











**Sustainability Targets 2023-24 / Approved September 2023**






Area / statement from Sustainability Policy	Target	Target owner	Strategy Theme / SDG	Actions	Responsibility	Expected completion date
<p><b>1. ENERGY</b></p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of <b>net carbon neutrality by 2030.</b></p>	<p><b>Consumption</b></p> <p>Reduce natural gas consumption by 8.4% per annum, from a 2018/19 baseline of 9,692 MWh</p>	<p>Pro Vice Chancellor – Finance and Resource</p>	  	<p>Continue participation in city-wide heat network detailed design project and report regularly to UEB / Community Forum</p>	<p>Pro Vice Chancellor – Finance and Resource / Director of Sustainability</p>	<p>2025</p>
	<p>Reduce electricity consumption by 1.7% per annum, from a 2018/19 baseline of 8,696 MWh</p>			<p>Oversee delivery of a stock condition survey, outputs of which will include a report on energy and carbon saving opportunities</p>	<p>Assistant Director – Estates</p>	<p>June 2024</p>
	<p>Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr</p>			<p>Pilot the integration of energy data with the University's Building Management System (BMS) in the newly refurbished EGA building</p>	<p>Carbon Reduction and Sustainability Manager</p>	<p>July 2024</p>
	<p><b>Carbon</b></p> <p>Reduce emissions from energy by 8.4% per annum, from a 2018/19 baseline of 3,230 tCO2e</p>			<p>Improve AMR data quality of identified 'priority submeters' to within 3% accuracy of physical reads</p>	<p>Carbon Reduction and Sustainability Manager</p>	<p>June 2024</p>
				<p>Review lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives</p>	<p>Assistant Director – Estates</p>	<p>July 2024</p>
				<p>Roll out auto shutdown functionality to all audio-visual devices (where practicable)</p>	<p>Chief Information Officer</p>	<p>July 2024</p>
				<p>Investigate feasibility of and develop a costed plan to develop the University's on-site generation (solar thermal and solar PV)</p>	<p>Carbon Reduction and Sustainability Manager</p>	<p>July 2024</p>
				<p>Run Student Switch Off competition in halls; increase participation to pre-pandemic levels (54% of students)</p>	<p>Residential Life Team</p>	<p>May 2024</p>
				<p>Review process for embedding energy efficiency considerations in the design and refurbishment of buildings</p>	<p>Carbon Reduction and Sustainability Manager</p>	<p>July 2024</p>

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<p><b>2. WATER</b></p> <p>Optimise resource efficiency</p> <p>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of <b>net carbon neutrality by 2030.</b></p>	<p><b>Consumption</b></p> <p>Reduce water consumption by 2.7% per annum, from a 2018/19 baseline of 60,267 m3</p> <p>Reduce water intensity by 2.7% per annum, from a 2018/19 baseline of 1.57 m3</p> <p><b>Carbon</b></p> <p>Reduce emissions from water by 2.5% per annum, from a 2018/19 baseline of 22.6 tCO2e</p>	Assistant Director - Estates	 	Implement recommendations from water audit reports, including reducing shower and hand basin tap flow rates	Operations Manager – Estates	July 2024
				Review process for embedding water efficiency considerations in the design and refurbishment of buildings	Carbon Reduction and Sustainability Manager	July 2024
<p><b>3. WASTE</b></p> <p>Optimise resource efficiency.</p>	<p><b>Carbon</b></p> <p>Reduce emissions from waste (excluding construction</p>	Assistant Director- Security & Operations		Increase the value of British Heart Foundation donations from £8,500 in 2023 by 5% in 2024	Campus Services Waste supervisor	June 2024

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Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of <b>net carbon neutrality by 2030.</b>	waste) by 5% per annum, from a 2018/19 baseline of 9.1 tCO2e			Continue work with Worcester Repair Café to increase workshops in the Student Union to at least one per semester	Director of Sustainability	February 2024
<b>4. EMISSIONS AND DISCHARGES</b>  Prevent pollution by reducing emissions and environmentally harmful discharges.	<b>Carbon</b>  Maintain fugitive F Gas emissions to under 10 tCO2e annually	Operations Manager – Estates		Do additional promotion of pollution awareness-raising including annual spill test drill	Assistant Director-Security & Operations	May 2024
<b>5. PROCUREMENT</b>  Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.	<b>Carbon</b>  Reduce emissions from procurement by 5% per annum, from a 2018/19 baseline of 18,701 tCO2e	Sustainable Procurement Working Group, reporting into the Sustainability Strategy Committee	  	Complete a materiality exercise to identify high spend and high emissions procurement categories and plan action to reduce them	Carbon Reduction and Sustainability Manager / Head of Procurement	November 2024
				Pilot working with a selection of local and national suppliers using a more accurate methodology to define the University's supply chain emissions	Carbon Reduction and Sustainability Manager / Head of Procurement	June 2024




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<b>6. TRANSPORT</b>  Encourage sustainable transport and implement a sustainable travel plan.	<b>Carbon</b>  Reduce emissions from staff and student commuting by 5% per annum, from a 2018/19 baseline of 8,190 tCO <sub>2</sub> e  Reduce emissions from use of fleet vehicles and business travel by 9% per annum, from 2018/19 baselines of 42.4 tCO <sub>2</sub> e (fleet) and 49.5 tCO <sub>2</sub> e (business travel)	Director of Sustainability		Undertake annual staff and student travel surveys, disseminate survey findings	Director of Sustainability	November 2023
				Monitor introduction of Sojo GB behaviour change app; analyse and report on impact and publish research findings	Director of Sustainability	August 2025
				Participate in the Air Quality Working Group to establish a Worcestershire wide Air Quality Action Plan	Director of Sustainability	September 2024
				Monitor and report on university-owned EV charge point use	Assistant Director – Estates	July 2024
<b>7. HEALTH &amp; WELLBEING</b> Deliver projects and programmes that	Comply with best practice set out in the University Mental Health	Health Safety and Wellbeing Committee		Implement services with the Students' Union to support student mental health through the academic year	Pro Vice Chancellor Students	June 2024




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<p>directly enhance wellbeing including healthy and sustainable food.</p>	<p>Charter Framework</p>			<p>Investigate additional wellbeing opportunities at Lakeside campus for students, staff, and the wider community, using the Green Impact programme</p>	<p>Director of Sustainability</p>	<p>June 2024</p>
			 	<p>Implement the HEI new wellbeing accreditation called the <a href="#">University Mental Health Charter</a> by Summer 2024</p>	<p>Head of Organisational Development/ Pro Vice Chancellor Students</p>	<p>June 2024</p>
<p><b>8. CONSTRUCTION &amp; REFURBISHMENT</b></p> <p>Optimise resource efficiency.</p> <p>Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of <b>net carbon neutrality by 2030.</b></p>	<p>All new builds should achieve an EPC rating of A</p> <p>All refurbishment builds should achieve SKA Gold (RCIS SKA assessment framework)</p> <p>All new builds should achieve the following water intensity targets:</p>	<p>Assistant Director - Estates</p>	 	<p>Work with appointed consultancy to ensure proposed specification for the Teaching Building is energy efficient, incorporates low carbon technologies, and achieves EPC A when modelled</p> <p>Continue enhancing building control and performance during 'soft landing' phase of EGA refurbishment</p>	<p>Assistant Director - Estates</p> <p>Project Manager</p>	<p>April 2024</p> <p>September 2024</p>








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	- 1.35m3/m2.yr (residential) - 0.71m3/m2.yr (non-residential)			Work with appointed consultancy to hit non-residential water targets for the Teaching Building.	Project Manager	September 2024
<b>9. BIODIVERSITY</b>  Enhance biodiversity and incorporate biodiversity in environmental management, creating new opportunities for wildlife on campus.	Implement the University's Biodiversity Strategy and Biodiversity Action Plan	Strategic Biodiversity Working Group, reporting into Sustainability Strategy Committee		Deliver a further 650m2 of botanically enhanced habitat	Grounds Manager	April 2024
				Revise the Biodiversity Strategy to include new campus developments and biodiversity net gain requirements	Director of sustainability	September 2024
				Host the University's first 'bioblitz' on campus and recruit schools and community groups to take part	Chair Strategic Biodiversity Management Group	June 2024
				Plant 20m2 of native lavender to support student lavender bags project	Grounds Manager	April 2024
				Pilot new methodology for recording biodiversity on campus	Chair Strategic Biodiversity Management Group	June 2024
<b>10. EDUCATION FOR SUSTAINABLE DEVELOPMENT</b>  Ensuring curricula reflect and align with our values for inclusion, internationalisation, ethical and socially	Increase staff and student participation in NUS SDG teach-in by 5% from 2022/23 levels  Increase student participation in the	Academic Lead for sustainability		Comply with the Responsible Futures framework; maintain accreditation.	Academic Lead for sustainability	June 2024
				Engage with at least one course team in each academic school to promote awareness of education of sustainable development, map course curricula to the SDGs, and embed education for sustainable development competencies	Academic Lead for sustainability	September 2024


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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.	Sustainability Literacy Test by 5% from 2022/23 levels  Support 600 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation			Initiate 7th call for LfRF projects and increase number of submitted projects, recruit student researchers to support the work.	Academic Lead for sustainability	December 2023
				Complete QAA enhancement project on embedding education for sustainable development in QA&E processes and implement good practice in UW QA&E processes	Academic Lead for sustainability	June 2024
				Apply for SAP project on embedding the SDGs and sustainability competencies/graduate attributes in the curriculum.	Academic Lead for sustainability	June 2024
<b>11. COMMUNITY INVOLVEMENT</b>  Build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally.	Increase the number of Green Impact Teams to 20 in 2023/24  Increase student awareness of the University's sustainability activities from 47% in the baseline	Community Forum	  	Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues.	Director of Sustainability / SU Officers	May 2024
Recruit 4 additional student Digital Creative part-time posts to help publish and promote the University's <a href="#">digital sustainability magazine</a> and increase readership by 5% from July 2023 baseline of 100 engaged readers include in formative assessment for year three creative arts students.	Director of Sustainability	Jan 2024				

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Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.	year of 2016/17, to 65% by 2024.			Report on sustainability issues regularly to the University Community Forum.	Director of Sustainability	June 2024
				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.	Director of Sustainability	April 2024
				Host 6 Worcester Polytechnic Institute student research projects in March-May 2024.	Director of Sustainability	May 2024
<b>12. FOOD</b> 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.  Obtain MSC status.  Retain Fairtrade Status in June 2025.	Head of Residential & Commercial/ Director of Sustainability		Implement, measure, and report on the defined key performance indicators outlined in the catering contract, including to reduce environmental impacts and promote positive societal impacts associated with food products and services.	Head of Residential and Commercial Services / Head of Procurement	June 2024
				Continue to promote food bank collections amongst students and staff to support those in food poverty.	Director of Sustainability	June 2024
				Establish a 'Social Kitchen' where the University's Head Chef teaches students how to cook plant-based meals in a workshop format.	Director of Sustainability	June 2024
				Invite plant-based universities to a Midlands Sustainability Network meeting to share learning and best practice; implement Green Impact plant-based diet project.	Director of Sustainability	June 2024



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				Launch reusable food containers in the main dining room.	Head of Residential and Commercial Services	June 2024

**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**

