

















**SUSTAINABILITY TARGETS 2020-21 – Approved Sustainability Strategy Group 21st October 2020**

Statement from Sustainability Policy	Quantitative Targets	SDG	Qualitative Targets	Responsibility
<p><b>1. ENERGY:</b></p> <p><b>Reduce energy use</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>	<p><b>GHGe targets</b></p> <ul style="list-style-type: none"> <li>5% p.a. reduction GHGe emissions in energy against a 2018/19 baseline from 2020 to 2030.</li> </ul> <p><b>Annual Consumption targets</b></p> <ul style="list-style-type: none"> <li>3% reduction in kWh gas consumption from 2018/19 per annum</li> <li>3% reduction in total kWh electricity consumption from 2018/19 per annum</li> </ul>	  	<ul style="list-style-type: none"> <li>Continue replacement programme of LED lighting with smart controls.</li> <li>Apply for funding to do second stage feasibility of installing a geothermal heat network at Severn Campus</li> <li>Install 100kWp photovoltaic array at the Arena to increase our renewable electricity generation capacity.</li> <li>Run Student Switch Off in halls to encourage students to save energy and water</li> <li>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.</li> </ul>	<p>Mark Evans/Matt Smith</p> <p>Katy Boom</p> <p>Mark Evans/Matt Smith</p> <p>Katy Boom/Residential Life Team</p> <p>Mark Evans/Matt Smith</p>
<p><b>2. WATER</b></p> <p><b>Reduce our use of water</b></p>	<ul style="list-style-type: none"> <li>2.5% reduction in water GHGe emissions from consumption against a 2018-19 baseline (22.6 tCO2e)</li> </ul>	 	<ul style="list-style-type: none"> <li>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.</li> <li>Investigate installing external free drinking water fountains for students and staff.</li> </ul>	<p>Mark Evans/Matt Smith</p> <p>Mark Evans/Matt Smith</p>





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<p><b>3. 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>	<ul style="list-style-type: none"> <li>Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO2e in 2018/19</li> </ul>	 	<ul style="list-style-type: none"> <li>Revise the Zero Waste Management Strategy to align to new Sustainability strategy in 2020.</li> <li>In a Covid year aim to maintain the number of re-use bags sent to the British Heart Foundation at 715.</li> <li>Increase charitable donations of equipment to BHF by 10 % from 2018-19 levels.</li> <li>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.</li> <li>Expand Platform Housing – White Bags recycling scheme with more social housing residents, further integrate via schools if possible, in a Covid secure way.</li> </ul>	<p>Tom Taylor</p> <p>Phil Mole/ Caroline Hornigold</p> <p>Phil Mole</p> <p>Helen Proctor/Caroline Hornigold</p> <p>Katy Boom</p>
<p><b>4. EMISSIONS AND DISCHARGES</b></p> <p>Prevent pollution by reducing emissions and discharges and regularly reviewing practice against benchmarks</p>	<ul style="list-style-type: none"> <li>Maintain fugitive F Gas emissions to under 10 tCO2e annually</li> </ul>		<ul style="list-style-type: none"> <li>Do additional promotion of pollution awareness-raising including annual spill test drill by May 2021.</li> <li>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</li> </ul>	<p>Phil Mole</p> <p>Mark Evans</p>
<p><b>5. SUSTAINABLE PROCUREMENT</b></p> <p>Encourage environmentally responsible procurement and employ whole-life costing and environmental performance criteria for selection</p>	<ul style="list-style-type: none"> <li>5% p.a. reduction GHGe emissions from carbon emissions attributed to contracts the University can influence from a 2018/19 baseline.</li> </ul>	 	<ul style="list-style-type: none"> <li>Provide regular reports from the Procurement Working group to Sustainability Strategy Group throughout the year including Net Positive tool kit for supplier reporting.</li> <li>Revise the Procurement Strategy to align to the net zero carbon by 2030 commitment in academic year 2020-2021.</li> <li>Working with Worcester Business School implement Orange Fairtrade game into teaching and community engagement projects.</li> </ul>	<p>Kathy Preece</p> <p>Kathy Preece/Lucy Smith</p> <p>Kay Emblen-Perry</p>






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<p><b>6. TRANSPORT</b></p> <p><b>Encourage environmentally friendly transport and implement a Sustainable Transport/Green Travel Plan</b></p>	<ul style="list-style-type: none"> <li>5% reduction tCO2e emissions from staff and students' commuting to University on a daily basis by 2030 from a baseline 2018/19 of 8,190 tCO2e</li> </ul> <p><b>Fleet and Business Travel targets</b></p> <ul style="list-style-type: none"> <li>100% reduction in the tCO2e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO2e</li> <li>100% reduction in the tCO2e emissions from fleet vehicles by 2030 from a baseline 2018/19 of 42.4 tCO2e</li> </ul>	   	<ul style="list-style-type: none"> <li>Conduct student and staff travel surveys to review the impact of Covid 19 on travel habits in 2020.</li> <li>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.</li> <li>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.</li> <li>Continue to report on travel plan initiatives via the EU funded <a href="#">UMOB</a> project to share learning from European universities on good sustainable travel habits for students and staff.</li> </ul>	<p>Ross Renton/Katy Boom</p> <p>Katy Boom/Worcester City Council</p> <p>Ross Renton</p> <p>Katy Boom</p>
<p><b>7. HEALTH AND WELLBEING</b></p> <p><b>Provide appropriate environmental training for all our staff and students and encourage them to support the EMS</b></p>	<p>Achieve level 3 standard of Worcestershire Works Well by August 2021</p>	 	<ul style="list-style-type: none"> <li>A full set of qualitative targets with completion dates have been agreed for Health and Wellbeing by signing up to the <a href="#">Worcestershire Works Well framework</a>. UW has been mapped where we currently are on the matrix and actions for how to improve agreed. We have gained level 2 standard, under the following headings: Promoting Good Health, Smoking and Tobacco Control, Healthy Eating, Health and Safety, Mental Health and Well-being, Physical Activity, Alcohol and Substance Misuse, Leadership, Attendance Management.</li> </ul>	<p>Health and Wellbeing Group</p>









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<p><b>Incorporate environmental responsibility in all staff job descriptions</b></p>		 	<ul style="list-style-type: none"> <li>• Manage the gender pay gap and aim to stay sector leading</li> <li>• Implement a broad range of services with the Students' Union to support student mental health, especially focusing on students self-isolating</li> <li>• investigate additional wellbeing opportunities at Lakeside campus for students, staff and the wider community.</li> </ul>	<p>Gill Slater Student Services/Students Union  Gill Slater</p>
<p><b>8. CONSTRUCTION AND REFURBISHMENT</b></p> <p><b>Ensure sustainable approaches in all construction and refurbishment and incorporate energy-efficient approaches in all work</b></p>	<ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> </ul>	 	<ul style="list-style-type: none"> <li>• Review the construction and refurbishment strategy to ensure it aligns with the new sustainability strategy and net carbon neutral target by summer 2021.</li> <li>• 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</li> <li>• Refurbishment projects over 1000m2 implement RCIS SKA assessment rating for all refurbishment projects aiming for Gold</li> </ul>	<p>Mark Evans  Mark Evans  Mark Evans</p>


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<p><b>9. BIODIVERSITY</b></p> <p>Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus wherever possible</p>	<ul style="list-style-type: none"> <li>Increase the ‘Malvern Meadow’ wildflower meadows including information boards by 5% by August 2021</li> </ul>	 	<ul style="list-style-type: none"> <li>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></li> <li>Install the Natural Networks project by September 2021</li> <li>Gain silver Hedgehog Friendly Campus accreditation status by September 2021</li> </ul>	<p>Strategic Biodiversity Management Group - Chair Lorraine Weaver</p> <p>Facilities apprentices</p>
<p><b>10. EDUCATION FOR SUSTAINABLE DEVELOPMENT</b></p> <p>Embed inclusion of sustainability principles in the curriculum and support research in relevant areas</p>	<ul style="list-style-type: none"> <li>Retain Responsible Futures accreditation, Summer 2022</li> </ul>	  	<ul style="list-style-type: none"> <li>Launch call five of Learning for Responsible Futures projects by Summer 2021</li> <li>Implement all recommendations from Responsible Futures third audit report by next audit date, July 2022</li> <li>Regularly report on progress at Sustainability Strategy Group, Learning Teaching and Student Experience and Research and Knowledge Exchange Committees.</li> <li>Deliver Emerging Leaders program for EAUC</li> <li>Submit data for the second THE University impact League by December 2020</li> <li>Pilot in a minimum of three courses ideally established, re-evaluated and new, an exercise to map the content to the SDGs.</li> <li>Increase the participation in NUS SDG teach-in by 10% from 2019-20 levels on the number of students engaged.</li> <li>From the pilot baseline year (2019-20) increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 15%.</li> </ul>	<p>Heather Barrett</p> <p>Heather Barrett/SU sabs</p> <p>Heather Barrett/Katy Boom</p> <p>Gill Slater/Katy Boom</p> <p>Katy Boom/Sally Jones</p> <p>Heather Barrett/SU Sabs/SU student engagement manager</p> <p>Heather Barrett</p> <p>Katy Boom/Heather Barrett</p>

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<p><b>11. COMMUNITY INVOLVEMENT</b></p> <p>Promote communication with internal and external interested parties and respond appropriately to reasonable requests for information about our environmental performance</p>	<ul style="list-style-type: none"> <li>Increase student participation in Student Switch Off by 2% on 2019/20 levels</li> <li>Increase number of Green Impact teams to 17 in 2020-21 across all sites</li> <li>Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 65% by 2021</li> </ul>	   	<ul style="list-style-type: none"> <li>Work closely with and support student societies such as to raise awareness on sustainability and social justice issues</li> <li>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</li> <li>Report on sustainability issues regularly to the University Community Forum</li> <li>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</li> <li>Implement in January 2021 a 12 months pilot EcoCampus Housing with 2 national Housing Associations and Loreus to assist them to embed ISO 14001:2015 in their organisations</li> </ul>	<p>Katy Boom/SU Officers</p> <p>Katy Boom/Wendy Corbett</p> <p>Katy Boom</p> <p>Katy Boom</p> <p>Katy Boom/Kay Emblen-Perry</p>
<p><b>12. Food</b></p> <p>Provide healthy and sustainable food to our staff, students and visitors.</p>	<ul style="list-style-type: none"> <li>Retain Sustainable Restaurant Association 3-star certification</li> <li>Retain MSC status</li> <li>Retain Fairtrade Status</li> </ul>	   	<ul style="list-style-type: none"> <li>Re -launch SU Eatable Life One Planet Plate research project with Sustainable Restaurants Association during 2021</li> <li>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.</li> <li>Considering Covid 19, and the new Chartwells contract review the sector to ensure targets set for 2021-2022 are stretching and appropriate.</li> <li>Continue to promote Food bank collections amongst students and</li> </ul>	<p>Lucy Blunt/Chartwells Katy Boom/Sian Evans</p> <p>Lucy Blunt/Kathy Preece</p> <p>Catering contract management team</p>

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			<p>staff to support people struggling to feed themselves.</p> <ul style="list-style-type: none"> <li>• Provide free access to good quality fresh sustainably sourced food for students required to self-isolate</li> </ul>	<p>Students' Union/Katy Boom</p> <p>Student Services</p>