SUSTAINABILITY TARGETS 2022-2023 ~ Approved Sustainability Strategy Group 4th October 2022				
Statement from Sustainability Policy	**Targets**	**Strategy Theme/SDG**	**Actions**	**Responsibility**
1. ENERGY: Optimise resource efficiency Manage our estate to mitigate against climate change (through reduction of carbon emissions **and other GHG emissions**) and to ensure future resilience through engagement in adaptive strategies **with the objective of net** carbon neutrality by 2030	**GHGe targets** • 5% p.a. reduction GHGe emissions in energy against a 2018/19 baseline from 2020 to 2030. **Annual Consumption targets** • 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. • 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.		• Install the £1m PEEP BMS and PV projects by March 2023. • Review Heat Networks study and consider applying for Project Development Plan funding from BEIS for next stage of installing a heat network for 3 main campuses by Summer 2023. • Investigate upgrading current PV arrays for more efficient panels on Arena/Woodbury to increase our renewable electricity generation capacity by December 2022. • Run Student Switch Off in halls to encourage students to save energy and water Increase student participation in Student Switch Off to pre Covid levels (487 students - 54% 0f 902 residents) • Approve detailed decarbonisation plans for 50% of our significant buildings and publish by July 2023.	Adam Davis Katy Boom Mark Evans Katy Boom/Residential Life Team Mark Evans/Katy Boom

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2. WATER Optimise resource efficiency Manage our estate to mitigate against climate change (through reduction of carbon emissions **and other GHG emissions**) and to ensure future resilience through engagement in adaptive strategies **with the objective of net** carbon neutrality by 2030	• 2.5% reduction in water GHGe emissions from consumption against a 2018-19 baseline (22.6 tCO2e) • A 3% reduction in water consumption expressed relative to the estate floor area, reducing from 6.8 m^3/FTE in 2017-2018 to 4.7m m^3/FTE in 2030-2031 • A 3% absolute water consumption reduction p.a. 2019-2030 to 2030-2031, reducing consumption from 60,267 m^3 in 2018/19 to 41,815 m^3 by 2030-2031	 	• 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. • Install drinking water fountains for students and staff in any new academic buildings brought into occupation in 2022-2023.	Adam Davis Adam Davis

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3. WASTE MANAGEMENT Optimise resource efficiency Manage our estate to mitigate against climate change (through reduction of carbon emissions **and other GHG emissions**) and to ensure future resilience through engagement in adaptive strategies **with the objective of net** carbon neutrality by 2030	• Reduce waste carbon emissions (excluding construction waste) by 5% per annum from baseline 9.1 tCO2e in 2018/19		• Review the disposal of mattresses and change the supplier of mattresses to ones which can be recycled by summer 2023 • Increase the number of British Heart Foundation bags donated to 300 bags by 31st July 2023. • Investigate expanding the Platform Housing – White Bags recycling scheme with more social housing residents and/or Worcester City Council tenants, by July 2023. • Investigate relocating Worcester Repair Café regular workshops to the SU October 2022.	Tom Taylor Phil Mole/ Caroline Hornigold Katy Boom Rob Cox/Katy Boom
4. EMISSIONS AND DISCHARGES Prevent pollution by reducing emissions and environmentally harmful discharges.	• Maintain fugitive F Gas emissions to under 10 tCO2e annually		• Do additional promotion of pollution awareness-raising including annual spill test drill by May 2023.	Phil Mole
5. SUSTAINABLE PROCUREMENT Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.	• 5% p.a. reduction GHGe emissions from carbon emissions attributed to contracts the University can influence from a 2018/19 baseline.		• Implement the revised Net Positive tool kit for supplier reporting and action planning, mapped to the SDGs by July 2023. • Embed sustainable procurement and Fairtrade in 2 new PG modules BMGT4311 (Managing Logistics and the Supply Chain) and BMG4312 (Contract and Procurement) in 2022-23 • Further highlight sustainable consumption in the student led environmental consultancy project offering to be rolled out in 2022-23.	Kathy Preece Kay Emblen-Perry Kay Emblen-Perry

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6. TRANSPORT Encourage sustainable transport and implement a sustainable travel plan.	• 5% reduction tCO2e emissions from daily staff and students' commuting to university by 2030 from a baseline 2018/19 of 8,190 tCO2e **Fleet and Business Travel targets** • 100% reduction in the tCO2e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO2e • 100% reduction in the tCO2e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO2e	 	• Conduct student and staff travel surveys on travel habits in 2022-2023. • Implement SoJo behaviour change transport App pilot by December 2022. • Participate in the new Air Quality working Groups to establish a Worcestershire wide Air Quality Action Plan by September 2023 • Reintroduce car share promotion to students and staff by Easter 2023	Heather Barrett/Katy Boom Tom Taylor/Katy Boom/SU Katy Boom Mark Evans/Tom Taylor
7. HEALTH AND WELLBEING Provide projects and programmes that directly enhance wellbeing including healthy and sustainable food.	• HEI wellbeing accreditation Mental Health Charter	 	• Implement a broad range of services with the Students' Union to support student mental health through the academic year • Investigate additional wellbeing opportunities at Lakeside campus for students, staff, and the wider community. • Implement the HEI new wellbeing accreditation by Summer 2023	Health and Wellbeing Group

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8. CONSTRUCTION AND REFURBISHMENT Optimise resource efficiency Manage our estate to mitigate against climate change (through reduction of carbon emissions **and other GHG emissions**) and to ensure future resilience through engagement in adaptive strategies **with the objective of net** carbon neutrality by 2030	• 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 • Where feasible all new build projects should be designed to meet average water consumption targets of $1.35m^3/m^2$ per m^2 of the GIA for residential and $0.71m^3/m^2$ per m^2 of the GIA for non-residential	 	• Ensure renewable energy sources to a minimum of 15% in all new build projects and where feasible for refurbishments over 1,000sqm • Refurbishment projects over 1000m2 implement RCIS SKA assessment rating for all refurbishment projects aiming for Gold	Mark Evans Mark Evans
9. BIODIVERSITY Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.	• Implement the Strategic Biodiversity Management Plan		• Deliver a further 650m2 of botanically enhanced grassland habitat by April 2023 • Establish a further 700m2 of cornfield annuals by April 2023 • Develop two new areas for woodland flora under existing tree canopies totalling 950m2 by April 2023 • Install an additional 12 bird boxes and four bat boxes by April 2023	Strategic Biodiversity Management Group Alan Box (Grounds Manager) University of Worcester's 'Nature Society'
10. EDUCATION FOR SUSTAINABLE DEVELOPMENT Ensuring curricula reflect and align with our values for inclusion, internationalisation, ethical	• Retain Responsible Futures accreditation, Summer 2024		• Develop and begin implementation of new RF Action Plan following recommendations from 4th Audit (June 2022). •	Heather Barrett/SU Sabs/ SU Student Engagement Mgr Heather Barrett

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and socially responsible global citizenship. Invest in pedagogic innovation, scholarship, and research on sustainability with global impact. Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally.		 	• Engage with at least one course team in each of the academic Schools to promote awareness of ESD, support mapping of course curricula to the SDGs and embedding ESD competencies. • Increase the participation in NUS SDG teach-in by 10% from 2021-22 levels of the number of students and educators engaged. • Increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 20% on 2021-22 numbers. • Encourage 10% of staff and students at UW to undertake Carbon Literacy training • Regularly report on progress at Sustainability Strategy Group, Learning Teaching and Student Experience and Research and Knowledge Exchange Committees. • Initiate 7th call for LfRF projects and increase number of submitted projects. • Complete QAA enhancement project on embedding ESD in QA&E processes and implement good practice in UW QA&E processes • Apply for SAP project on embedding the SDGs and sustainability competencies/graduate attributes in the curriculum. • Develop ESD community of practice. Showcase examples of UW ESD good practice, via bespoke digital magazine (susthingsout.com), Realising Teaching Excellence Blog, Share and Inspire.	Heather Barrett/SU Sabs Katy Boom/Heather Barrett Katy Boom/Gill Slater/Sian Evans Heather Barrett/Katy Boom Heather Barrett Heather Barrett/AQU Heather Barrett Heather Barrett/Katy Boom

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11. COMMUNITY INVOLVEMENT Build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally. Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.	• Increase number of Green Impact teams to 18 in 2022-23 across all sites • Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022		• Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues • Recruit 2 additional student Digital Creative part-time posts to help publish and promote www.susthingsout.com and increase readership by 5% from July 2022 baseline by July 2023 • Report on sustainability issues regularly to the University Community Forum • 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 • 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	Katy Boom/SU Officers Katy Boom Katy Boom Katy Boom Katy Boom
12. Food Provide projects and programmes that directly enhance wellbeing including healthy and sustainable food. Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.	• Retain Sustainable Restaurant Association 3-star certification • Retain MSC status • Retain Fairtrade Status in June 2023		• Review implements, 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. • Continue to promote Food bank collections amongst students and staff to support people struggling to feed themselves. • Establish a 'Social Kitchen' where out Head Chef teaches students how to cook plant-based meals in a workshop format. • https://www.sueatablelife.eu/en/cookbook/index.html Promote our sustainable hospitality using plant based One Planet Plate recipes	Lucy Blunt/Kathy Preece/Catering contract management team SU and Residential Life Team Lucy Blunt/Kathy Preece/Catering contract management team Chartwells

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		15 LIFE ON LAND	• Consider using One Planet Plate as a template for shop based 'make your own meal' promotions, creating UW meal prep boxes.	

Key Sustainability Strategy Themes:

SDGs relating to Theme 1: Promoting sustainability, social responsibility, and wellbeing

SDGs relating to Theme 2: Integrating sustainability through knowledge, skills and experience

SDGs relating to Theme 3: Mitigation, adaptation, and resource efficiency

SDGs relating to Theme 4: Global Sustainability Ethics Partnerships and Leadership