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	TARGET	PROGRESS	PERFORMANCE
<p><b>ENERGY</b></p>    <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	<p>Reduce combined emissions from natural gas and electricity consumption by 8.4% per annum, from a 2018/19 baseline of 3180 tCO2e</p>	<p>Emissions from electricity increased by 3.5% from 2021-22; significant reduction of 34% against baseline, with an average 8.5% reduction pa</p>	<b>GREEN</b>
		<p>Emissions from gas decreased by 25% between 2021-22 and 2022-23; reduction of 18.7% against baseline, with an average 4.7% reduction pa.</p>	<b>AMBER</b>
	<p>Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh</p>	<p>Gas consumption decreased by 23% between 2021-22 and 2022-23; reduction of 21% against baseline, with an average 5.2% reduction pa.</p>	<b>AMBER</b>
	<p>Reduce electricity consumption by 1.7% per annum from a 2018/19 baseline of 5,465 MWh</p>	<p>Electricity consumption decreased by 4.5% between 2021-22 and 2022-23; reduction of 19% against baseline, with an average 4.8% reduction pa.</p>	<b>GREEN*</b>
	<p>Reduce energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr</p>	<p>Energy intensity decreased by 16.7% between 2021-22 and 2022-23; reduction of 26% against baseline, with an average 6.5% reduction pa.</p>	<b>GREEN*</b>


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	TARGET	PROGRESS	PERFORMANCE
	Install the £1m PEEP Building Management System and PV projects by March 2023.	LED Lighting is completed and the Building Management System expansion is progressing well. PV was abandoned as over budget and not able to complete in the time frame.	<b>AMBER</b>
	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.	Next stage full DPD City-wide Heat Network proposal approved by HNDU led by Worcester City Council. Consultants being procured with a start date of Autumn 2023	<b>GREEN</b>
	Investigate upgrading current PV arrays for more efficient panels on Arena/Woodbury to increase our renewable electricity generation capacity by December 2022.	Discussed in Sep 22 ENCOM. Degradation of current panels, not a huge trend in annual reads. General sector estimates are a 0.5-1% reduction in KWh generated per year, so still running at 80-90% effectiveness after 20 years estimated life span. The focus would be adding new PV arrays to other roofs, rather than upgrading current panels, at least until end of life. Suggest removing as a target or replacing with a general goal of more PV installations.	<b>NA</b>
	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% Of 902 residents)	The second campaign ran in Halls in February 2023, first national campaign Worcester was a prize winner. Pizza party onsite outdoor pizza oven as a prize for the winning hall saving most energy.	<b>GREEN</b>
	Approve detailed decarbonisation plans for 50% of our significant buildings and publish by July 2023.	The University has costed decarbonisation plans for 42 (all) significant buildings, but we have not integrated this information into budgets and programs.	<b>AMBER</b>




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<p><b>WATER</b></p>   <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	Reduce emissions from water consumption by 2.5% per annum, from a 2018-19 baseline of 22.6 tCO2e.	Emissions from water increased by 57% from 2021-22; reduction of 51% against baseline, with an average 12.75% reduction pa	<b>GREEN★</b>
	Reduce water consumption by 2.7% per annum, from a 2018/19 baseline of 60,267 m3	Water consumption has increased by 5.4% from baseline figure, with an average 1.34% increase pa	<b>RED</b>
	Reduce water intensity by 2.7% per annum, from a 2018/19 baseline of 0.74 m3/m2.yr	Water intensity has decreased by 2.7% from baseline figure, with an average 0.68% reduction pa	<b>RED</b>
	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.	Water saving opportunities are implemented as part of ongoing planned maintenance	<b>GREEN</b>
	Install drinking water fountains for students and staff in any new academic buildings brought into occupation in 2022-2023.	Water coolers are located on every floor in the newly refurbished Elizabeth Garrett Anderson building	<b>GREEN</b>
<p><b>WASTE MANAGEMENT</b></p>   <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	Reduce emissions from waste (excluding construction waste) by 5% per annum from a 2018/19 baseline of 9.1 tCO2e	No change from 2021-22; reduction of 34% against baseline, with an average 8.5% reduction pa	<b>GREEN★</b>
	Review the disposal of mattresses and change the supplier of mattresses to ones which can be recycled by summer 2023	Not been achieved despite attempts to engage with suppliers. Breaking down of the materials is proving to be expensive and not cost-effective for suppliers.	<b>RED</b>





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	Increase the number of British Heart Foundation bags donated to 300 bags by 31 <sup>st</sup> July 2023.	Over 600 bags collected in 2022-23.	<b>GREEN★</b>
	Investigate expanding the Platform Housing – White Bags recycling scheme with more social housing residents and/or Worcester City Council tenants, by July 2023.	Platform are using the third iteration of bags with their tenants. Worcester City Council undertaking door knock campaign on local street next to University in September 2023.	<b>GREEN</b>
	Investigate relocating Worcester Repair Café regular workshops to the SU October 2022.	Repair Café pilot in SU on Saturday 25 <sup>th</sup> February. A very successful event, despite limited marketing. Agreed to do two annual events, semester 1&2.	<b>GREEN</b>
<b>EMISSIONS AND DISCHARGES</b>    <b>Theme 3: Mitigation, adaptation, and resource efficiency</b>	Maintain fugitive F Gas emissions to under 10 tCO <sub>2</sub> e annually	Emissions from F-gas leaks decreased from 12 tCO <sub>2</sub> e in 2021/22 to 3 tCO <sub>2</sub> e in 2022/23.	<b>GREEN</b>
	Do additional promotion of pollution awareness-raising including annual spill test drill by May 2023	Staff are allocated spill prevention training via the safety hub staff portal, records are kept with HR; training must be completed by end of March 23.	<b>GREEN</b>
<b>SUSTAINABLE PROCUREMENT</b>	Reduce emissions from procurement by 5% per annum, from a 2018/19 baseline of 18,701 tCO <sub>2</sub> e	Increased by 11% from 2021-22; increase of 59% against baseline, with an average 14.75% increase pa. Please note that capital spend has been significantly higher across 2021-22 and 2022-23 than previous years. Moving forward, the University will report on emissions associated with CAPEX and OPEX separately.	<b>AMBER</b>






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   <p><b>Theme 4: Global sustainability ethics</b></p>	<p>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</p>	<p>BMGT4311 - Green logistics and sustainable supply chains are a core theme of the module. The module is mapped to SDGs 8, 10, 12 and 13. The assignment focuses on sustainable solutions to maximise efficiency of a green supply chain strategy.</p> <p>BMGT4312 -sustainable and socially responsible procurement is a core theme of the module. This includes the application of social and sustainable thinking for contract creation, the development of ethical mandates through ESG decision making, the use of Fairtrade within globalised trading systems and the achievement of social value delivery to ensure fairness and equity. BMGT4312 is mapped to SDGs 8 and 12.</p> <p>22/9/23 Modules delivered in 2022-23 with planned sustainability enhancements.</p>	<p><b>GREEN</b></p>
	<p>Further highlight sustainable consumption in the student led environmental consultancy project offering to be rolled out in 2022-23.</p>	<p>Sustainable procurement of energy (as well as its consumption) emerged as a key opportunity to develop sustainable business practices in the pilot student-led consultancy project. The utilisation of natural, social, and economic capitals forms the focus of the project offering rolled out in semester 1. The project offering will be further rolled out in semester 2 and in 2023-24. The project is being disseminated through a journal article (accepted, awaiting publication), conferences (September 2022 and February 2023) and a book chapter (publication due 2023-24).</p>	<p><b>GREEN</b></p>





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		22/9/23 Pilot Student-led Consultancy project completed and disseminated via 2 conferences, a journal article, and a book chapter. Second project completed. Discussions ongoing to extend project further.	
<p><b>HEALTH AND WELLBEING</b></p>     <p><b>Theme 1: Promoting sustainability, social responsibility, and wellbeing</b></p>	HEI wellbeing accreditation Mental Health Charter	We continue to be a signatory to the Mindful Employer accreditation, renewed in 2022.	<b>GREEN</b>
	Implement a broad range of services with the Students' Union to support student mental health through the academic year	Joint work with SL and SU on University MH Day and other wellbeing events. MH First aid training undertaken by 42 members of staff, 120 staff have attended suicide prevention and awareness training. 2 new e-learning courses now available for staff in the LMS and will be promoted to all staff.	<b>GREEN</b>
	Investigate additional wellbeing opportunities at Lakeside campus for students, staff, and the wider community.	MH First training based at Lakeside. Several team away days have taken place and other opportunities being explored.	<b>GREEN</b>
	Implement the HEI new wellbeing accreditation called the <a href="#">University Mental Health Charter</a> by Summer 2023	The commitment has been made to implement the charter & it's a long-term project. A project team will be formed and a development plan will be created. To date, 5 HEIs have been awarded the accreditation. The costs are circa £14k.	<b>AMBER</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>CONSTRUCTION AND REFURBISHMENT</b>	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	Mary Seacole House accommodation DEC B	<b>GREEN</b>

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  <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	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> yr of the GIA for residential and 0.71m <sup>3</sup> /m <sup>2</sup> yr of the GIA for non-residential	Mary Seacole House new build, usage has been 2662m <sup>3</sup> . Which is equivalent to 1.15m <sup>3</sup> /660m <sup>2</sup> yr	<b>GREEN</b>
	Ensure renewable energy sources to a minimum of 15% in all new build projects and where feasible for refurbishments over 1,000sqm	Elizabeth Garrett Anderson Medical School Building at 15%	<b>GREEN</b>
	Refurbishment projects over 1000m <sup>2</sup> implement RCIS SKA assessment rating for all refurbishment projects aiming for Gold	Elizabeth Garrett Anderson on track for SKA Gold	<b>GREEN</b>
<p><b>TRANSPORT</b></p>    <p><b>Theme 3: Mitigation, adaptation, and resource efficiency</b></p>	5% reduction tCO <sub>2</sub> e emissions from daily staff and students' commuting to university by 2030 from a baseline 2018/19 of 8,190 tCO <sub>2</sub> e	Emissions from commuting decreased by 2% from 2021-22; reduction of 48% against baseline, with an average 12% reduction pa.	<b>RED</b>
	<p><b>Fleet and Business Travel targets</b></p> <ul style="list-style-type: none"> <li>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</li> <li>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</li> </ul>	Emissions from business travel increased by 180% from 2021-22; reduction of 56% against baseline, with an average 14% reduction pa.	<b>GREEN</b>
	Conduct student and staff travel surveys on travel habits in 2022-2023.	Deficient numbers for staff (315) and student (182) travel surveys. Campaign on campus and social media to increase uptake are underway to arrive at effective response rates.	<b>AMBER</b>
	Implement Sojo UK behaviour change transport App pilot by December 2022.	Sojo launched in Worcester with local businesses signed up. Walking and Cycling being targeted	<b>GREEN</b>
	Participate in the new Air Quality working Groups to establish a Worcestershire wide Air Quality Action Plan by September 2023	Successful debate chaired by VC held in Go Green Week February 2023. Inputting directly into Worcestershire Air Quality Action plan.	<b>GREEN</b>

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	Reintroduce car share promotion to students and staff by Easter 2023	Worcester City Car Club request to have cars on Severn Campus, paper to UEB, Autumn 2023	<b>AMBER</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>BIODIVERSITY</b>    <b>Theme 3: Mitigation, adaptation, and resource efficiency</b>	Implement the Strategic Biodiversity Management Plan	The plan consists of numerous ongoing deliverables which are actioned through the Strategic Biodiversity Management Group.	<b>GREEN</b>
	Deliver a further 650m2 of botanically enhanced grassland habitat by April 2023	Funding successfully secured from Natural Networks scheme and Elgar Meadow established March 2023.	<b>GREEN</b>
	Establish a further 700m2 of cornfield annuals by April 2023	Funding successfully secured from Natural Networks scheme and area sown April 2023.	<b>GREEN</b>
	Develop two new areas for woodland flora under existing tree canopies totalling 950m2 by April 2023	Funding successfully secured from Natural Networks scheme and area planted February 2023.	<b>GREEN</b>
	Install an additional 12 bird boxes and four bat boxes by April 2023	Funding successfully secured from Natural Networks scheme and boxes to be installed by November 2023.	<b>GREEN</b>
	<b>TARGET</b>	<b>PROGRESS</b>	<b>PERFORMANCE</b>
<b>EDUCATION FOR SUSTAINABLE DEVELOPMENT</b>  	Retain Responsible Futures accreditation, Summer 2024	Responsible Futures Action Plan developed jointly with SU to guide work. Regular joint meetings now set up to discuss progress.	<b>GREEN</b>
	Develop and begin implementation of new RF Action Plan following recommendations from 4th Audit (June 2022)	Responsible Futures Plan developed and regular meetings set up to monitor progress. Periodic updates to SSG.	<b>GREEN</b>
	Engage with at least one course team in each of the academic Schools to promote awareness of ESD,	Presentation on SDGs & ESD for course reps January 2023. Presentation on SDGs & ESD for Dept of Children and Families Away Day	<b>AMBER</b>






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 <p><b>Theme 2: Integrating sustainability through knowledge, skills, and experience</b></p>	support mapping of course curricula to the SDGs and embedding ESD competencies.	July 2023. Presentation on ESD and QA to UW QCs and QAs July 2023. SAPs project on embedding ESD in the curriculum completed. Agreement by LTSEC to trial mapping project with course teams 2023/24.	
	Increase the participation in NUS SDG teach-in by 10% from 2021-22 levels of the number of students and educators engaged.	SDG Teach in March 2023. At Worcester 41 staff pledged, reaching 4374 students (48% of the student body), 8th and 10th overall respectively.	<b>GREEN★</b>
	Increase the participation of students undertaking the Sustainability Literacy Test (SuLiTest) by 20% on 2021-22 numbers.	696 students enrolled on the test in August/September 2022 and 518 completed (last year 687 enrolled and 468 completed it). So small increase in enrolment (9 students) and 11% increase in completions. Test invitation sent out to January/March starters, but few took this up. Launch planned for August/September 2023 enrollers.	<b>AMBER</b>
	Encourage 10% of staff and students at UW to undertake Carbon Literacy training	Carbon literacy training has now been delivered to 60 staff members. UEB approved mass roll out 2023.	<b>GREEN</b>
	Regularly report on progress at Sustainability Strategy Group, Learning Teaching and Student Experience and Research and Knowledge Exchange Committees.	ESD report to LTSEC December 2022 and June 2023. Regular reporting to SSG.	<b>GREEN</b>
	Initiate 7th call for LfRF projects and increase number of submitted projects.	No call made – reviewing format of LfRF with new project launch in Autumn 2023 (similar model to GI projects).	<b>RED</b>
	Complete QAA enhancement project on embedding ESD in QA&E processes and implement good practice in UW QA&E processes	Project completed June 2023. QAA webinar on project findings in July 2023. Presentation on ESD and QA to UW QCs and QAs July 2023.	<b>GREEN</b>

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	Apply for SAP project on embedding the SDGs and sustainability competencies/graduate attributes in the curriculum.	SAPs project report completed July 2023. Presentation on project findings at June UW L and T conference.	<b>GREEN</b>
	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.	No progress.	<b>RED</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 number of Green Impact teams to 18 in 2022-23 across all sites	Currently 15 Teams working on projects.	<b>AMBER</b>
	Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022	Deficient numbers for staff (315) and student (182) travel surveys. Campaign on campus and social media to increase uptake are underway to arrive at effective response rates.	<b>RED</b>
	Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues	Sustainability network, nature society and gardening and allotment society have committee members. Green checklist completed by 5 societies/Sports Clubs	<b>GREEN</b>
	Recruit 2 additional 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% from July 2022 baseline by July 2023	6 students were recruited 2, 3 <sup>rd</sup> years will leave this year. Looking to create additional posts for alumni to work to reach this audience and assist with continuity. 'Live Brief' in semester 2 with student cohort to increase readership planned.	<b>GREEN</b>
	Report on sustainability issues regularly to the University Community Forum	Community Forum receives regular reports on sustainability which are well received.	<b>GREEN</b>

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	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	The University actively promotes collaborative cross sector working and has helped facilitate this across Worcestershire.	<b>GREEN</b>
	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	Sanctuary and Platform Housing associations continue to work with the University. The three organisations are looking at more collaborations in sustainability including Carbon Literacy training and other shared interest topics.	<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 3-star certification	Achieved 3-star rating in 2022-2023 with 71% will re-submit to renew accreditation in Dec this year for 2024-2025	<b>GREEN</b>
	Retain MSC status	Achieved	<b>GREEN</b>
	Retain Fairtrade Status in June 2023	Activities took place on Campus and at Hive, policy and action plan updated and Annual Report created, FT step, table and banner purchased and in. Result issued on 10 July where our status was confirmed with an increase to 2 stars. Fairtrade food items within the shop are all clearly labelled with a larger Fairtrade shelf barker label, Over Fairtrade fortnight ran a sample session of Fairtrade items to customers within Made & displayed all fairtrade products available in catering/retail outlets at Uni. Need to keep up momentum on activities and promotion of FT.	<b>GREEN</b>
	Review implements, measure and report on the defined key performance indicators outlined in the	We use Too Good To Go to ensure our waste at the end of a day can be kept to a minimum	<b>GREEN</b>

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	catering contract covering reducing negative environmental impacts, promote positive societal and ethical impacts associated with food products and services.	& use Olio for a weekly collection to ensure any waste left on a Friday is taken & used up within the community.	
	Continue to promote Food bank collections amongst students and staff to support people struggling to feed themselves.	SU community cupboard now received over £900 of donations since launch in November 2022. SU also hosted foodbank collection in December split 50/50 between Worcester Foodbank and the community cupboard	<b>GREEN</b>
	Establish a 'Social Kitchen' where our Head Chef teaches students how to cook plant-based meals in a workshop format.	We offer a monthly cooking session out to students or student groups to come and work with Head Chef to learn how to cook a meal	<b>GREEN</b>
	<a href="https://www.sueatablelife.eu/en/cookbook/index.html">https://www.sueatablelife.eu/en/cookbook/index.html</a> Promote our sustainable hospitality using plant based One Planet Plate recipes	Over Go Green Week, used recipes from SRA to promote plant-based dishes	<b>GREEN</b>
	Consider using One Planet Plate as a template for shop based 'make your own meal' promotions, creating UW meal prep boxes.	Project has changed slightly to include Social Kitchen due to maternity leave to ensure continuity. Initial meeting held.	<b>AMBER</b>

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