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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 Forum | | | |
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| 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 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 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
* Further developing 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, Careers and Employability Strategy, 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 inspire and enable through higher education, research and engagement, working together with our students, staff and partners.

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 approaches to learning, teaching and research, the strategies that we adopt to manage and develop our physical and digital estate and facilities, transport, and activities, as well as our public advocacy and our commitment to our Civic Mission.

Our Environmental Sustainability Strategy seeks to support this by striving to make the University community and infrastructure more environmentally aware, energy efficient and ethical. 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 the strategic themes and is fundamental to developing cultural change, across the University learning community. This priority area will positively indirectly work towards University 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 relies depends upon society having the knowledge, skills and values and motivation to address related issues and challenges. Our goal is to support our learning community to enhance knowledge and skills to tackle future challenges, this will be done by:

**Integrating Sustainability into the Curriculum:** Ensure that sustainability principles are embedded across all levels and subjects of education, fostering an understanding of environmental, social, and economic sustainability among students.

**Promoting Active Engagement:** Encourage students and staff to actively engage with sustainability challenges enabling them to address complex issues related to sustainable 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
* 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 Forum

# Monitoring and Communication

Monitoring and Communication of the Environmental Sustainability Strategy will be directed through the Sustainability Action Forum which includes representation from both Academic and Professional Service areas. Student representatives are also key partners at the Forum. The Executive Director of Operations chairs the Sustainability Action Forum 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 People and Culture Committee (a sub-committee of the Board of Governors).

Priority 1 Education for Sustainable Development is also monitored at the Learning and Teaching Quality Committee where the Cluster Lead reports activity, developments and achievements towards the Cluster goals in the academic realm.

# 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 PlanAttached

## Supporting Policies and plans

* Pathway to Carbon Neutral by 2030 Plan
* Sustainable travel plan
* Biodiversity Enhancement Plan
* Sustainable Procurement Policy/Strategy
* Ethical Investment Policy (Treasury Management)
* Fairtrade Policy
* Sustainable, Healthy Food Policy
* Waste Management Policy

**ACTION PLAN FOR THE ENVIRONMENTAL SUSTAINABILITY STRATEGY 2021-2025**

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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. | Since January 2024 the Cluster has begun to embed a university-wide skills framework into learning and teaching practices. This framework is being integrated into newly validated Degree programmes. This allows for all programmes from their conception to have built in them teaching and learning techniques that build essential skills and competencies that promote environmental sustainability. The framework encourages undergraduate and postgraduate learners to adopt a lifelong learning ethos, emphasising ongoing education and skills updating in line with evolving sustainability practices.  During 2023/24 50 Degree programmes have been mapped.  This new initiative continues during 2024/25 and beyond. |  |
| 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 | 2021/22 – 3 new projects added  2022/3 – 3 new projects added  2023/24 – 5 student projects added, 2 Knowledge Transfer Projects and 2 wider University and research projects (Nature Based Social Prescribing and Eco-Citizen) |  |
| 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 completed in Nov 22.  Results showed an 8% increase in staff familiar with Sustainability Strategy to 78%. 81% of staff said they were able to engage in opportunities to become more aware of their impact on the environment – a 7% increase  Planned 2024 survey was delayed to autumn 2025 following changes to senior University management |  |
| Sustain or improve National Student Survey score in 2021 (55% Environmental Sustainability score) with the aim of reaching 80% target by 2025. | 2022 – Environmental Sustainability dropped to 54%  2023 – Environmental Sustainability score of 63%    2023 The biggest rise was of 10.3% In students agreeing they had an opportunity to take part in activities supporting environmental sustainability and the highest overall score for students agreeing that Wrexham University encourages good environmental practice (80%)  2024 – Environmental Sustainability Score dropped back to 57% |  |
| 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 reformatted and promoted in 2021/22  2021/22 – a grant awarded  2022/23 – 2 grants awarded  2023/24 – 1 grant was rewarded and a new method of awarding grants was developed to encourage more applications |  |
| **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 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. | Sustainability pages updated annually.  2023 – extensive update in line with the Wrexham University rebrand  2024 – review and updates of the website |  |
| Annual Go Green Week & Fairtrade fortnight events held with good staff/student engagement. | **2022**  Events included a scavenger hunt, Living lab promo, climate change myths poster wall, sunflower planting at Wrexham Village and an upcycling event  **2023**  Range of events requested by students, including clothing exchange, sustainability fair, tree planting with Wrexham County Borough Council, vegan day in the restaurant, microgreens giveaway by Horticulture Wales  https://www.wrexhamglyndwrsu.org.uk/main-menu/sustainability/sustainability-2022-2023    Fairtrade fortnight raffle  **2024**  Events included Clothing Exchange, promoting reusable products available as part of the Period Dignity campaign, planting a new native species hedge in our Northop Campus with trees from the Woodland Trust, Make a Sustainability Pledge pop-up at all Campuses, Waste Not Wednesday with tips on how to reduce food waste, implemented improved recycling at student accommodation. The iconic University clock tower also Glowed Green for the week.  <https://www.wrexhamglyndwrsu.org.uk/articles/go-green-week-round-up>  Fairtrade fortnight promo and raffle |  |
| Regular posts on Social media advertising events and activities. | Regular posting on Green Glyndwr & SU Social media promoting events.  2022/3 Audience – 354 Facebook & 281 Instagram.  2023/4 – Rebranded social media pages to ThinkGreenWU following University re-naming |  |
| Sustained or Improved Green Champion Engagement from  21/22 baseline | Events were promoted however there was no improvement in engagement in 2023/24 due to high workloads and blended working which meant staff were not always on campus |  |
| 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 annually | **2021/22**  Working with Hedgehog Friendly Campus on Silver Award.  Litter picking equipment was donated to Wrexham Litter pickers as part of Great Big Pick  **2022/23**  Project with Wrexham County Borough Council to plant over 100 trees in a local community space at Lincoln Park, Borras    Held Sustainability fair as part of Go Green Week which included suppliers and local groups including RSPB, Veolia, Innovative Energy, Keep Wales Tidy and Refillosaurus (refill/plastic free)    Worked with Horticulture Wales to provide microgreens at events to staff and students and share their research work in  [Nutrient Film Technique](https://en.wikipedia.org/wiki/Nutrient_film_technique) (NFT) growing and hydroponics    Worked with SU to participate in event including Refreshers Fair, Merry Market and Wellbeing Week. Provided funding to support SU sustainability campaigns including Help YourShelf and CupAgain    University and Student Union worked together to continue to manage the Communal Garden which is an ideal space for growing food and relaxation space.  2023/24  Worked with Horticulture Wales to provide microgreens at events to staff and students and share their research work in  [Nutrient Film Technique](https://en.wikipedia.org/wiki/Nutrient_film_technique) (NFT) growing and hydroponics  Worked with SU to participate in events including Go Green Week and regular Communal Garden activities  Ongoing work with Wrexham Forest Partnerships to champion existing and new woodlands in Wrexham County |  |
| Opportunities and events regularly shared via Sustainability web pages and social media channels | **2022/23 and 2023/24**  Go Green Week activities, Freshers Fair, Fairtrade fortnight promotion shared on social media & campus talk weekly newsletter together with other campaigns "Think Green” participated in  Nature Based social prescribing projects were well advertised through various 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 | 2021/22 – 10 green champions recruited  2022/23 – 10 green champions recruited  2023/24 – 5 Green Champions Recruited |  |
| 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 | SU /achieved “Excellent in Green Impact awards in June 21.  SU did not participate in Green Impact in 2022 due to resource constraints.  SU achieved “Excellent” in Green Impact awards in June 23.  SU Achieved “Excellent” in Green Impact awards in 2024. |  |
| 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 | 2021/22  Litter picking equipment was donated to Wrexham Litter pickers  Renewable Energy Students visited 5 fords biodigester and Parc Adfer incinerator  **2022/23**  Worked with WCBC to plant over 100 trees in Lincoln Park, Borras  Ongoing engagement with Horticulture Wales since 2023 to provide microgreens to staff and students throughout the academic year and provide experiential learning on the Northop campus.    Active member of Wrexham Forests Partnership since 2022 which brings together a wide range of groups in Wrexham County to increase tree coverage and engage the public with woodland spaces.    Worked with The Amphibian & Reptile Conservation trust to bring the ponds at Northop back to life and encourage biodiversity.  2023/24  Ongoing engagement with Horticulture Wales to provide microgreens to staff and students throughout the academic year and provide experiential learning on the Northop campus  Wrexham University is a partner of Wrexham Forest partnerships and regularly attend meeting, promote activities and have signed up to the Woodland Pledge  A number of knowledge transfer projects worked with community groups. A project with Llangollen Railway specifically looked at was to reduce energy usage |  |
| **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 (e.g. Green Dragon/Eco Campus) | Achieve Bronze Eco-campus award by 2026 | Gap analysis has been completed in 2023 |  |
| Environmental impact audits to be completed - min of 3 areas by July 25 (energy, water, waste, travel and transport, construction/refurbishment, emissions/discharges, biodiversity and sustainable procurement) and reports published on website. | Travel survey was completed in 2023 – report available <https://wrexham.ac.uk/media/marketing/sustainability/WGU-TRAVEL-SURVEY.pdf>  Estates report 2023 & 24 outlines the performance in energy & carbon, waste management, water usage and construction projects https://wrexham.ac.uk/sustainability/policies-and-documents/ |  |
| 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 and ongoing maintenance of the legal register | University subscribes to Legislation Update Service since 2021 to track compliance with legislation and mange the Register of Compliance Obligations |  |
| 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 | Sustainability statement was updated and approved November 2024 |  |
| **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 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 | Estates Annual Report 2022/23/24, Low Carbon Transition Plan are available on the University website and provide key information on energy use and action being taken to attain net zero.    University energy and carbon reduction performance was shared at the Sustainability Fair in Go Green Week 2023  Estates Annual report produced annually since 2021 and includes progress on energy and carbon reduction projects including installation of renewables, replacement of inefficient equipment, building insulation etc. |  |
| Journey to Net Zero documented and approved by July 22 | Pathway to Carbon Neutral by 2030 approved by senior management and available on the University website |  |
| 1. Reduce energy consumption 2. Reduce Scope 1 & 2 carbon emissions | Reduce carbon emissions to achieve net zero target  Carbon management plan in place and appropriate energy targets and budgets set | Annual 3% reduction in carbon emissions relative to the 2009/10 baseline. | 2020/21 – 50% reduction from baseline (above target) (4.5%/year)  2021/22 – 54% reduction from baseline (above target) (4.5%/year)  2022/23 – 50% reduction from baseline (above target) 3.8%/year  2023/24 – 51% reduction from baseline (above target) 3.6% year using location-based data. 71% reduction from baseline using market-based data (REGO certificates for green energy purchase) |  |
| Review, update and publish Carbon Management plan in 2021/22. | The Low Carbon Transition and Delivery Plan replaces the Carbon Management plan. It is available on the University website and progress against actions reviewed annually |  |
| 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 3.16 TCO2e in 2022/23 in line with increase in recycling and diversion from landfill  Waste emissions further dropped to 1.21 TCO2e in 2023/24 |  |
| 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 | In 2021/23 80% of buildings were at DEC C or above  In 2022/23 90% of building are at DEC C or above (60% at A or B)  IN 2023/24 84% of buildings 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 99.1 % waste was diverted from landfill  In 2022/23 99.9% of waste was diverted from landfill  In 2023/24 100% waste was 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 in operation at United Kitchen, Crispin Lane, Regent Street in 2021  Additional food bin added to St Asaph and Centre for the Child in 2024  2020/21 – 0.78 tonnes recycled (1% total waste)  2021/22 – 2.04 tonnes recycled (1.5% total waste)  2022/23 – 3.19 tonnes recycled (2% total waste)  2023/24 – 10.8 tonnes recycled (7.7% total waste) |  |
| 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. |  |
| Implement Workplace Waste Segregation Regs 2024 | All DMR bins removed across all campuses and replaced with card/paper or cans/bottles/cartons bins. Additional collections for food and glass set up to ensure all campuses are covered. |  |
| Communicate to staff and students about what they can recycle and how to segregate their waste and recycling performance annually | Regular communication at events, welcome week and via Campus Talk newsletter.  Percentage recycled by site measured for targeted action  Annual Waste recycling rates and waste tonnage reported annually in the Estates report available on the Sustainability webpages |  |
| Reduce waste disposal from WGU | Reduce waste disposal by 1% per year (kg/FTE staff/student) based on 2019 baseline | Waste (kg/FTE staff & student) generated 2021/22 and 2022/23 has reduced 38% from 2019 baseline  In 20/21 waste reduced 46%/FTE, however this was influenced by reduced activity during COVID Pandemic |  |
| Promote existing reuse schemes (e.g. keep cups) and investigate new reuse schemes in 2021/22 | Refill and disposable cup surcharge have been promoted at events & at catering outlets.  Student designed cup is being manufactured for 2023/24 academic year  Refill.org.uk promoted as part of Go Green week |  |
| **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 | Traffic survey work is ongoing as part of the Campus 2025 redevelopment project |  |
| Calculate Scope 3 emissions for University business travel by 2023 | Business travel was analysed and scope 3 emissions estimated on the data provided in 2023. Fuel for hire vehicles had previously been reported in Scope 1 emissions  Scope 3 staff and student commuting carbon emissions were calculated based on a Travel Questionnaire completed in March 23  2023/24 data collection for business travel improved by collection via Diversity Travel |  |
| 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 | The University own 2 electric pool cars, 2 electric vans, 2 electric minibuses and a site utility vehicle.    Charging points have been installed at Wrexham, Northop and St Asaph was added in 2022/23  One small van and 1 minibus remain in use which are diesel |  |
| 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 since vehicles were purchased in 2021 |  |
| 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  Review current hire bikes available and appropriate provision of bike racks in 2025 | Bike hire scheme promoted as part of Go Green Week 2022 & 2023  Bike racks available in all campuses.  University are part of the Cycle to Work Scheme for employees |  |
| **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 are published on website. There was no update to the plan published for 2022/23  Update to plan made in 2023/24 and is available on the University 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 ongoing activities in the Communal Garden | In 2022/23 planned activities in the garden took place at Freshers Week and during Go Green week with food growing opportunities  2023/24 – planting activities took place in Northop and improvements to the Northop pond |  |
| 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 | **2022/23**  Big Hedgehog Litter Pick  Start to plant activity during Go Green  Biodiversity walk and seed bomb making event at Northop during at Go Green  Tree planting event with WCBC open to staff and students  2023/24  Event part of Go Green Week to plant a new hedge at Northop campus open to all  Regular promotion of events managed by Wrexham Forest Partnership with Wrexham University is a member of  Pond renovation by ARC trust at Northop with opportunities for students.  Students At Wrexham Village planted daffodils at the front of the building in Oct 23  Communal Garden is open throughout the year and promoted to staff and students to get involved in nature friendly planting and growing veg |  |
| **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 now included in energy reports.  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  In 2023 high water usage identified, investigated and resolved at Plas Coch caused by faulty flushing system on large block of urinals |  |
| **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. | **Energy Efficiency**  Target: Achieve an energy performance certificate (EPC) rating of A for all new buildings.  Objective: Integrate above minimum levels of insulation, energy-efficient windows, and high-efficiency HVAC systems to minimise energy consumption. These should include heat recovery units and heat pump technology. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Renewable Energy Integration**  Target: Generate a proportion of the building's energy requirements on-site through renewable sources to enable an EPC rating of A  Objective: Install photovoltaic solar panels on rooftops and other suitable surfaces. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Water Efficiency**  Target: Reduce potable water usage compared to conventional buildings.  Objective: Install low-flow appliances and consider water management in landscaping schemes. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Sustainable Materials**  Target: Ensure that at least 40% of construction materials are sourced from sustainable, recycled, or local sources.  Objective: Prioritise the use of materials with low embodied carbon, such as recycled steel and sustainably sourced timber wherever possible. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Waste Reduction**  Target: Divert at least 90% of construction waste from landfills.  Objective: Implement a comprehensive construction waste management plan. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Biodiversity Enhancement**  Target: Achieve a net gain in biodiversity for each project or the campus as a whole.  Objective: Incorporate suitable plant species in landscaping to enhance local biodiversity. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **Indoor Environmental Quality**  Target: Maintain optimal indoor air quality and natural lighting levels.  Objective: Use advanced ventilation systems to ensure fresh air circulation.  Objective: Design buildings to maximise natural light penetration while minimising glare. | First Construction project EEOC starts Feb 2024 – project due to open Sept 2025 |  |
| **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 review 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 policy reviewed and updated on the website in August 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 become a living wage University and seek equality for outsourced workers | Procurement Manager  SHE Manager  Students Union  Catering Contractor  HR Dept | Review and communication of sustainable procurement policy every 3 years. | Review of sustainable procurement policy every 3 years. | Policy required review in September 2021. Currently with Procurement Manager |  |
| Living Wage accreditation achieved | Publication and communication of Living wage accreditation | Wrexham University is an accredited Living Wage Employer and has been accredited since 18/19 |  |
| Policy to monitor equality of pay and conditions between inhouse and outsourced staff. | Approved Policy statement in place by 2025. | There is currently no policy in place to address this however there is working in contract documents that goes out to suppliers. |  |