TEN+ YEARS OF SUSTAINABILITY AT THE UNIVERSITY OF WORCESTER 2007 - 2023

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In terms of our internal stakeholders, we will provide appropriate sustainability and environmental training for all our staff and students and encourage them to engage in sustainability practices. We have incorporated environmental sustainability responsibilia nt9 (y)]TJ(-4.2 (c2 (d)1570l32B1 2.9 (r a.1 (db h6 T[r)4.84 (p)-5.5[r)41.85)-4.271 (g f)13p (t62.1 (d91 (g2(r a)-1.5 (l1.6 (6)2 (a)085)2u0.0254MCl81.8 (i)1.6 p)-5.5 (o)-4.9 (ns)61570l32B1 2o (i)4.65)655MClq85)242 (n2 (a) (r s)-6.9 (t)-2)1.2 (dy)37)-5.,7 (t

nurse educators and student nurses to reflect on educational practice in their profession.

The University's Institute of Education has run the West Midlands STEM Ambassador Hub since 2016). The Hub, funded by STEM Learning Ltd, is one of 17 across the UK set up to provide a network of support for teachers, employers, youth and community groups and children themselves to develop and enhance STEM education in the UK. The Hub team provide training and mentoring for new ambassadors, brokers ambassador engagement with Schools and Community Groups, creates links between employers and organisations who work with young people in order to help tackle the STEM skills shortage and provides a rich portfolio of free resources. Since 2016, the hub has tripled the number of active STEM Ambassadors in the region to 539 and has increased the diversity of this population with 31% from ethnic minorities (significantly increased from 15%), 49% female (increased from 45%) and 57% under 35 (increased from 36%). The Hub has been particularly active in working with Year 6 leavers through a series of Summer Schools with individual schools and at the University.

GOAL 5: Gender Equality

in the UK and many more internationally.

CASE STUDIES

U e Ma e C ad E le a Sa S f W ce e e' P b c-Sec E e Ef c P a e (PEEP)

The University received a PEEP grant of circa £163k against a total project cost of £407,614, with the

University of Worcester Pledges Action on Biodiversity Decline

The University of Worcester is one of 117 universities globally to make a pledge to work towards reversing biodiversity decline.

Worcester has signed up to the Nature Positive Universities Alliance, launched by the United Nations' Environment Programme in partnership with the University of Oxford.

The Nature Positive Universities Alliance is part of the UN Decade on Ecosystem Restoration, a movement to avert climate catastrophe and mass extinction. It brings together universities to use their influence to become drivers of positive change.

Creative Writing and Illustration student led a bird-drawing workshop during the 2023 Go Green Week.

A third-year student ran a bird-drawing workshop using blank postcards at the start of the annual Go Green Week. The workshop allowed students to wind-down and be creative, while discussing different bird sp(a)-0.811.1 (c (i)6.7 (e)-6.9 (t)]TJT‡P)11.2 (t)-6 (c)-8.4 (ad)1.5l(e t)15 ([W6)7.7 (o)-4.9r(f)10.1 (c)5.3 (e)-6.9 (s)-6.9 (t)14.6 (e)-4.9r [a)-5.7 (n)-3.3 (t t)-0.6 (h)-4.9 (e U)-8.2 (n.9 (i)-1.6 (v)7.7 (e)-8.9 (r)-6.4 (s)6.5 (i)4.2

BUSINESS EDUCATION

The Principles for Responsible Management Education
(PRME) is a United Nations supported initiative
that offers busiens1.53hprs bus buuca2.3 (t)2.8 (i8Tc -03.1 (u)05 (uc)-8.6 (t)2.8 (iD i)1.3 (n)2 (i)15.6 (h)o1.2 (p)9 (r)-6.4 (s b)-3.1 (u)0.r)-6Q025 (s b)-.4 (sm (a (uo r a U)-8.11 (uc2 (p)-05 (ue ts)-2.6 (p)(d N)-Tf0.03 Tc -0.01 6.9 ap2.3 (t)rc2 7-6Q08 (h)o1.-.4 (s1.5 22

	Target	Progress	Performance
SUSTAINABLE PROCUREMENT **Theme 4: Global sustainability ethics**	Reduce emissions from procurement by 5% per annum, from a 2018/19 baseline of 18,701 tCO2e	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 separae4-28.7(d O)-8.9 (P80.8 (a)-1.8 (i)-4.5545 (i)6 (h a)-5.7 (n a)6.7 (v)7.7 (e7c4 -104-2)-8.9 (EMC 83.(e7c4 -104-2)-8.967()-28.7 736 (h a)0[y)5.7 (e)3.3 (aa)-49(ncr)9.8 (.7 34.	

	Target	Progress	Performance
COMMUNITY INVOLVEMENT **Theme 1: Promoting sustainability, social responsibility, and wellbeing**	Increase number of Green Impact teams to 18 in 2022-23 across all sites	Currently 15 Teams working on projects.	**AMBER**
	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.	**RED**
	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	**GREEN**
	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	6 students were recruited 2, 3rd 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.	**GREEN**
	Report on sustainability issues regularly to the University Community Forum	Community Forum receives regular reports on sustainability which are well received.	**GREEN**
	Promote collaborative working within UW and with Worcestershire and Worcester City Councils and other 3rd 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.	**GREEN**
	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.	**GREEN**

	Target	Progress	Performance
FOOD **Theme 4: Global sustainability ethics, partnerships, and leadership**	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	**GREEN**
	Retain MSC status	Achieved	**GREEN**
	Retain Fairtrade Status in June 2023	Activities took place on Campus and at The 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 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.	**GREEN**
	Review implement, 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.	We use Too Good To Go to ensure our waste at the end of a day can be kept to a minimum & use Olio for a weekly collection to ensure any waste left on a Friday is taken & used up within the community.	**GREEN**
	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.	**GREEN**
	Establish a 'Social Kitchen' where our Head Chef teaches students how to cook plant-based meals in a workshop format. hsC 0.527 Wh.2 (.)]TJ4		

CARBON TARGETS

The University aims to reduce its direct and indirect carbon emissions by 50% and as a last resort will offset the remaining emissions in credible sector-specific offsetting and carbon sequestration schemes. The following report discusses the University's performance against our overarching carbon emissions targets with year-on-year comparisons.

Direct Emissions (Scopes 1&2)

The University's direct carbon footprint includes both Scope 1 and Scope 2 emissions.

Scope 1 includes emissions from:

- Gas burned in university boilers.
- Fuel used in university fleet vehicles.
- Fugitive emissions from any leaks in university air conditioning and refrigeration units
- Any other fuels burned on-site.

Scope 2 includes emissions from:

- Purchased electricity.

Of these emissions categories, emissions from gas and emissions from electricity are the most material and are therefore prioritised for measuring, monitoring, and reporting.

The University measures and reports on its direct carbon footprint in three ways:

1. Absolute carbon emissions

The University's direct carbon footprint (scopes 1 & 2) decreased by 13% between 2021/22 and 2022/23, with a decrease of 25% from the 2018/19 baseline year.

Table to show direct carbon emissions across FYs 2018/19, 2021/22, and 2022/23

2018/19	2021/22	2022/23
3230 tCO2e	2754 tCO2e	2409 tCO2e

Between 2021/22 and 2022/23, the University reduced emissions from gas by 364 tCO2e. This is largely due to the review of the University's Heating and Comfort Policy, which broadly requires that space heating be kept to 19C (+-1C) across the estate, a reduction from 21 degrees.

This year-on-year decrease is significant and represents the effectiveness of the newly revised policy, however it is important to also consider this emission saving in the context of the Covid-19 pandemic which resulted in exceptionally high gas consumption due to ventilation requirements across 2021/22.

As set out in the Energy and Water Management Strategy, to achieve net zero by 2030 combined emissions from gas and electricity consumption will need to reduce by an average of 8.4% per annum (pa). In terms of emissions from gas (baseline figure of 1,782 tCO2e), this translates to an average reduction of 149 tCO2e pa over the 12 years to 2023 from baseline. In terms of emissions from electricity (baseline figure of 1,398 tCO2e), this translates to an average reduction of 117 tCO2e pa over the 12 years to 2030 from baseline. 7re1rh2s 5 (q)0.641l 217-2a7 (1)1p4.2 (t)ar-422(q)0r eo 0nhu0iu 2. 17 (os).00iro ase2 ynn1f

GOVERNANCE AND EXTERNAL ACCREDITATIONS

We were one of the first universities in the country to have student officers as full members of our Board of Governors

For more information see:
https://www.worcester.ac.uk/about/sustainability
and www.susthingsout.com

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