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| **ENVIRONMENTAL SUSTAINABILITY STRATEGY 2021-2025** |
| **Department** | Estates and Campus Management  |
| **Author** | Head of Estates & Campus Management, Safety, Health and Environment Manager |
| **Authorised By:** | Executive Director of Operations |
| **Implementation By:** | Sustainability Action Working Group |
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| **Period of approval:** | 3 years | **Review Date:** | July 2024 |
| I have carried out an equality impact assessment screening to help safeguard against discrimination and promote equality.  |  |
| I have considered the impact of the Policy/Strategy/Procedure *(delete as appropriate)* on the Welsh language and Welsh language provision within the University. |  |

**ENVIRONMENTAL SUSTAINABILITY STRATEGY 2021-2025**

**Key purpose of Strategy**

Wrexham Glyndwr University’s **Environmental Sustainability Strategy 2021-2025** provides a strategic framework that will influence and shape the organisation so that it will be recognised as demonstrating best practise in environmental and sustainable excellence.

Wrexham Glyndwr University is committed to understanding and managing its impact on the environment and therefore this strategy will also help to strengthen and drive forward the following activities:-

* The integration of environmental management into the University’s governance
* The improvement of procedures for efficient use of resources
* The establishment of management systems that will drive performance
* The creation of a sustainable culture and ethos through staff, student and community engagement

**Alignment to other Supporting Strategies**

The Environmental Sustainability Strategy has been developed alongside complimentary strategies such as the Strategy for Supporting Student Learning & Achievement, Estates & Learning Environment Strategy (Campus 2025) and Civic Engagement Strategy. It has also considered the aims and objectives of the Future Generations Act.

**Mission**

Our mission is to work in local and global partnership to inspire and educate our students and help to drive economic, social and cultural success in our region and beyond.

As an anchor institution, we will take a leading role in promoting the sustainability of our region. Our commitment to a sustainable environment will be manifested in our academic endeavours, our approach to managing and developing our campus, estates, facilities, transport, and activities, as well as our public advocacy.

Our environmental sustainability strategy seeks to support this by striving to make the University a more environmentally aware, energy efficient and ethical Institution.

It sets out the goals and key objectives for the next 4 years, building on progress to date and brings together the University’s existing policies, commitments, sustainability themed strategies and associated supporting documents.

**The core values of the University**

The implementation of the Environmental Sustainability Strategy will always be influenced by the University’s Core Values which are:

* **Accessible** and passionate advocates for lifelong learning and believe that background and circumstance should not be a barrier to engaging with higher education. This is grounded in a dedication to be accessible, fair and inclusive in how we teach, research and provide our services
* **Supportive** throughfostering a supportive environment to encourage our staff and students to work together to achieve their learning, research and career goals. We care about our communities and proactively lead and support initiatives that enrich the local economy and the lives of local people.
* **Innovative** by doingthings differently. We recognise that our success is dependent upon the collective energy, intelligence and creativity of the university community. We actively encourage new perspectives and innovation in teaching, research and our engagement with communities and partners.

We question the status quo and are brave enough to embrace new ways of doing things. This enables our culture, structure, policies and people to drive excellence and respond effectively to need

* **Ambitious** in what we seek to deliver for our students, staff and our communities. We recognise that there are no limits to learning and knowledge and we challenge people to embrace their aspirations and succeed through education.

**Strategic Themes**

Our strategic goals and objectives are structured under four headings set out below. We arecommitted to offering:

**Teaching that inspires**: enabling inspirational learning through excellent teaching, providing opportunities for our students to flourish as healthy, active and responsible global citizens.

**Research that transforms**: supporting innovation, learning and economic growth, through being internationally excellent in originality, significance and rigour.

**Engagement that enables**: enriching the region and beyond, supporting and developing individuals, communities, culture and the community.

**Structure that sustains**: providing services and operating infrastructure that supports all parts of the strategy; delivering excellence through people, places and resources.

**Priorities aligned to the strategic themes**

In order to support the university’s core strategic themes, the Environmental Sustainability Strategy will focus on three priority areas:-

1. **Education for Sustainable development-** underpinning all of the strategic themes and is fundamental to delivering cultural change, across the University community, and subsequent improvements in environmental performance.
2. **Partnerships and Engagement-** creating opportunities where individuals and communities can develop and share their knowledge, skills and experiences to engage with and influence sustainable development, so ensuring a legacy for future generations.
3. **Environmental Impact of Campus 2025 -** reducing the environmental impact of our operational activities and to make a positive contribution to the natural environment through the management of our estate and resources.

**Priority Aims**

**Priority 1 Education for Sustainable Development**

Sustainable development depends upon society possessing the knowledge, skills and attributes, as well as the understanding and motivation to act on sustainable development issues and challenges. We aim 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

**Priority 2 Partnerships and Engagement**

Working collaboratively with partners to make a positive and transformative impact on the University and wider community, we will aim 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.

**Priority 3 Environmental impact of Campus 2025**

The University’s Estates and Learning Environment Strategy, Campus 2025, which provides a master plan for the development of our buildings, infrastructure and learning environment, together with our general operations, significantly influence our impact on the environment, and on society.

Creating a university campus that is energy and operationally efficient is a key driver of Campus 2025, as is improving our Estates performance. Developing university buildings that encourage and support sustainable behaviours amongst our students and staff will also reinforce, and contribute towards, our vision to be a sustainable university.

The scope of operations that are included under this priority relate to the following policy areas

1. Environmental Management System
2. Carbon and Energy Management
3. Waste Management
4. Sustainable Travel
5. Biodiversity
6. Natural Resources
7. Construction and Refurbishment
8. Ethical Investment
9. Sustainable and ethical procurement

Our overall aim is to minimise the adverse impacts of our activities and built estate, as well as contribute positively to the local community and natural environment. We can do this through the creation of campuses that welcome the community, and that provide the facilities to support and encourage community education and cohesion.

**Success Criteria and Key Achievements by 2025**

Whilst each strategic priority will have its own aims and targets linked to various University Key Performance Indicators. Environmental Sustainability is a university wide undertaking and as such our overarching measure of success will be through the achievement of the following goals: -

* Receive a 2:1 Class University Award in the People and Planet Green League
* Achieve BREEAM ‘VERY GOOD’ for all new buildings
* Maintain a 3% Annual ‘Year on Year’ Carbon Reduction by 2025\* (\*relative to the 2009/10 baseline, dependant on incremental investment in the Estate.)

**Risks**

1. **Relevant Corporate Risk and Additional Risks**
* Changes to Environmental regulations
* Non-Compliance to current legislation
* Investment requirements
* Reputation
* Lack of engagement from various stakeholders

**University Responsible Group(s) that monitors and provides support**

Leadership for sustainable development is critical if the university is to integrate a wide range of sustainability issues into its values, culture, operations and processes. The management and control of Environmental Sustainability is through the following structure:-

Board of Governors

University’s Management Committee Structure

Safety, Health and Environment Committee

Sustainability Action Working Group

**Monitoring and Communication**

Monitoring and Communication of the Environmental Sustainability Strategy will be directed through the Sustainability Action Working Group which includes representation from both Academic and Professional Service areas. Student representatives are also key partners at the Working Group. The Executive Director of Operations chairs the Sustainability Action Working Group and has key responsibility for the oversight and implementation of the Strategy and ensuring that the measures and targets within the Strategy are addressed and progress monitored and communicated. This will include reporting quarterly to the Safety, Health and Environment Committee, the Vice Chancellors Board and through to the HR Committee (a sub-committee of the Board of Governors).

**Equality and Diversity Impact Statement**

The Environmental Sustainability Strategy provides an enabling framework that will influence and shape the organisation so that it will be recognised as demonstrating best practise in environmental and sustainable excellence, irrespective of age, disability, racial or ethnic origin, gender, sexual orientation or religious belief.

Whilst the Estates and Campus Management department plays a pivotal role in supporting the development and implementation of this strategy, Environmental sustainability is an institutional responsibility.

**Action Plan** Attached

**Supporting Policies and plans**

* Carbon management plan
* Sustainable travel plan
* Biodiversity Enhancement Plan
* Sustainable Procurement Policy/Strategy
* Ethical Investment Policy
* Fairtrade Policy
* Sustainable, Healthy Food Policy
* Waste Management Policy

**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 GroupStudent Union and Student reps. | Environmental social responsibility to be incorporated into every programme/course by 2025 | Mapping Exercise completedADT group establishedNumber of courses embedding ESR – baseline 21/22 will set the baseline. |  |  |
| 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.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 developmentStudents’ perception of WGU as an environmentally sustainable universityIdentify 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). Sustain or improve National Student Survey score in 2021 (55% Environmental Sustainability score) with the aim of reaching 80% target by 2025.  |  |
| 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 |  |
| **Priority 2 – Partnerships and 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 membersGreen Champions | Environmental Sustainability Strategy and supporting webpages/social media channels in place and up to dateCalendar of events in place to support environmental national awareness campaignsStaff and students engaged with sustainability | Up to date Sustainability webpages.Go Green Week & Fairtrade fortnight events held with good staff/student engagement.Regular posts on Green Glyndwr Social media advertising events and activities.Sustained or Improved Green Champion Engagement from 21/22 baseline |  |  |
| 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 initiativesOpportunities and events regularly shared via Sustainability web pages and social media channels |  |
| 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 |  |
| 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 |  |
| 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 |  |
| **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 membersStudent Union & Student Reps | Environmental Management System in place (e.g. Green Dragon/Eco Campus) | Achieve Level 2 Green Dragon Environmental Standard Accreditation by 2022 and Level 4 by 2025Environmental impact audits to be completed - min of 3 areas by July 22 (energy, water and sustainable procurement) and reports 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 |  |
| 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 remains relevant and up to date | Annual review of the energy and sustainability policy statement |  |
| **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 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 EstatesCapital Projects ManagerMaintenance 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 etcJourney to Net Zero documented and approved by July 22 |  |  |
| 1. Reduce energy consumption
2. Reduce Scope 1 & 2 carbon emissions
 | Reduce carbon emissions to achieve net zero targetCarbon management plan in place and appropriate energy targets and budgets set | Annual 3% reduction in carbon emissions relative to the 2009/10 baseline. Review, update and publish Carbon Management plan in 2021/22.  |  |
| 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  |  |
| 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 |  |
| **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 |  |  |
| 2. To reduce the cost of waste disposalTo 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 Improve recycling infrastructure and waste stream segregation (internal & external bins, eliminate desk side bins etc) by end 2021Communicate to staff and students about what they can recycle and how to segregate their waste in 2021/22 |  |
| Reduce waste disposal from WGU | Reduce waste disposal by 1% per year (kg/FTE staff/student) based on 2019 baselinePromote existing reuse schemes (e.g. keep cups) and investigate new reuse schemes in 2021/22 |  |
| **Sustainable Travel**Minimise the impact of staff and student 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 |  |  |
| Increase the proportion of low emission vehicles in the university’s core vehicle fleet | Reduce carbon emissions of University Fleet by 202575% of fleet vehicles low emission by 2025 | Purchase electric vehicles and install charging points for use across all campuses in 2021Encourage the use of electric vehicles for travelling within the vehicle range on University business. 2021/22 |  |
| 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 |  |
| **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**SAWGStudent Union/StudentReps | Ecological reports for all University Campuses in place | * Annual review of Biodiversity Action Plan and progress against targets reported via communication channels
* .
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| 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
 |  |
| 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
 |  |
| **Natural Resources**To conserve natural resources through efficient and responsible use and management.  | To reduce water consumption across the University estate. | Head of EstatesCapital Projects ManagerMaintenance 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 2021Monitor water use across campus and take action to investigate leaks/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 ManagerCapital Project BoardsProcurement 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. |  |  |
| **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 | Annual Review and publication of the Ethical Investment Policy and ethical banking policy on the website.List investments annually on websiteMinutes of meetings publicly available |  |  |
| **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 ManagerSHE ManagerStudents UnionCatering ContractorHR Dept | Review and communication of sustainable procurement policy every 3 years.Fair Trade Status/accreditation achievedLiving Wage accreditation achievedPolicy to monitor equality of pay and conditions between inhouse and outsourced staff. | Review of ethical investment policy every 3 years.Next review due Feb 2023Complete application to become Fair trade accreditedPublication and communication of Living wage accreditationApproved Policy statement in place. |  |  |
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