**Annual Review of Environmental Sustainability Strategy for 2021/22**

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| **Reviewed by** | **Sustainability Action Working Group** |
| **Approved by** | **Executive Director of Operations** |
| **Approval Date** | **16th September 2022** |

Sustainability Strategy Action Plan is reviewed annually to determine progress against the set targets and assess whether Targets and Milestones require review and update.

**ACTION PLAN FOR THE ENVIRONMENTAL SUSTAINABILITY STRATEGY 2021/22**

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| **Priority Action** | **Operational Actions** | **Leads & contributors** | **Measures** | **Targets & Annual Milestones** | **Progress** | **RAG** |
| **Priority 1**  **Education for Sustainable Development**  To equip our students and staff with the relevant knowledge and skills to respond to future challenges, both in their personal and professional life through activities undertaken in the formal and informal curriculum, through our research, and through professional development. | 1.To provide flexible opportunities and activities for staff and students to engage in formal and informal learning about environmental and sustainable development/ Environmental social responsibilities | **Academic subgroup members**  HR/CMRA/  Estates/ADT Group  Student Union and Student reps. | Environmental social responsibility to be incorporated into every programme/course by 2025 | Mapping Exercise completed  ADT group established  Number of courses embedding ESR – baseline 21/22 will set the baseline. | Mapping exercise completed and work on-going to set up appropriate ADT group |  |
| 2.To capture and communicate current research activity in environmental sustainability to the University and the wider sector | Key research activity on the sustainability web pages | Annual improvement on the number of Staff & student research activities posted on website -  21/22 will set the base line for improvement | 3 new projects added in 2022 to the website |  |
| 3.To support professional development opportunities that equip staff with the knowledge and skills to embed Education for Sustainable Development (ESD), and support the sustainability commitments of the university | Perception of professional development opportunities that increase skills and knowledge for sustainable development  Students’ perception of WGU as an environmentally sustainable university  Identify and communicate opportunities for increasing knowledge. | Sustainability questions to be included in biannual staff surveys. Sustain or improve scores achieved in 2021 baseline year (70% aware of University Sustainability Strategy). | Biannual staff survey due Nov 22 |  |
| Sustain or improve National Student Survey score in 2021 (55% Environmental Sustainability score) with the aim of reaching 80% target by 2025. | Scores dropped slightly back to 54% Environmental sustainability score |  |
| 4. Support, develop and enhance the use of the campuses and local environments for sustainability-related learning | Promote the campus as a ‘living labs’ for student projects and research activities | Actively promote “Living Lab” funding annually and support a minimum of 5 students with funding for their research per annum | Living lab has been reformatted & promoted across social media and during Go Green week to encourage applicants.  1 student applied in 2021/22 was successful in their £300 grant for solar power hot water project. |  |
| **Priority 2 – Partnerships and Community Engagement**  To create opportunities where staff, students and stakeholders can develop and share their knowledge, skills and experiences to engage with and contribute effectively to tackling environmental, sustainable development and global challenges. | 1. To foster and support environmental sustainability projects through the promotion of volunteering, social enterprise and community engagement opportunities and showing them through a variety of communications | **Senior SHE Officer /** **Student Union**  SAWG members  Green Champions | Environmental Sustainability Strategy and supporting webpages/social media channels in place and up to date  Calendar of events in place to support environmental national awareness campaigns  Staff and students engaged with sustainability | Up to date Sustainability webpages. | A full review of the webpages against People & Planet criteria has been completed. Updated May/Jun 2022. |  |
| Go Green Week & Fairtrade fortnight events held with good staff/student engagement. | Go Green Week held end of March 2022 – good range of event as requested by students. Participation in vegan event was good, but others limited. Review timing for 2023  Good uptake on the Fairtrade fortnight raffle held Feb/Mar 22 with more than 50 participants. |  |
| Regular posts on Green Glyndwr Social media advertising events and activities. | Regular posting on Green Glyndwr & SU Social media promoting events.  Audience - 279 Facebook & 237 Instagram. Average of 16 FB posts per month in 21/22 |  |
| Sustained or Improved Green Champion Engagement  21/22 baseline | Garden maintenance activity promoted and Green champions invited to staff and student sustainability events – workload and continued blended working limited involvement |  |
| 2. To provide opportunities for students, staff and the community to engage in sustainability activities on the University estate/campuses and to evidence their impact through the sustainability webpages & social media channels |  | 3 community groups engaging with WGU to support green initiatives | Working with Hedgehog Friendly Campus on Silver Award.  Litter picking equipment was donated to Wrexham Litter pickers as part of Great Big Pick  Involved with fewer groups due to ongoing Covid through winter 2021 and less footfall at University |  |
| Opportunities and events regularly shared via Sustainability web pages and social media channels | Go Green Week, Freshers Fair, Hedgehog Friendly Campus activity – Silver award, Fairtrade fortnight promotion shared on social media & campus talk |  |
| 3.To establish a network of ‘Green Champions’ across the University who promote and share environmental practises and initiatives. | Staff and student ‘Green Champions’ in place | Recruit a minimum of 10 ‘Green Champions’ each year | 10 green champions recruited at Freshers Fair Sept 21 |  |
| 4.To assist the Students’ Union by engaging students as partners in creating learning experiences relating to sustainability and in supporting their environment sustainability activities. | Participation in Green Impact Awards | Support Student Union to achieve “Excellent” in the Green Impact Awards in 2021/22 | SU achieved “Excellent in Green Impact awards in June 21.  SU not able to participate 2021/22 due to resource issues. Agreed to drive towards participation in 2022/23 |  |
| 5.To actively seek formal and informal partnerships with strategic regional, national and international stakeholders and identify opportunities to exchange knowledge and best practise | Develop community links by participating in community engagement activities | Engage with three community groups per annum on environmental & sustainable development projects/ initiatives/campaigns | Litter picking equipment was donated to Wrexham Litter pickers  Renewable Energy Students visited 5 fords biodigester and Parc Adfer incinerator |  |
| **Priority 3 Environmental impact of Campus 2025**  To minimise the adverse impacts of our activities and built estate, as well as contribute positively to the local community and natural environment | Targets are detailed in the sections below |  |  |  |  |  |
| **Environmental Management System**  To establish a formal system for managing the University’s significant environmental aspects and impacts | 1. To create a framework for ensuring our operations and activities are assessed, targets set, progress monitored and continuous improvements achieved. | **Head of Estates/SHE Manager**  SAWG members  Student Union & Student Reps | Environmental Management System in place (Green Dragon) | Achieve Level 2 Green Dragon Environmental Standard Accreditation by 2022 and Level 4 by 2025 | No further action |  |
| Environmental impact audits to be completed -min of 3 areas by July 22 (energy, water and sustainable procurement) and reports published on website. | Net zero – Estates condition survey completed  Ecology surveys as part of Northop project  Ecology Survey as part of the Campus 2025 project  Reports not yet published on website |  |
| 2. To comply with all applicable legal requirements and other requirements to which the University subscribes. | Develop a Register of Compliance Obligations | Develop a register of environmental compliance obligations by 2021/22 | Legislation Update service is in place. |  |
| 3.To ensure that the Environmental sustainability policy is reviewed annually, documented, implemented and maintained to ensure continual improvement in environmental performance. | Energy & Sustainability Policy statement remains relevant and up to date | Annual review of the energy and sustainability policy statement | Statement updated & issued 9th June 2022 |  |
| **Carbon & Energy Management (Emissions and Discharges)**  To use energy more efficiently, to reduce the University’s carbon emissions through efficient and responsible use of energy and contribute towards UK government targets of targets of an 80% reduction in carbon emissions by 2050. | To communicate with staff, students and other stakeholders about the importance and value of carbon and energy savings | Head of Estates  Capital Projects Manager  Maintenance Manager | Regular updates to staff, students and stakeholders on carbon and energy savings through a variety of communications. | Regular energy communications e.g. via Green Champion newsletter, Campus Talk, Estates Annual Report etc | Green Champion newsletters issued quarterly after SAWG which summarise SAWG actions including energy savings. 3 newsletters issued in 2021/22 |  |
| Journey to Net Zero documented and approved by July 22 | Journey to net zero document is finalised and approved. Low Carbon Transition Plan drafted and awaiting approval |  |
| 1. Reduce energy consumption 2. Reduce Scope 1 & 2 carbon emissions | Reduce carbon emissions to achieve net zero target | Annual 3% reduction in carbon emissions relative to the 2009/10 baseline. | 2021/22 YOY  Scope 1&2 Carbon - 8% reduction  From 2009/10 baseline  Carbon - 54% reduction or 4.5% per year from baseline |  |
| Carbon management plan in place and appropriate energy targets and budgets set | Review, update and publish Carbon Management plan in 2021/22. | Journey to net zero document is finalised and approved. Low Carbon Transition Plan drafted and awaiting approval |  |
| 1. Measure and report Scope 3 emissions | Measure scope 3 emissions for University transport, water supply and waste generation | Calculate scope 3 emissions for waste generated by the University | University waste Carbon emissions been calculated back to academic year 2017/18. Emissions dropped 96% from 83 TCO2e to 3.04 TCO2e |  |
| 1. Improve Display Energy Certificate (DEC) rating of University buildings | Improve DEC scores at renewal period | Achieve average DEC rating of C or above & maintain or improve year on year | 80% of building are at DEC C or above |  |
| **Waste management** To adopt a sustainable approach to waste management through the application of the sustainable waste hierarchy of prevent, reduce, reuse, recycle and dispose. | 1. To divert waste from landfill through reuse and recycling initiatives | **SHE Manager**  SAWG | Send zero waste sent to landfill | Maintain >95% waste diverted from landfill in 2021/22 | 99% waste diverted from landfill |  |
| 2. To reduce the cost of waste disposal  To encourage and influence staff, students and visitors to follow the waste hierarchy principals | Recycle >50% of waste by 2023 | Segregate food for anaerobic digestion or composting at all catering outlets by end 2021 | Food bins installed at Kitchen, Crispin Lane, Regent Street and St Asaph |  |
| Improve recycling infrastructure and waste stream segregation (internal & external bins, eliminate desk side bins etc) by end 2021 | Desk bins have been eliminated and new recycling bins issued throughout the University. More than 350 desk bins were removed |  |
| Communicate to staff and students about what they can recycle and how to segregate their waste in 2021/22 | Regular communication at events, welcome week and via campus talk about what waste goes where |  |
| Reduce waste disposal from WGU | Reduce waste disposal by 1% per year (kg/FTE staff/student) based on 2017/18 baseline  Promote existing reuse schemes (e.g. keep cups) and investigate new reuse schemes in 2021/22 | Waste (kg/FTE) generated 2021/22 has reduced 38% from 2017/18 baseline  Refill and disposable cup surcharge have been promoted at events & at source |  |
| **Sustainable Travel**  Minimise the impact of staff and student travel and encourage the use of efficient modes of transport that reduce environmental impact, congestion and air pollution. | To develop, implement and communicate a sustainable travel plan to staff, students and visitors to the university. | **Head of Estates/ Facilities Manager**  Capital Projects Manager | Sustainable Travel plan in place | Review and update sustainable travel plan by July 22 | Traffic survey work is ongoing as part of the Campus 2025 redevelopment project |  |
| Increase the proportion of low emission vehicles in the university’s core vehicle fleet | Reduce carbon emissions of University Fleet by 2025  75% of fleet vehicles low emission by 2025 | Purchase electric vehicles and install charging points for use across all campuses in 2021 | Charging points have been installed at Wrexham & Northop. Work at St Asaph ongoing |  |
| Encourage the use of electric vehicles for travelling within the vehicle range on University business. 2021/22 | Electric vehicles are used as priority for all University journeys |  |
| Enhance cycle parking infrastructure to encourage the uptake of journeys by bicycle | Secure bicycle parking facilities across all campuses | Promote availability of secure bicycle parking across campus and availability of bike hire via Sports Centre | Bike hire scheme promoted as part of Go green Week.  Bike spaces available in all campuses |  |
| **Biodiversity**  To protect, preserve and enhance natural habitats, local wildlife and biological diversity on sites that the University owns or manages and promote its benefits for students, staff and the local community. | Undertake university wide biodiversity audits to monitor priority habitats and species and inform the development of appropriate management, maintenance and conservation plans.  Use the habitat resources appropriately and sensitively for Education in Sustainable Development. | **Facilities Manager/ Northop Site Assistant**  SAWG  Student Union/Student  Reps | Ecological reports for all University Campuses in place | * Annual review of Biodiversity Action Plan and progress against targets reported via communication channels * . | Biodiversity Plan Part 1 and Biodiversity Enhancement Report 2022 have been updated & translated and published on website |  |
| Develop the use of sustainable land management practices where appropriate. | Biodiversity Action Plan in place and reviewed annually | * Work with the Student Union to promote activities in the Communal Garden | Planned activities in the garden took place at Fresher Week and during Go Green week. |  |
| Promote awareness and appreciation of conservation and the richness of biodiversity on the University campuses and within the local and wider communities. | Promote staff & student engagement in biodiversity activities | * 3 x staff/student or community volunteering activities relating to biodiversity enhancement to take place per annum | Big Hedgehog litter Pick in Autumn 2021  Start to plant activity during Go Green Week & seeds given out to students by SU  Biodiversity walk event at Northop during at Go Green Week |  |
| **Natural Resources**  To conserve natural resources through efficient and responsible use and management. | To reduce water consumption across the University estate. | Head of Estates  Capital Projects Manager  Maintenance Manager | Reduce total water consumption (m3) by 10% by 2025 on a 2019/20 baseline | Fit water sub meters at Northop and Edward Llwyd Centre in 2021 | Northop water meter is monitored by Coleg Cambria –Monthly data to be forwarded to estates for inclusion in the energy data  No current action on Edward Llwyd Centre submetering |  |
| Monitor water use across campus and take action to investigate leaks/significant changes in use | Meter readings are taken monthly, and action is taken on any significant changes. There have been no significant changes in use |  |
| **Construction and Refurbishment**  To reduce the environmental impact of our construction and refurbishment projects. | To ensure new buildings and refurbishments take into account sustainable construction principals and address: emissions to air, land and water, waste generation, travel by contractors and suppliers, conservation of natural resources, energy use, and protection and enhancement of biodiversity on site.  To encourage suppliers to adopt sustainable construction principals, thus improving their own environmental performance. | Capital Projects Manager  Capital Project Boards  Procurement Advisor | As part of the Campus 2025 project, plans for all new building works to include the identified sustainability targets within their project scope with the aim of a net zero build target. | All new building projects to achieve ‘Very Good’ accreditation.  All major refurbishment projects over £500k to achieve BREEAM ‘Good’.  Provide 10% of energy requirements from renewable and low carbon energy sources for all new build projects. | No new build projects have yet started.  Infrastructure Board is aware of the requirement to achieve this goal |  |
| **Ethical Investment** To invest our funds with due consideration for ethical, environmental, corporate governance and social issues. | To develop, adopt and adhere to an ethical investment policy and an ethical banking policy | Executive Director of Finance | Maintain compliance with the Ethical Investment Policy and Ethical Banking policy.  Structure/membership of committee that oversees investments and minutes of meetings | Three yearly and publication of the Ethical Investment Policy and ethical banking policy on the website.  List investments annually on website  Minutes of meetings publicly available | Treasury Management document contains Ethical Investment Policy. The policy is reviewed every 3 years - next review due 2023  The University currently do not make investments, and this is stated on the website  There are no minutes available as the University currently do not have investments |  |
| **Sustainable Procurement**  To positively influence the environmental performance of supplier’s goods and services and to ensure procurement is carried out in a socially responsible manner. | To review, implement and communicate a sustainable procurement policy and processes.  To achieve Fair trade status  To become a living wage University and seek equality for outsourced workers | Procurement Manager | Review and communication of sustainable procurement policy every 3 years. | Review of ethical investment policy every 3 years. | Policy required review in September 2021. Currently with Procurement Manager |  |
| Students Union  Catering Contractor  SHE Manager | Fairtrade Status/accreditation achieved | Complete application to become Fair trade accredited | Successful application but decision made to not continue following fees to apply  We support Fairtrade products through our catering outlets and raise awareness by celebrating Fairtrade fortnight and supporting other Fairtrade events. |  |
| HR Dept | Living Wage accreditation achieved | Publication and communication of Living wage accreditation | Wrexham Glyndwr University is an accredited Living Wage Employer and has been accredited since 18/19 |  |
| HR Dept | Policy to monitor equality of pay and conditions between inhouse and outsourced staff. | Approved Policy statement in place. | There is currently no policy in place to address this however there is working in contract documents that goes out to suppliers. |  |