









**PROGRESS AGAINST QUALITATIVE AND QUANTITATIVE SUSTAINABILITY TARGETS academic year 2019-2020** approved 21st October 2020

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	TARGET	PROGRESS	PERFORMANCE
<p><b>ENERGY</b></p> <p>Recognise the potential impact of climate change and the strategic and operational need to control, manage and reduce carbon dioxide and other greenhouse gas emissions;</p> <p>Comply with all relevant environmental legislation, regulations and requirements</p>   	6% reduction of total electricity consumption from 2015-16 levels per annum	Electricity consumption in kWh decreased 20.34% against 2018-19 levels	<b>GREEN★</b>
	6% reduction in total kWh gas consumption from 2015-2016 levels per annum	Gas consumption in kWh decreased 4.09% against 2018-19 levels	<b>AMBER</b>
	Increase renewable energy generation to 2% of total consumption by 2020.	Renewable energy generation was 1.4% of total electricity consumption in 2019/20	<b>AMBER</b>
	Create an energy action plan for all University significant buildings to improve the DEC to target levels.	Buildings targeted to improve DEC to target levels. Average DEC Operational Rating decreased from 65 in 2019 to 56 in 2020.	<b>GREEN</b>
	Install fully functional fiscal meters on all sites and establish accurate synchronisation of all meters with the aM&T system by August 2020.	The University has experienced some technical issues with fiscal meters losing connection to the aM&T system. We have continued the ongoing process of reconnecting and replacing meters as issues arise.	<b>AMBER</b>
	Continue replacement programme of LED lighting with dimmable function and activity detection controls.	LED lighting replacement program on track with significant projects in both halls and academic buildings implemented during the year, including successful framework procurement process. This program continues in 2020-21.	<b>GREEN★</b>
	Investigate the feasibility of installing a geothermal heat network at Severn Campus	Support from City Council, WLEP, a National Housing Association for second stage feasibility study.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>WATER</b></p> <p><i>Reduce our use of water</i></p>  	Implement recommendations from water audit report including reducing shower flow rates, installing low flush toilets and displacement devices, installing manual flush on urinals and reducing hand basin tap flow rates	Continuing program of measures implemented this year.	<b>GREEN</b>
	Expand the free chilled drinking water fountains for students and staff	One more drinking water station was installed at the Art House.	<b>GREEN</b>
	Main meters to be fully functional on pulsed outputs and recorded on aM&T. Enable aM&T system to establish a water leak detection programme by July 2020	The University has experienced some technical issues with fiscal meters losing connection to the aM&T system. We have continued the ongoing process of reconnecting and replacing meters as issues arise. A leak detection system is in place and is being expanded annually.	<b>AMBER</b>
	2.5% p.a. reduction in water GHGe emissions from consumption against a 2012-13 baseline from 2014 to 2019	Water GHGs emission decreased 8.06% against 2012/13 levels	<b>GREEN★</b>








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<p><b>WASTE MANAGEMENT</b></p> <p>Re-use resources whenever possible rather than dispose of them</p> <p>Encourage the use of recycled materials and recycling initiatives</p> <p>Comply with all relevant environmental legislation, regulations and requirements</p>  	Reduce black waste collection weight by 3% per annum from baseline 2015-16 from 2017-2020.	Black waste collection weight reduced 53.5% against 2019/20 levels. Covid contributed to this reduction.	<b>GREEN ★</b>
	Charitable reuse donations were down by 38% last year. Reverse this trend by further promoting local re-use services, such as Repair Café and British Heart Foundation	Charity donations for reuse weight in tonnes increased from 24.1t in 2018/19, to 36.4t in 2019/20. A 37% increase.	<b>GREEN ★</b>
	Implement the new Sustainable Waste Management Strategy into the new Trade Waste contract, with revised targets and KPI's during 2019-20 academic year.	Very successful mobilisation of new contract with City Council with good quality data and relationships established.	<b>GREEN</b>
	Implement pilot Green Impact Excellence project with office cleaning staff; to increase office recycling rates amongst staff and increase education and understanding amongst cleaners. Extend across campus if successful.	A variety Green Impact projects reusing and recycling items including EcoBricks and recycling pens were successfully and rolled out to other Green Impact teams.	<b>GREEN</b>
	Expand Platform – White Bags recycling scheme with more social housing residents	Very successful scheme with students, school children and Platform, curtailed in the final monitoring stages by Covid, and couldn't complete workshops planned for a secondary school.	<b>GREEN ★</b>
	TARGET	PROGRESS	PERFORMANCE
<p><b>EMISSIONS AND DISCHARGES</b></p> <p>Prevent pollution by reducing emissions and discharges and regularly reviewing practice against benchmarks</p> 	Do additional promotion of pollution awareness-raising and with new facilities staff by May 2020	Spill awareness training delivered to Campus Services and the Grounds team (radio first responders). The annual program of spill drills in place.	<b>GREEN ★</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 2020	Some additional drain markers installed. Ongoing project. Curtailed due to Covid.	<b>AMBER</b>
	Review compliance HVAC equipment containing R22 gas and remove units by 2020.	R22 F gas replacement program on hold. Few units remain in older buildings. Will be decommissioned as part of future master planning.	<b>AMBER</b>
	Reduce fugitive F Gas emission by 25% annually from a baseline 2013-14 of 18.25 tCO2e	Fugitive emissions were 1.3 tCO2e in 2019/20	<b>GREEN</b>
	TARGET	PROGRESS	PERFORMANCE
<b>SUSTAINABLE PROCUREMENT</b>	Provide regular reports from the sustainability working group to Sustainability Strategy Group throughout the year	Regular Sustainable Procurement Working Group reports delivered to the Sustainability Strategy Group.	<b>GREEN</b>



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<p>Encourage environmentally-responsible procurement and employ whole-life costing and environmental performance criteria for selection</p>   	<p>Implement Net Positive tool kit for supplier reporting and establish supplier engagement days and a program of supplier interactions to help develop a more sustainable supply chain, by summer 2020.</p>	<p>The Net Positive tool kit has been made available for suppliers, engagement days organised, and both well received.</p>	<p><b>GREEN</b></p>
	<p>Increase the number and types of Fairtrade products on campus, including the Campus Shop</p>	<p>Changes with the catering contract has meant it has not been possible to measure this target this year.</p>	<p><b>N/A</b></p>
	<p>Reduce the carbon emissions attributed to contracts the University is able to influence by 5% from 2011-12 baseline by 2019</p>	<p>Due to resourcing issues in procurement it has not been possible to do work on this target. We are looking at utilising paid student roles to help next year.</p>	<p><b>RED</b></p>
<b>TARGET</b>		<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>HEALTH AND WELL BEING</b></p> <p>Provide appropriate environmental training for all our staff and students and encourage them to support the EMS</p> <p>Incorporate environmental responsibility in all staff job descriptions</p>    	<p>Achieve level 3 standard of Worcestershire Works Well by August 2020</p> <p>Manage the gender pay gap and aim to stay sector leading</p>	<p>Level 2 accreditation achieved. Smoke free campus required for next level of accreditation. The target date has been pushed back to 2023, which is more realistic. Highlighted in GUILDHE report on good practice for students and staff in campus wellbeing. Wellbeing is being integrated into more courses and services for example mindfulness courses and free Pilates available to staff and students.</p> <p>Achieved sector leading pay gap statistics second year in a row</p>	<p><b>GREEN</b></p> <p><b>GREEN★</b></p>
<b>TARGET</b>		<b>PROGRESS</b>	<b>PERFORMANCE</b>



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<p><b>CONSTRUCTION AND REBURBISHMENT</b></p> <p>Ensure sustainable approaches in all construction and refurbishment and incorporate energy-efficient approaches in all work</p> 	Where feasible increase proportion of renewable energy sources to a minimum of 15% in all new build projects and where feasible for refurbishments over 1,000sqm	No projects this year	N/A
	Where feasible all new build projects should be designed to meet average water consumption targets of 1.35m <sup>3</sup> /m <sup>2</sup> per m <sup>2</sup> of the GIA for residential and 0.71m <sup>3</sup> /m <sup>2</sup> per m <sup>2</sup> of the GIA for non-residential	No projects this year	N/A
	BREEAM assessment to be carried out on all new buildings of over 1000m <sup>2</sup> with a target to achieve a rating of 'Excellent' but with a minimum rating of 'Very Good' in cases where there are good and explicit reasons why an excellent rating could not be achieved	Himbleton Road achieved SKA Gold rating. As it was a small development it was decided not appropriate to apply the BREEAM standard.	GREEN
	Implement RCIS SKA assessment rating for all refurbishment projects over 1000m <sup>2</sup>	No projects this year	N/A
	The improvements to Edward Elgar building and plant should result in a DEC rating of C by 2020; All university owned buildings to achieve a C rating or above by September 2017; 60% of the University's estate to achieve at least a B rating by September 2020	66% of the estate has achieved C or above and 42% have achieved B or above.	AMBER
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>TRANSPORT</b></p> <p>Encourage environmentally-friendly transport and implement a Sustainable Transport/Green Travel Plan</p> 	20% reduction in the percentage of staff travelling by car alone to work by 2020- i.e. a reduction from 55% in 2012 to 44% by 2020	Staff travelling by car alone increased to 66% in 2019/20, until Covid	RED
	20% reduction in the percentage of students travelling alone by car to the University by 2018 - i.e. a reduction from 24% in 2011 to 19% by 2020	Student travelling by car alone increased to 41% in 2019/20, until Covid.	RED
	From 2017 we will achieve a 10% reduction in the percentage of students travelling alone by car between their home address to term time address by 2020.	Percentage of students traveling alone by car between their home address to term time address was 24% in 2019/20, until Covid.	RED
	Review Sustainable travel plan and implement in 2020.	Sustainable travel plan updated and approved.	GREEN
	Pilot Stack Rack bikes for intersite travel with West Midlands Railways by Summer 2020	Successful pilot app and system proved successful.	GREEN



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	Implement 31n Night Bus pilot in September 2019, review and consider extension of pilot into semester two 2020	Successful pilot in semester 1, agreed not to extend to semester 2 due to not quite enough students using the service	<b>GREEN</b>
	Review bus usage and investigate bus promotion offers to incoming students to discourage them bringing cars when attending university.	New bus promotions agreed support of reduced rate travel for families attending open days.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>BIODIVERSITY</b></p> <p>Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus wherever possible</p>  	Update the university Biodiversity Action Plan to incorporate the Worcestershire Biodiversity Action Plan, third edition, and implement all actions. 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 continued	<b>GREEN</b>
	Apply for a Natural Networks grants to increase biodiversity on campus by April 2020.	Grant bid successful	<b>GREEN</b>
	Expand the 'Malvern Meadow' wildflower meadows on St John's campus including information boards by August 2020	Information boards project with students achieved, however, project not yet implemented.	<b>AMBER</b>
	Map St John's Campus in detail for land use by August 2020	Campus land use mapped.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>EDUCATION FOR SUSTAINABLE DEVELOPMENT</b></p> <p>Embed inclusion of sustainability principles in the curriculum and support research in relevant areas</p>	Submit data for the second THE University impact League by January 2020	Achieved. 52 <sup>nd</sup> in the World in top 10% in UK.	<b>GREEN★</b>
	Launch call 5 of Learning for Sustainable Futures projects by summer 2020	Call 5 postponed due to Covid.	<b>N/A</b>
	Retain Responsible Futures accreditation, and increase score at next reaccreditation Summer 2020	Achieved	<b>GREEN</b>
	Deliver Emerging Leaders program for EAUC	Postponed due to Covid	<b>N/A</b>




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	<p>Regularly report on progress at both Sustainability Strategy Group and Learning Teaching and Student Experience Committee</p>	<p>Regular reports go to both and agreed to now regularly report to the Research and Knowledge exchange Committee, and all research to be aligned to at least one SDG.</p>	<p><b>GREEN</b></p>
<b>TARGET</b>		<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>COMMUNITY INVOLVEMENT</b> Promote communication with internal and external interested parties and respond appropriately to reasonable requests for information about our environmental performance</p> 	<p>Increase student sign-up in Student Switch Off by 10% on 2018/19 levels</p>	<p>Another really impressive year with 362 residents pledged their support for the campaign, 66 entries into our climate change quizzes and 180 students engaged across 3 campus visits</p>	<p><b>GREEN</b></p>
	<p>Increase number of Green Impact teams to 22 in 2018-19 across all sites.</p>	<p>15 teams completed projects this year, so failed to reach the target. Vacant sustainability coordinator post may have contributed to this failed target. Very successful online ceremony and audit.</p>	<p><b>AMBER</b></p>
	<p>Increase the student awareness of the University's sustainability activities from (the baseline year 2015 51.8%) to 65% by 2020.</p>	<p>Agreed not to run surveys last year, will do again in winter 2020</p>	<p><b>N/A</b></p>
	<p>Increase student sustainability actions from 2016-17 baseline year of 64 % to 75% by 2020</p>		
	<p>Work closely with and support student groups such as People and Planet, Nature Society to raise awareness on environmental issues</p>	<p>Close working with societies achieved. A range of joint activities especially in Go Green Week.</p>	<p><b>GREEN</b></p>
	<p>Promote collaborative working within UW and with Worcestershire and Worcester City Council and other 3rd sector organisations. Coordinate regular meetings and actively seek out initiatives where resources can be shared</p>	<p>Achieved. Excellent local collaborations, many winning awards</p>	<p><b>GREEN</b></p>
	<p>To use press evaluation and Google analytics, Twitter, Instagram reach to measure awareness of the University's sustainability drive in the local community and within the higher education sector. This research will inform possible target setting for community awareness</p>	<p>More promotion required as number of Twitter, Instagram and readers on www.susthingsout.com to be improved.</p>	<p><b>AMBER</b></p>
	<p>Report on sustainability issues regularly to the University Community Forum</p>	<p>Achieved, Sustainability is a standard agenda item. Reports well received.</p>	<p><b>GREEN</b></p>

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	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 joint working meetings. Won Green Apple award. Covid did mean cancellation of World Car free day and joint City green week.	<b>GREEN</b>
<p><b>FOOD</b> Provide healthy and sustainable food to our staff, students and visitors.</p>   	Retain Sustainable Restaurant Association certification	Sustainable Restaurant Associations certification obtained	<b>GREEN</b>
	Implement Green Impact Excellence project for 2019-20 introducing reusable takeaway containers in the main catering outlets.	Green Impact project won Platinum Green Impact Award.	<b>GREEN ★</b>
	Retain MSC status	MSC accreditation retained	<b>GREEN</b>
	Implement, measure and report on all the defined key performance indicators outlined in the catering contract covering, energy, water, food waste, packaging, local sourcing, recycling, reducing negative environmental impacts, promote positive societal and ethical impacts commonly associated with food products and services, single use plastics, reusable cups.	Partially achieved with Aramark, now implementing with new contractor Chartwells	<b>AMBER</b>
	Increase Fairtrade lines stocked year on year by 10%	No increase in lines achieved.	<b>AMBER</b>
	Implement SU Eatable One Planet Plate during 2019-2020 research project with sustainable restaurants association	Achieved. However, paused due to Covid, re-launching with new contractor Chartwells February 2021	<b>GREEN</b>
	Review the sector to ensure targets set for next year are stretching and appropriate.	Not appropriate now contract terminated. Set again for next year in light of Covid.	<b>N/A</b>
	75% of dishes served over the counters are freshly prepared on site	Achieved	<b>GREEN</b>
Promote part-time Carnivore campaigns with a target of 200 new sign ups in Go Green Week 2020	Part-time Carnivore campaign promoted Go Green Week and Eat Less Meat. However Part-time carnivore organisation now folded.	<b>GREEN</b>	

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