see [www.worcester.ac.uk/documents/report-and-financial-statements-31-July-2022.pdf](http://www.worcester.ac.uk/documents/report-and-financial-statements-31-July-2022.pdf)



## ENVIRONMENTAL MANAGEMENT SYSTEM

The University continues to successfully implement an Environmental Management System (EMS) through the EcoCampus framework. We successfully completed an ISO14001:2015 certification audit and became the second university in the UK to transition to the new standard in 2016. Our ISO14001:2015 documentation is being used by our auditors as best practice examples, thereby sharing our knowledge not only within the sector but across industries. The benefits of an EMS are that it provides the University with a structured, long-term approach to managing and reducing its impact on the environment and establishing ways of continually improving its performance. The University sets annual quantitative and qualitative targets, monitors, and reports publicly on scopes 1, 2 and 3 emissions: and biodiversity and food. More information and documentation can be found at: <https://www.worcester.ac.uk/about/sustainability/what-we-do/environmental-management-systemiso140012015-ecocampus.aspx>

## RISKS, OPPORTUNITIES AND MATERIALITY

This is an important area for the University to keep under review and is an integral part of the University's ISO14001:2015 Environmental Management System. It is designed to identify and give significance to sustainability and environmental materiality, aspects and impacts that are created because of the activities and services. The University of Worcester sees its commitment to society to be much broader than mitigating its negative impacts and focuses its resources on positive societal impacts of activities. Higher Education has a unique role to play in this and is one of the key values for the

University. Therefore, whilst noting and managing any potential harm, prominence is given to positive impacts and materiality. Sustainability education prepares people to cope with, manage and shape social, economic, and ecological conditions characterised by change, uncertainty, risk, and complexity. Teaching our students about this has the greatest societal impact whether this is in the formal or informal curriculum. The assessment of what is material is a matter of professional judgment and we have utilised the wisdom of the Sustainability Strategy Group to help set and identify these over a series of workshops, including reviewing materiality and progress using the sustainability leadership score card where we achieve a gold rating.

Considering sustainability risks and opportunities is becoming increasingly important for institutional decision making. The SSG and University Executive Board understand climate change, water scarcity and biodiversity loss are going to impact decision making. A roadmap for the combined assessment of risks and sustainability is proposed, based on a consistent scoping of the two. This offers more robust support for optimizing decisions and avoiding shifting burdens from one problem to another. The Governors annually review the Sustainability Policy to ensure it supports the implementation of sustainability and climate action plans in the University.

## ACHIEVEMENTS AND LOOKING FORWARD

We take our sustainability responsibilities extremely seriously and have achieved high recognition as a result.

### EcoCampus Platinum

We were the first English University to achieve EcoCampus Platinum status in June 2010. We were also the second English University to gain ISO14001:2015 for all our campuses.



### Green Gowns

Finalist in the Benefitting Society category for **Sustainable Young Minds** a project working with primary school and a housing association to increase community recycling.



## The Times Higher Education Impact League



- Inaugural participant.
- Top 5 UK universities for Quality Education
- The University has been ranked in the top 5 in the UK for Gender Equality in all years of the rankings.
- Joint 9th in UK for Zero Hunger
- The 2022 Impact Rankings is the fourth edition and the overall ranking includes 1,406 universities from 106 countries/regions. There were 53 UK universities included. Not every university is included in every individual SDG.

## Fairtrade

Accredited with **Fairtrade status** since 2008.



## Carbon Targets

Campaigning for ambitious carbon targets in universities & colleges.

SOS-UK rated UK university and college carbon reduction targets to compare across the sector. Targets are scored based on the ambition, and we will develop the resource at a future date to score based on progress and implementation. Worcester is Leading the way with 90/100.

## How ambitious is your institution's plan to tackle climate change?

University of Worcester

**90/100**

Institution type: HE

Mission group: GuildHE

<https://www.worcester.ac.uk/about/sustainability/home.aspx>

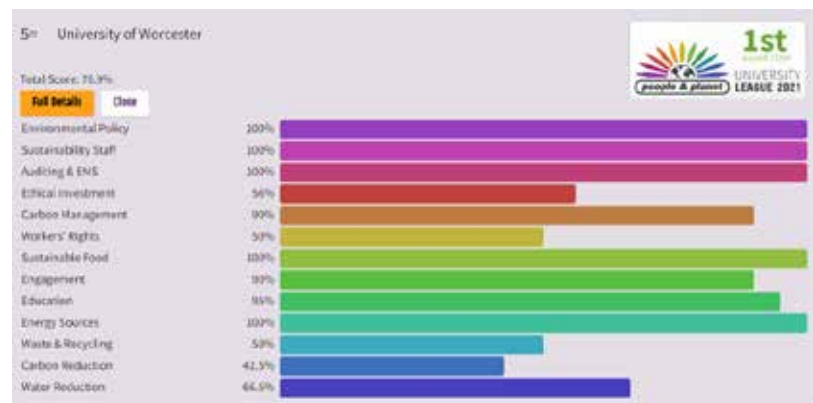
### Score breakdown:

- Target type: Net zero**  
This is the type of target the institution has set. The ideal target type is zero or net zero.
- Commitment year: 2030**  
This is the year by which the institution aims to reach the above target. The earlier the date, the more ambitious the target.
- Scope: Scope 1, 2 & 3**  
Scopes are the sectors that the institution's target covers in its target. Scope 1 is emissions from direct activity by the institution, scope 2 is the indirect emissions from energy generation and Scope 3 is all other indirect emissions. The ideal carbon target scope is 1, 2 & 3.
- Science based approach: Yes**  
Institutions using a Science based approach - using the Science Based Target Initiative methodology - gain points here as we believe taking a Science based approach will mean the target and accompanying action plan are achievable and effective.
- Action Plan: Yes**  
An ideal carbon target is accompanied by a comprehensive action plan that helps ensure this target is met. This should include a planned emission reduction curve.
- Student and staff representation: N/A**  
Targets should be developed alongside input from student and staff representatives. This could be students and/or students' unions, and staff and/or trade unions. This allows key stakeholders to influence ambitious target setting.
- Offsetting: Only scope 3**  
Offsetting is a way of compensating for emissions by participating in, or funding, efforts to take carbon out of the atmosphere. Best practice is limiting offsetting to unavoidable scope 3 emissions. Unscored.
- Credible offsetting: Yes**  
Credible offsetting is defined as either using Gold standard-accredited schemes for market based approaches or locally-developed alternatives where carbon is reasonably priced. Unscored.



People & Planet University League

People & Planet University League People & Planet has ranked the University of Worcester joint fifth out of 154 universities in the UK in its University League 2021, which measures environmental performance at higher education institutions. This is the fifth consecutive year the University has been ranked in the top five. The campaigning group looks at all publicly funded universities in the country and uses public information provided by the universities to assess areas like waste and recycling, sustainable food, energy sources, engagement, and education. The University scored 100% in 5 of the 13 categories.



Energy Management System

- The University has been accredited with the ISO 50001:2018 Energy Management System covering all activities, products and services across the entire institution.
- The EnMS scope includes the University’s two major fuels type of natural gas and electricity. The accreditation is valid until September 2023.



Responsible Futures Accreditation



We achieved Responsible Futures accreditation from the NUS as one of the inaugural pilots. This accreditation is for our whole institution (University and Students’ Union) approach to social responsibility and sustainability. We have been reaccredited three times the latest in July 2022. The accreditation is valid for two years and we have a robust action plan in place now to take the learning from out last audit to make further improvement in embedding sustainability into the taught, informal, and subliminal curriculum, working closely with the Students’ Union.



For more information see:  
<https://www.worcester.ac.uk/about/sustainability>  
and [www.susthingsout.com](http://www.susthingsout.com)



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