
















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

	TARGET	PROGRESS	PERFORMANCE
<p><b>ENERGY</b></p>    <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	3% reduction in total kWh electricity consumption from 2018/19 per annum	Electricity consumption in kWh decreased 1.81 % against 2019-20 levels and decreased 18% since our baseline year 2018-19	<b>GREEN</b>
	3% reduction in kWh gas consumption from 2018/19 per annum	Gas consumption in kWh increased 28.02% against 2019-20 levels and 23% since our baseline year 2018-19	<b>RED</b>
	Install 100kWp photovoltaic array at the Arena to increase our renewable electricity generation capacity.	Achieved, and additional projects approved including increasing PV on Woodbury building from 50 to 120 kW and adding 75kW PV to Pierson Building secured with PEEP ERDF grants	<b>GREEN ★</b>
	Apply for funding to do second stage feasibility of installing a geothermal heat network at Severn Campus	BEIS community Heat Network study commissioned, due to report November/December 2021	<b>GREEN</b>
	Run Student Switch Off in halls to encourage students to save energy and water	Despite Covid we had <a href="#">over 50% of our residents engaged</a> with learning how to reduce energy and our students won a few the national SOS UK competitions	<b>GREEN ★</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 2021-22.	<b>GREEN ★</b>
	Approve new decarbonisation of heat plan for major buildings and update energy and water strategies to align to zero carbon targets in this academic year.	Salix Skills grant funded a high-level desk-based study. Learn more about where we are and what we are doing to decarbonise by watching this <a href="#">short film</a> .	<b>GREEN</b>
	TARGET	PROGRESS	PERFORMANCE
<p><b>WATER</b></p>   <p><b>Theme 3:</b></p>	Continue to 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>
	2.5% reduction in water GHGe emissions from consumption against a 2018-19 baseline (22.6 tCO2e)	Achieved 34% reduction however, this is mostly due to limited numbers of residential students.	<b>GREEN</b>






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Mitigation, adaptation, and resource efficiency	Investigate installing external free drinking water fountains for students and staff.	No external drinking water fountains installed	<b>RED</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
  <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO2e in 2018/19	Carbon from waste 34% reduction from 2018/19 base year. 6.00 tCO2e	<b>GREEN</b>
	Increase charitable donations of equipment to British Heart Foundation by 10 % from 2018-19 levels.	75% percentage reduce charitable donation against 2018/19 base year, far fewer students on campus due to lockdown.	<b>RED</b>
	Revise the Zero Waste Management Strategy to align too new Sustainability strategy in 2020.	<a href="#">Sustainable Waste Management Strategy</a> revised and aligned to net Zero Waste commitment.	<b>GREEN</b>
	Expand successful pilot Green Impact Excellence project with office cleaning staff; to increase office recycling rates amongst staff and increase education and understanding amongst cleaners.	Green Impact project reviewing ergonomic equipment and sustainable cleaning products and water saving methods mapped, ready for implementation. Project includes free yoga sessions for cleaners.	<b>GREEN</b>
	Expand Platform Housing – White Bags recycling scheme with more social housing residents, further integrate via schools if possible, in a Covid secure way.	Project shortlisted for <a href="#">Benefiting Society Green Gown</a> and Green Apple CSR awards. Platform Housing are extending White Bags across its customers.	<b>GREEN ★</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
 <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	Do additional promotion of pollution awareness-raising and with new facilities staff by May 2021	Spill awareness training delivered to Campus Services and the Grounds team (radio first responders). The annual program of spill training 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 2021	Some additional drain markers installed. Ongoing project. Curtailed due to Covid.	<b>AMBER</b>
	Maintain fugitive F Gas emissions to under 10 tCO2e annually	Fugitive emissions were 3 tCO2e in 2020/21	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
	Provide regular reports from the Procurement Working group to Sustainability Strategy Group throughout the	Regular <a href="#">Sustainable Procurement Working Group</a> reports delivered to the Sustainability Strategy	<b>GREEN ★</b>






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<p><b>SUSTAINABLE PROCUREMENT</b></p>    <p><b>Theme 4: Global sustainability ethics</b></p>	<p>year including Net Positive tool kit for supplier reporting.</p>	<p>Group. Changes to Net Positives tool includes greater mapping to the SDGs 340 suppliers as at June 2021, with total 9,000 actions with nearly 4,000 completed or being worked on</p>	
	<p>Revise the Procurement Strategy to align to the net zero carbon by 2030 commitment in academic year 2020-2021.</p>	<p>Review underway, due to be published 2022</p>	<b>AMBER</b>
	<p>Increase the number and types of Fairtrade products on campus, including the Campus Shop</p>	<p>Changes with the catering contract and Covid closing hospitality has meant it has not been possible to measure this target this year.</p>	<b>N/A</b>
	<p>5% p.a. reduction GHGe emissions from carbon emissions attributed to contracts the University can influence from a 2018/19 baseline</p>	<p>8,127 Decreased by 21.52% from 2019-20</p>	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>HEALTH AND WELLBEING</b></p>     <p><b>Theme 1: Promoting sustainability, social responsibility, and wellbeing</b></p>	<p>Achieve level 3 standard of <a href="#">Worcestershire Works Well</a> by August 2021</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 yoga is available to some staff.</p>	<b>GREEN</b>
	<p>Manage the gender pay gap and aim to stay sector leading</p>	<p>Achieved sector leading pay gap statistics second year in a row</p>	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>CONSTRUCTION AND REFURBISHMENT</b></p>	<p>All new build projects should be designed to achieve a DEC B rating or above and refurbishment projects to achieve a C as a minimum, but aim for B</p>	<p>No projects this year</p>	<b>N/A</b>
	<p>Where feasible all new build projects should be designed to meet average water consumption targets</p>	<p>No projects this year</p>	<b>N/A</b>




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 	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		
	Review the construction and refurbishment strategy to ensure it aligns with the new sustainability strategy and net carbon neutral target by summer 2021.	Initial discussions held, final updated strategy to be presented at October 2021 Sustainability Strategy Group meeting	<b>AMBER</b>
	Implement RCIS SKA assessment rating for all refurbishment projects over 1000m <sup>2</sup>	Three Counties Medical School refurbishment is on track for SKA gold, completion due December 2022.	<b>GREEN</b>
	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	<b>N/A</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>TRANSPORT</b>    <b>Theme 3: Mitigation, adaptation, and resource efficiency</b>	5% reduction tCO <sub>2</sub> e emissions from staff and students' daily commuting to University by 2030 from a baseline 2018/19 of 8,190 tCO <sub>2</sub> e	Student and staff commute carbon has increased 2% since the baseline year and 21% from the previous year.	<b>RED</b>
	100% reduction in the tCO <sub>2</sub> e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO <sub>2</sub> e	Hire car, taxi, air and rail travel all down by around 90%, although this is due to Covid.	<b>GREEN</b>
	100% reduction in the tCO <sub>2</sub> e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO <sub>2</sub> e	Fleet down by 58% from the previous year and 66% from base year.	<b>GREEN</b>
	Conduct student and staff travel surveys to review the impact of Covid 19 on travel habits in 2020.	No surveys held due to covid, both student and staff surveys planned for November 2021.	<b>GREEN</b>
	With Worcester City Council undertake a 6-month pilot to investigate the feasibility of extending Woo Bikes into an employer based citywide bike share scheme by July 2021.	Pilot scheme has an extension due to Covid until March 2022	<b>GREEN</b>
	As far as is possible with Covid 19 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 2021	Staff encouraged to participate in blended working, the results from pilot will help inform revised parking management strategies.	<b>AMBER</b>
	Continue to report on travel plan initiatives via the EU funded <a href="#">UMOB</a> project to share learning from European	Regular updates provided and published	<b>GREEN</b>




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	universities on good sustainable travel habits for students and staff.		
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>BIODIVERSITY</b>   <b>Theme 3: Mitigation, adaptation, and resource efficiency</b>	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 continued	<b>GREEN</b>
	Install the Natural Networks project by September 2021	Scheme successfully implemented on St Johns campus in spring 2021 and gained approval from many campus users	<b>GREEN</b>
	Increase the 'Malvern Meadow' wildflower meadows including information boards by 5% by August 2021	Sites identified for botanical enrichment for sowing by April 2022. Site identified for location of second information board. Wildflower will more than likely have a 5% - 7% increase by end August 2022. Currently have around 150m	<b>AMBER</b>
	Gain silver Hedgehog Friendly Campus accreditation status by September 2021	Silver obtained	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>EDUCATION FOR SUSTAINABLE DEVELOPMENT</b>    <b>Theme 2: Integrating sustainability through knowledge, skills, and experience</b>	Submit data for the third THE University impact League by December 2020	Achieved – ranked in 101 – 200 group globally and 2nd for Gender Equality and top 3 for Quality Education in the UK.	<b>GREEN</b>
	Launch call 5 of Learning for Sustainable Futures projects by summer 2021	Achieved - call five launched Dec/Jan 2020/2021. Discussions on several proposals, one submitted proposal. No projects agreed for funding.	<b>GREEN</b>
	Retain Responsible Futures accreditation, and increase score at next reaccreditation Summer 2022	We are on track with our joint working with the Students' Union and have a full <a href="#">action plan</a> the new <a href="#">Teaching and Learning strategy</a> is fully aligned to sustainability	<b>GREEN</b>
	Implement all recommendations from Responsible Futures third audit report by next audit date, July 2022	Responsible Futures action plan developed from recommendations of third audit. Satisfactory progress against the nine actions.	<b>GREEN</b>
	Pilot in a minimum of three courses ideally established, re-evaluated and new, an exercise to map the content to the SDGs.	Course engagement a key commitment within UW LTQE Plan. Development of a teaching excellence workshop for course teams on embedding the SDGs in the curriculum. To be delivered during 2021/22 academic year.	<b>AMBER</b>

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	From the pilot baseline year (2019-20) increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 15%.	In 2020-21 of semester one starters 132 enrolled and 70 completed and of semester two starters 77 enrolled and 61 completed.	<b>AMBER</b>
	Increase the participation in NUS SDG teach-in by 10% from 2019-20 levels on the number of students engaged.	2020 we had 8 educators pledging and 503 students participating (4.8% of the student body). In 2021 we had 1000 students (9.6% of the student body) participating and 14 educators participating and were ranked 10th overall for number of educators participating.	<b>GREEN ★</b>
	Deliver Emerging Leaders program for EAUC	Course full, being delivered between October 2021 and June 2022	<b>AMBER</b>
	Regularly report on progress at both Sustainability Strategy Group and Learning Teaching and Student Experience Committee	Achieved – regular reporting to all committees. Presentation on SDGs and research delivered to two of the three College Research and Knowledge Exchange committees. New <a href="#">research strategy</a> approved incorporating sustainability.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>COMMUNITY INVOLVEMENT</b></p>    <p><b>Theme 1: Promoting sustainability, social responsibility, and wellbeing</b></p>	Increase student participation in Student Switch Off by 2% on 2019/20 levels	Achieved. 487 students engaged in the campaign – 54% of 902 residents	<b>GREEN</b>
	Increase number of Green Impact teams to 17 in 2020-21 across all sites	16 teams active this year with 13 teams completing their project and achieving an award. Teams engaged around 797 staff and students through projects across the University	<b>AMBER</b>
	Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 65% by 2021	Very nearly achieved - 61.5%. Aggregating 9 different awareness: from reducing greenhouse gas emissions, increase wildlife, promoting sustainable food, recycling, car sharing, cycling, conserve energy, using the bus, promoting SDGs	<b>AMBER</b>
	Work closely with and support student societies such as to raise awareness on sustainability and social justice issues	Achieved. Very successful launch of the Student Unions' Sustainability Network both organisations and students are working well. 90 students signed up to the university student network.	<b>GREEN</b>

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	Recruit 4 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% by July 2021	Achieved. New design and brand guidelines in development. Readership improved and additional student posts created for recruitment in 2021-22.	<b>GREEN</b>
	Report on sustainability issues regularly to the University Community Forum	Achieved. Regular reports on sustainability issues presented at Community Forum.	<b>GREEN</b>
	Promote collaborative working within UW and with Worcestershire and Worcester City Council and other 3 <sup>rd</sup> sector organisations. Coordinate regular meetings and actively seek out initiatives where resources can be shared	Achieved. Regular meetings established, with significant work sharing planned around COP26 and Carbon Literacy training.	<b>GREEN</b>
	Implement in January 2021 a 12 month pilot EcoCampus Housing with 2 national Housing Associations and Loreus to assist them to embed ISO 14001:2015 in their organisations	Achieved. Shared member of staff recruited and leading the work in all three organisations.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<p><b>FOOD</b></p>    <p><b>Theme 4: Global sustainability ethics, partnerships, and leadership</b></p>	Retain Sustainable Restaurant Association certification	Achieved. Sustainable Restaurant Associations certification retained by Chartwells	<b>GREEN</b>
	Retain Fairtrade Status	Achieved. Accreditation until 2023.	<b>GREEN</b>
	Retain MSC status	MSC accreditation retained by Chartwells	<b>GREEN</b>
	Re -launch SU Eatable Life One Planet Plate research project with Sustainable Restaurants Association during 2021	Due to Covid relaunch postponed to 1 <sup>st</sup> November 2021	<b>AMBER</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.	With the food service closed for most of the year due to lockdowns and Covid no performance indicators were measured or reported.	<b>N/A</b>
	Considering Covid 19, and the new Chartwells contract review the sector to ensure targets set for 2021-2022 are stretching and appropriate	With the food service closed for most of the year due to lockdowns and Covid no performance indicators were measured or reported.	<b>N/A</b>
	Continue to promote Food Bank collections amongst student and staff to support people struggling to feed themselves	Food bank collections continued also qualities were reduced from campus collections due to few students and staff being on site.	<b>GREEN</b>
	Provide free access to good quality fresh sustainably sourced food for students required to self-isolate	Achieved. Quality food packs have been routinely delivered to any students isolating.	<b>GREEN</b>

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