

Fairtrade University & College Award

University of Worcester

2021 - 2023 programme



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University of Worcester

Congratulations on your achievements, and thank you for your hard work on the Fairtrade University and College Award programme, on behalf of the Fairtrade Foundation, NUS and SOS-UK.

This programme supports institutions to embed ethical and sustainable practices through their curriculums, procurement, research and campaigns. We are immensely proud of the impact that participating universities and colleges are having in these areas, and we hope you are too.

Fairtrade's vision, of a world in which all producers can enjoy secure and sustainable livelihoods, can only be achieved by creating widespread understanding of the issues in global supply chains, and a sense of agency in every single coffee drinker, chocolate eater and banana fan in the UK. Embedding this work with your student and staff communities is invaluable in helping us achieve the world we want, where producers can have secure futures. Your students are at a crucial stage in their lives. The skills, habits and values they develop during their time at your institution may well last a lifetime and will contribute to a more just, sustainable global society.

This document outlines your achievements this year and lets you know about the combined impact of the award.



The Fairtrade University & College Award

The Fairtrade University & College Award has been awarded to UK universities and colleges championing Fairtrade since 2003.

In recent years, feedback from the sector showed a clear demand for innovation in the award, so the Fairtrade Foundation partnered with the National Union of Students (NUS) to develop a new award structure, using the successful model of other sustainability programmes then delivered by NUS across the country. Since October 2019, SOS-UK has been delivering the programmes on behalf of NUS as a new, independent sustainability charity created in light of the climate and ecological crises.

Following a pilot in 2017-18 with **twelve** institutions, this **2021-2023** cohort is the **fifth** to participate in the award **in its current format**. The award has celebrated how even more people, including students, are helping to support farmers and workers on Fairtrade farms across the world. Growing awareness of Fairtrade will help build the market for the people who produce our products, ensuring they receive a fair wage and income in order to improve the futures of their families and communities. The award structure encourages partnership between sustainability, catering and academic staff in the institution plus the students' union and students to cover procurement, awareness raising and campaigning activities. There are also opportunities to engage through teaching and the flexibility to receive points for trying out new and innovative ways to engage.

In order to confirm the achievements of the participants, students were recruited as volunteer auditors and trained by SOS-UK and the Fairtrade Foundation, equipping them with transferrable skills and experience in conducting an audit.

This award recognises the achievements of the institution and its partners from September 2021 to April 2023. The FE/HE sector during this time has been challenged by the ongoing demands of the global pandemic, closures and additional pressures. Completing the Fairtrade University and College Award during this period has shown great commitment and



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creativity from those involved in delivery. All aspects of university life have been significantly impacted by the global pandemic and student and staff communities have had to adapt to different ways of working. It is, therefore, particularly commendable that this institution has maintained its commitment to Fairtrade and ensured that activity to further the goals of this award has continued.

The potential reach of this award is significant. At a time that young people are forming their values and shaping their future careers, it is essential that they are presented with a wide range of narratives and opportunities to think differently about the world. This pandemic has clearly demonstrated that we are part of one global community. Our decisions have far-reaching consequences, and only together can we tackle the biggest challenges facing our planet and its inhabitants. As students prepare to develop their careers and take on leadership roles of the future, a commitment to reducing the impact of our consumption, and a sense of what each of us can do to create change, has never been more crucial.



The year in numbers:



18 partnerships completed the programme and submitted evidence



750 staff and students actively worked on the award



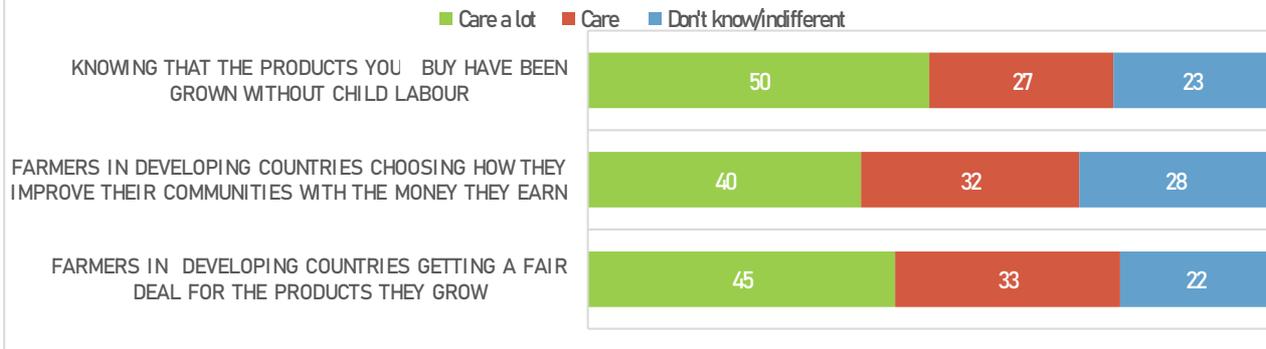
41 students completed training and carried out audits

Student attitudes:

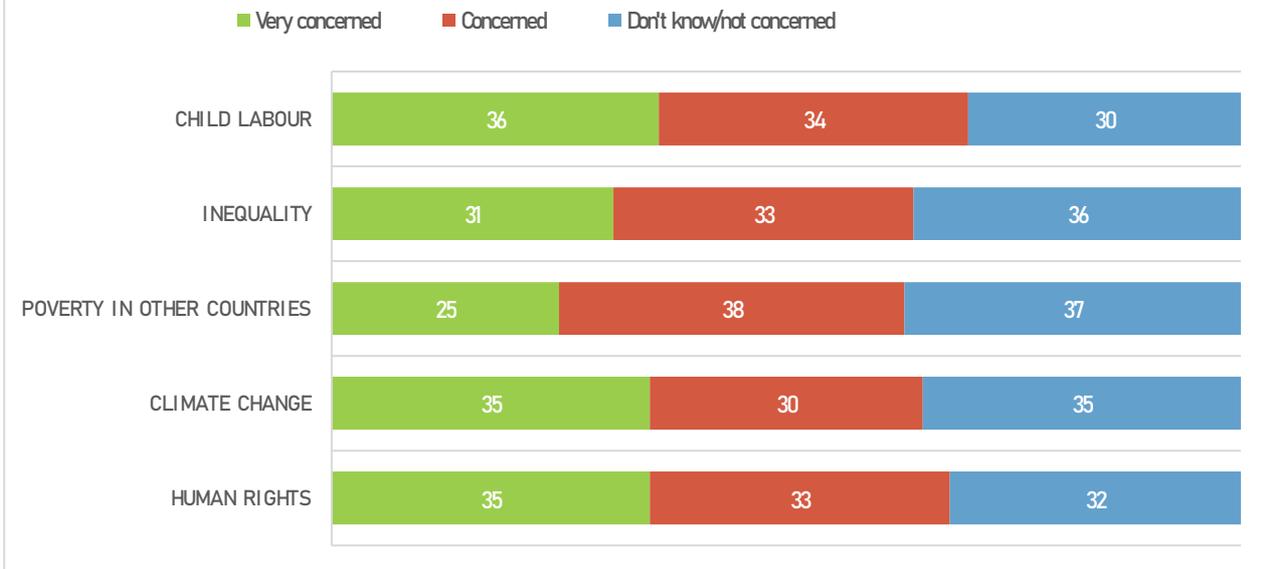
Taking part in this programme is also important as it responds to the issues which students are concerned with, informing them and demonstrating how to take action. Our [Fairtrade student survey](#) over the last two years showed that 78% students said they care that farmers in developing countries are getting a fair deal for the products they grow. 70% are concerned about child labour, and 77% want products that have been produced without child labour.



WHAT IS IMPORTANT TO STUDENTS WHEN CHOOSING PRODUCTS



ISSUES STUDENTS ARE CONCERNED ABOUT



Your achievements

Following your audit and the moderation process, your auditors were delighted to award you **Fairtrade University Two Star** status. Congratulations!

Your final score was set at **360** points from **35** criteria completed. Here's how you performed within each category:

Theme	Criteria Completed	Points Awarded
Mandatory	11/11	100/100
Leadership and Strategy	5/5	55/55
Campaigning and Influencing	8/12	75/115
Procurement, Retail and Catering	4/11	30/95
Research and Curriculum	3/9	20/70
Outcomes	4/4	80/80
Innovative Interventions	0/4	0/60
Total	35/56	360/585



Your Award will be valid for two years, expiring on 30th June 2025.

Here's how you were scored against each criterion that you completed, along with auditor notes:

Ref	Action	Auditor decision	Points	Auditor comments <i>N.B. Some comments may have been edited by the project team for clarity and brevity.</i>
MN001	The Partnership has a working or coordinating group that meets regularly and formally leads on efforts to attain, or retain, Fairtrade University and College Award status.	Yes	5	Meetings are being held successfully with students and staff. Evidence shows meetings are effective which may reflect how often they take place.
MN002	The partnership has a SMART action plan on Fairtrade and has published it. It should include operational considerations such as procurement and catering, campaigning and influencing, engagement and communications and a strong focus on the monitoring and evaluation of all activities.	Yes	10	SMART action plan has been successfully achieved with clear evidence to back it up, and is published online.
MN003	The partnership has published a public commitment of intent to support and champion Fairtrade and its values within the last two years signed by senior management across the organisations and their retail and catering outlets.	Yes	10	Multiple sources show this criterion has been achieved with uploads of policies and strategies on the university website.
MN004	The partnership has held a series of events/promotions/engagement activities during Fairtrade Fortnight (February/March every year) and has measured impact across the events.	Yes	10	The Partnership has shown clear ways in how they engaged. Their ideas were different and innovative (QR code list), which shows an interesting way to achieve the criterion.
MN005	The partnership has devised and successfully delivered one or more innovative campaigns on Fairtrade, trade justice or ethical consumption in the last year, which have been run in partnership with students. The campaign/s must have taken place in	Yes	15	Evidence shows clear involvement from staff and students to support the campaign that was ran to support this criterion. A lot of involvement has been shown.



	addition to Fairtrade Fortnight and can demonstrate some measures of impact.			
MN006	Any retail or catering outlets owned or operated by the partnership stock Fairtrade certified products in all of the following categories, and are working to increase either the number of lines OR number of items sold year on year: <ul style="list-style-type: none"> • Tea • Coffee • Sugar • Hot chocolate and cocoa • Chocolate, confectionary or snacks • Cotton clothing 	Yes	10	The Partnership clearly shows how they use Fairtrade products not only in catering activities but also in meetings, where it is a good opportunity to promote Fairtrade. List of products used has been uploaded.
MN007	Any retail, catering or other commercial outlets owned or operated by the partnership stock at least one Fairtrade certified line in at least two of the following categories (where the category is stocked): <ul style="list-style-type: none"> • Soft drinks • Wine or beer • Health & beauty • Savoury snacks & nuts • Cut flowers • Fruit • Cotton face masks 	Yes	10	The uploaded list successfully shows how the Partnership provides and sells stock items which are Fairtrade.
MN008	There is up to date and effective Point of Sale (POS) material in all relevant outlets, highlighting Fairtrade products and providing information on the benefits of Fairtrade to growing communities. This POS should be clearly displayed next to the relevant products to avoid confusion, and it should be refreshed periodically.	Yes	10	Photographic proof uploaded of the POS material used over the past 2 years. The POS material is used for relevant products in different university facilities.
MN009	Within the last two years the partnership has successfully carried out relevant scoping activities	Yes	5	Results from survey provided, shows how the Partnership tries to inform

	amongst a broad range of its students and/or staff (not just those already engaged in the campaigns) to inform its Fairtrade work, and has made the findings publicly available.			all students about the Fairtrade organisation.
MN010	The partnership provides and publicises opportunities for students to investigate Fairtrade, trade justice or ethical consumption issues on or off-campus within their course work or dissertations.	Yes	5	There are various modules and specific lectures carried out to support this criterion which present information on Fairtrade to students within the formal curriculum.
MN011	The partnership publishes an annual progress or impact report on its action on Fairtrade, trade justice and ethical consumption. This should refer to the tasks and progress made through the SMART action plan and should be publicly available. This report can be part of a wider sustainability or similar report.	Yes	10	Link successfully shows the annual report enabling the Partnership to achieve this criterion. There have been clear updates and performance is measured and analysed against their SMART objectives and action plans.
LD001	The union has one or more active policies which support Fairtrade passed within the last three years, and has published them online.	Yes	10	Evidence provided for this criterion showed how the Partnership's local branch of Unison trade union is affiliated to ethical supply chains campaigns, which is great to see. However, this criterion focused on the students' union's policies on Fairtrade. While no specific policy document is available on the SU website, the auditors recognise that the union has been a partner and is included in the institution's policy evaluated below, and are happy to verify this criterion as completed.

LD002	The university or college has at least one or more active policy which supports Fairtrade passed within the last three years, and has published them online.	Yes	10	All documents are uploaded on the web page which shows clearly the criterion has been met.
LD003	Within the last two years the partnership has analysed the inclusion of Fairtrade, trade justice and ethical consumption within other cross-cutting institutional and union plans (e.g. procurement plan, sustainability plan, marketing plan) and made suggestions to the relevant stakeholders of how it could be integrated.	Yes	10	The procurement strategy has been signed off and uploaded as proof.
LD004	All internal student group/society purchasing policies, award and funding applications require a commitment to Fairtrade, trade justice and ethical procurement considerations where applicable. If there are preferred clothing suppliers listed for clubs & societies to purchase from, these should all stock Fairtrade-certified cotton as standard.	Yes	10	Evidenced by the University's Fairtrade policy.
LD005	There is active leadership on Fairtrade, trade justice and ethical consumption issues from one or more senior members of staff or sabbatical officers in the union and institution.	Yes	15	Clear involvement of senior leadership – the Sustainability Strategy Group leads on Fairtrade at the Partnership, of which membership includes Director of Sustainability at the University and the President of the Students' Union.
CI001	The partnership has included Fairtrade and ethical consumption in staff and student inductions. These inductions should state the organisation's commitment to Fairtrade, provide some information on why Fairtrade is important, and state some tangible actions staff and students can take to fit in with the organisation's values.	Yes	10	Evidence shows clear achievement of criterion. New students are welcomed in their first week (induction week) with a presentation on Fairtrade. There is also a stall which holds information on Fairtrade which is held every year in September for new students. Staff inductions also include information on Fairtrade.



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CI002	The partnership has supported one or more student groups to campaign on Fairtrade, ethical consumption or trade justice.	No	5	Criterion not completed.
CI003	Within the last two years the partnership has partnered with a local school or college and worked together on at least one project or campaign over the year.	Yes	10	Criterion achieved by inviting local school children to Go Green Week over the past 2 years, which includes a stall on Fairtrade. A new partnership has also been formed with a local school to support them in obtaining Fairtrade status.
CI004	Within the last two years the partnership has partnered with a local off-campus Fairtrade group, and worked together on at least one project or campaign over the year.	Yes	10	Criterion completed.
CI005	Within the last two years the partnership has facilitated the creation of a local off-campus or school Fairtrade group, where one doesn't already exist.	Yes	15	A project with a local school is to be worked on next year to support them in obtaining Fairtrade status.
CI006	Within the last two years the partnership has proactively collaborated with another aspiring Fairtrade University or College in achieving Fairtrade status and can demonstrate how their involvement has enabled the attainment of the award. This could include encouraging a previously uninvolved university or college to sign up for the next programme cohort.	No	15	Criterion not completed.
CI007	The partnership's work and support of Fairtrade has an effective and up to date web presence, which is easily found and well-used.	Yes	5	There is a dedicated Fairtrade web page that the university holds. Criterion is clearly met.
CI008	The partnership has utilised social media and other communication channels to communicate Fairtrade campaigns widely and successfully	Yes	5	The Partnership has achieved this criterion in several ways by interacting not only via an Instagram page, but also by daily updates, emails and QR codes displayed in the Hive.
CI009	In the last two years, the partnership has proactively shared one or more	No	10	Criterion not completed.

	learning or best practice examples from their Fairtrade activities with the wider sector.			
CI010	The partnership ensures there is a strong Fairtrade presence at Fresher's Fairs (or equivalent) and/or recruitment days.	Yes	10	Welcome weeks for freshers always promote Fairtrade and sustainability. There are encouraging giveaways and surveys. It is a great way to incorporate sustainably and Fairtrade for new students from the early days.
CI011	Fairtrade, trade justice and ethical procurement considerations are taken into account in checklists or guidance for events. This should include the requirement of all exhibitors that any relevant giveaways (e.g. cotton tote bags, chocolates, biscuits) are Fairtrade-certified, and that any cotton uniforms are Fairtrade-certified.	Yes	10	Criterion completed.
CI012	The partnership has supported student groups or RAG groups to fundraise for the Fairtrade Foundation.	No	10	Criterion not completed.
PL001	The partnership has proactively engaged staff and publicised Fairtrade widely as an option for communal tea, coffee, hot chocolate and sugar in staff areas and offices.	Yes	5	The university achieves this by selling FT products in catering facilities as well as providing refreshments for meetings which is FT tea, coffee and sugar, and other necessities as standard.
PL002	The partnership's catering providers and licensed premises (internal and/or contracted) offer Fairtrade-certified products as standard in all the following categories (where stocked): <ul style="list-style-type: none"> • Fruit • Juice • Tea • Coffee • Sugar • Chocolate • Wine 	Yes	10	University caterers, who also run the campus shop and sell merchandising, stock a wide variety of Fairtrade products.

PL003	The partnership has captured Fairtrade sales data for the previous two academic years and reported back to the Fairtrade Foundation.	No	15	Criterion not completed.
PL004	The partnership has included terms in tender documentation that reference Fairtrade requirements for relevant categories, or states that Fairtrade suppliers will be preferred.	No	5	Criterion not completed.
PL005	There is a procedure and support in place to ensure any new food service tenants or retail/catering outlets provide Fairtrade products wherever possible.	No	5	Criterion not completed.
PL006	Either Fairtrade is served as standard in hospitality (e.g. conferences, vacation hotel rooms etc.) across all products which have a Fairtrade option available - tea, coffee, sugar etc., or within the last two years' demonstrable progress has been made to put this into practice.	Yes	10	Fairtrade refreshments are organised for all sorts of meetings.
PL007	In the last two years, the partnership has engaged with at least one of the following stakeholders to adopt or increase Fairtrade commitments: a. A relevant purchasing consortium b. An existing supplier c. An external brand or retailer	Yes	5	Director of Sustainability has connections with the on-campus catering providers and encourages them to increase the amount of Fairtrade products they have for sale.
PL008	In the last two years, the partnership has increased the proportion of staff uniforms made from Fairtrade certified-cotton or other materials (where available).	No	10	Criterion not completed.
PL009	The partnership ensures that all promotional T-shirts for events are made from Fairtrade-certified cotton.	No	10	Criterion not completed.
PL010	Sales promotions (such as discounts, competitions, loyalty cards etc.) are run on Fairtrade-certified products periodically throughout the year, across relevant retail outlets.	No	5	Criterion not completed.

PL011	The partnership can demonstrate an increase in the number of Fairtrade-certified items and/or lines bought for sale in campus commercial outlets over the last two years.	No	15	Criterion not completed.
RC001	The partnership has successfully encouraged one or more teaching staff to take part in the Global Goals Teach-In, by including Fairtrade issues within their teaching, learning or assessment during the annual teach-in week in February.	Yes	10	The Partnership has successfully engaged students through an SDG and Fairtrade-focused course session for one of the modules in March 2023. Furthermore, deeper-level engagement has been achieved through two new postgraduate modules on logistics, supply chains and procurement.
RC002	Within the last two years the partnership has successfully carried out a relevant follow-up research/scoping exercise amongst a broad range of its students and staff to inform its Fairtrade work, and has made the findings publicly available. This should link back to the baseline research conducted as part of the mandatory criteria.	Yes	5	Achieved by carrying out a survey for staff and students to evaluate the impact of the awareness raising of FT. Clear way showing understanding of the criterion. It would be great to see the results of this research published.
RC003	Within the last two years the partnership has supported two or more students to complete an investigation of Fairtrade, trade justice or ethical consumption issues on or off campus within their course work or dissertation, and has shared any key findings publicly.	No	5	Evidence shared shows that students have been presented with information on Fairtrade within their course materials. However, no evidence of students investigating/researching this topic via independent projects has been provided.
RC004	Within the last year the partnership has peer-reviewed another Fairtrade University or College partnership.	No	5	Criterion not completed.
RC005	Within the last two years the partnership has carried out a thorough baseline curriculum review or audit for Fairtrade, trade justice or ethical consumption themes and made the findings publicly available.	No	15	Criterion not completed.

RC006	Within the last two years the partnership has commenced or completed its own piece of research into Fairtrade, trade justice or ethical consumption issues and plans to make the findings public and utilise for future activities.	No	15	Criterion not completed.
RC007	Within the last two years the partnership has encouraged at least one member of teaching staff to join the Fairtrade Directory of Supporting Academics.	No	5	Criterion not completed.
RC008	The partnership has connected its work on Fairtrade with decolonising its curriculum, by providing students with more opportunities to learn through the lens of producers.	Yes	5	Students have been involved in workshops on decolonising and decarbonising for the past 2 years.
RC009	Within the last two years the partnership has commenced or completed the process of validating a module specialising in the topic of Fairtrade, ethical consumption and trade justice.	No	15	Criterion not completed.
OT001	The partnership has identified positive outcomes for students through its Fairtrade work.	Yes	20	There have been numerous activities organised on campus where students had an opportunity to learn more about Fairtrade, increasing their understanding of the issue. The Partnership has also collected survey responses with feedback on their campaigning and influencing activities, and these now form an important part of future plans to provide more information on cheaper alternatives for Fairtrade products.
OT002	The partnership has identified positive outcomes for the students' union through its Fairtrade work.	Yes	20	Students' union does a lot of work to interact with students; awareness session has been held for the SU staff to support this criterion. Evidence with impact is available.

OT003	The partnership has identified positive outcomes for the institution through its Fairtrade work.	Yes	20	There has been a growing interest following from the FT campaigns organised by the Partnership. For example, in comparison to the last Fairtrade audit in 2021, applications for auditor positions grew significantly, and were of high quality, with students motivated to support other partnerships with their audits as well. The numbers increasing mean the sustainability team are doing an effective job.
OT004	The partnership has identified positive outcomes for the wider community through its Fairtrade work.	Yes	20	Different events held throughout the year to support this criterion, such as Go Green Week. They have been effective and promoted Fairtrade to new students, staff and local community who attend these.
II001	Use this section to tell us about innovative actions or initiatives that you have done within your Fairtrade or related ethical consumption work which you think are worthy of recognition. You should only write about actions or initiatives that you feel are not adequately covered elsewhere in your submission.	No	15	Criterion not completed.
II002	(Same as 1 above) Use this section to tell us about innovative actions or initiatives that you have done within your Fairtrade or related ethical consumption work which you think are worthy of recognition. You should only write about actions or initiatives that you feel are not adequately covered elsewhere in your submission.	No	15	Criterion not completed.
II003	(Same as 1 above) Use this section to tell us about innovative actions or initiatives that you have done within your Fairtrade or related ethical consumption work which you think are worthy of recognition. You should only write	No	15	Criterion not completed.

	about actions or initiatives that you feel are not adequately covered elsewhere in your submission.			
II004	Use this section to tell us about innovative actions or initiatives that you have taken or developed within your Fairtrade or related ethical consumption work which have a sector-wide impact, or potential to reach wider than just your institution and union. You should only write about actions or initiatives that you feel are not adequately covered elsewhere in your submission.	No	15	Criterion not completed.



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What others have said about your work

Your **student auditors** had the following to say about your work:

"They have clearly done a large amount of work on Fairtrade. Having talked to the team, they are passionate in promoting and continuing to work with Fairtrade, and want to become even better." ~ *your auditor team*

Thank you for being so welcoming and giving them this opportunity to develop their skills.

The **project team** has said the following about your work on the award, "The project team are delighted to see how this work has continued, with passion and creativity, despite the challenges faced by this cohort. The issues of sustainability and consumption remain high on the agenda, and have become integrated into the life of the institutions. University of Worcester has submitted a strong application, and their positive commitment to progressing their work on Fairtrade is clear."

Elena Fernandez Lee, Education Campaigns Manager from the **Fairtrade Foundation**, said regarding this year's cohort, *"The current cost of living crisis is affecting all; University students are battling to keep up with rising bills and rent. Universities are working hard to offer support to help reduce the impact of the cost-of living crisis on students, whilst also dealing with financial pressures themselves. Despite this, institutions have remained keen to make their work on ethical and sustainable consumption prominent. We recognise the challenges of keeping staff and students engaged. But we have also seen the devastating impacts of the cost of living crisis on those who are marginalised around the world, compounded by extreme climate events. There is no time to lose in striving for climate and trade justice.*

"We are one interconnected global society, and equipping students with the skills to understand the nature of our global connections and global community has never been



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more urgent. Thank you for continuing with the work, and recognising that the need for raising awareness and reflecting on our actions does not stop."

Feedback

We are continually looking at ways to improve the impact and experience of the programme. Thank you for providing your student auditors with feedback on the programme. If you have additional comments or suggestions regarding the Fairtrade University and College Award programme, please do let us know via email.

Feedback from student auditors of the award this year has been positive, and their input into the Award has been a fantastic opportunity for partnerships to increase student-staff collaboration on issues such as Fairtrade. We believe student auditors are a key part of the process, and we hope you enjoyed working with them throughout the audit. Copied below is a selection of quotes from this year's student auditors, demonstrating how this opportunity allowed them to develop key skills for life and work.

"It has been a great opportunity to be given the option to do this, given the training for it, and then being able to conduct the audit ourselves. Means we have gained a valuable skill that may prove to be just what we needed professionally further down the line." - your auditor team

"A key takeaway from the audit was the importance of communication and collaboration. Throughout the process, our team had to work closely together, exchanging information and insights to ensure that everyone was on the same page. This collaboration was critical in ensuring that the audit went smoothly and that we were successful in identifying areas where we could do better." - Aaron Akomolede, student audit team for Reading University.

"Fairtrade auditing has been a unique experience, providing new perspective on the importance of the implementation of sustainable practices at educational institutions. Evaluating my university has helped me understand what and how to better support sustainability campaigns." - Emma Lawrence, student audit team from Bath Spa University.



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Next steps

Once again, on behalf of the Fairtrade Foundation, SOS-UK and NUS, many thanks for taking part in the Fairtrade University & College Award. We hope you look forward to taking part next year and continuing to engage with and promote Fairtrade on your campuses. Congratulations on all your achievements and before you get cracking on next year, make sure you take a good rest, reward your team, and reflect on everything you've achieved this year!

Your Award is valid for 2 years, but to prevent any gaps in your Award following expiry, we recommend you renew your membership of the programme as soon as possible, so you have the full 2 years to work through the criteria before being re-audited in Spring 2025. You can find more information and [sign-up using the form here](#).

For more information, news, case studies and information about the award, please [visit the website here](#) or contact volunteer.university@fairtrade.org.uk.

