Sustainability Targets 2024-25 / Approved 09.01.25						
Area / statement from Sustainability Policy	Quantitative Target	Target owner	Strategy Theme / SDG	Actions	Responsibility	Expected completion date
1. ENERGY Optimise resource efficiency Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of **net carbon neutrality by 2030.**	**Consumption** Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh Reduce electricity consumption by 1.7% per annum, from a 2018/19 baseline of 8,696 MWh Reduce combined energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr **Carbon** Reduce emissions from energy by 8.4% per annum, from a 2018/19 baseline of 3,230 tCO2e	PVC – Finance and Resource		Continue participation in city-wide heat network detailed feasibility project and report regularly to UEB / Community Forum.	PVC – Finance and Resource / Director of Sustainability	July 2025
				Continue to oversee the delivery of a stock condition survey, outputs of which will include a report on energy and carbon saving opportunities.	Director of Capital Developments and Campus Infrastructure	April 2025
				Continue improving the quality of utility data provided by the University's Automatic Meter Reading (AMR) system; achieve accuracy within 3% on all priority submeters by July 2025 ready to re-baseline data across 2025/26.	Carbon Reduction and Sustainability Manager	July 2025
				Continue to review the lighting estate and identify outstanding opportunities to replace inefficient lighting with efficient LED alternatives	Director of Capital Developments and Campus Infrastructure	July 2025
				Continue to roll out auto-shutdown functionality to all audio-visual devices (where practicable) & as rooms are upgraded.	Chief Information Officer	July 2025
				Investigate the feasibility of and develop a costed plan to develop the University's on-site generation (solar thermal and solar PV)	Carbon Reduction and Sustainability Manager	July 2025
				Run Green Campus Revolution competition in halls; increase participation to over 50% of students.	Residential Life Team	May 2025
				Review and establish a standardised approach for embedding energy efficiency considerations in the design and refurbishment of buildings	Carbon Reduction and Sustainability Manager	July 2025
				Deliver an optimisation study of the Edward Elgar district heat network, the outputs of which will include a report detailing costed actions to boost	Carbon Reduction and Sustainability Manager	April 2025

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				network efficiency and lower operational costs and carbon.		
				Complete an initial review of schedules and setpoints on both the BMS and at local controllers to ensure efficient building control.	Carbon Reduction and Sustainability Manager	January 2025
				Complete the first draft of the energy report being developed to visualise energy data using Power BI; integrate energy cost and space utilisation data.	Carbon Reduction and Sustainability Manager	June 2025
2. WATER Optimise resource efficiency Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of **net carbon neutrality by 2030.**	**Consumption** Reduce water consumption by 3% per annum from a 2018/19 baseline of 60,267 m3 Reduce water intensity by 3% per annum from a 2018/19 baseline of 0.74 m3/m2 **Carbon** Reduce emissions from water by 2.5% per annum, from a 2018/19 baseline of 22.6 tCO2e	Director of Capital Developments and Campus Infrastructure		Develop a University standard for embedding water efficiency considerations into the design and refurbishment of buildings.	Carbon Reduction and Sustainability Manager / Project Manager	July 2025
				Deliver Green Impact project with Green Impact Project Assistants to a.) identify little used outlets and develop a business case for their removal to save water used during legionella flushing, and b.) develop a business case for installing flow restrictors on existing high use outlets (where these aren't already installed).	Compliance Officer	May 2025
				Where practicable, implement recommendations from Green Impact project and from former water audit reports, including reducing shower and hand basin tap flow rates.	Operations Manager – Estates (VACANT)	July 2025

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3. WASTE Optimise resource efficiency. Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of **net carbon neutrality by 2030.**	**Carbon** Reduce emissions from waste (including construction waste) by 5% per annum, from a 2018/19 baseline of 9.1 tCO2e Increase the value of British Heart Foundation donations from £3,960 in 23/24 donations by 5% in 2025	Assistant Director-Security & Operations		Run a BHF campaign in Halls to promote the reuse of clothes.	Campus Services Waste supervisor	June 2025
				Continue work with Worcester Repair Café to increase workshops in the Student Union to at least one per semester.	Director of Sustainability	February 2025
				Complete a waste inventory and a materiality assessment; use findings to develop non-carbon targets for high-priority waste streams	Assistant Director - Security & Operations/Carbon Reduction and Sustainability Manager	July 2025
4. EMISSIONS AND DISCHARGES Prevent pollution by reducing emissions and environmentally harmful discharges.	**Carbon** Maintain fugitive F Gas emissions to under 10 tCO2e annually	Infrastructure Co-ordinator		Continue to promote pollution awareness-raising, including annual spill test drills.	Assistant Director-Security & Operations	May 2025
5. PROCUREMENT Optimise resource efficiency and ethical procurement, including Fairtrade, and stimulate a shift to sustainable	**Carbon** Reduce emissions from procurement by 5% per annum from a 2018/19	Head of Procurement		Complete a materiality exercise to identify high spend and high emissions procurement categories and plan action to reduce them	Carbon Reduction and Sustainability Manager / Head of Procurement	April 2025

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consumption models.	baseline of 18,701 tCO2e			Continue with the pilot, working with a selection of local and national suppliers using a more accurate methodology to define the University's supply chain emissions	Carbon Reduction and Sustainability Manager / Head of Procurement	July 2025
6. TRANSPORT Encourage sustainable transport and implement a sustainable travel plan.	**Carbon** Reduce emissions from staff and student commuting by 5% per annum, from a 2018/19 baseline of 8,190 tCO2e Reduce emissions from use of fleet vehicles and business travel by 9% per annum, from 2018/19 baselines of 42.4 tCO2e (fleet) and 530 tCO2e (business travel)	Chair Transport Steering Group/Director of Sustainability		Integrate air quality questions, & undertake annual staff and student travel surveys, disseminate survey findings	Director of Sustainability	November 2024
				Continue to participate in the Air Quality Working Group to establish Worcestershire-wide baseline survey data	Director of Sustainability	September 2025
				Continue to monitor and report on university-owned EV charge point use	Director of Capital Developments and Campus Infrastructure	July 2025
				Establish individual targets for fleet and business travel in recognition of the different challenges and opportunities associated with these categories.	Travel and Transport Steering Group	July 2025

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7. HEALTH & WELLBEING Deliver projects and programmes that directly enhance wellbeing, including healthy and sustainable food.	Comply with best practice set out in the University Mental Health Charter Framework	Gill Slater/Health Safety and Wellbeing Committee		Promote and monitor the new Sustainability Hub in the Thomas Telford Building with the Students' Union to support student mental health through the academic year.	Director of Sustainability/ Academic and Welfare Advisor - Students Union	June 2025
8. CONSTRUCTION & REFURBISHMENT Optimise resource efficiency. Manage our estate to mitigate against climate change and to ensure future resilience through engagement in adaptive strategies with the objective of **net carbon neutrality by 2030.**	All new builds should achieve an EPC rating of A All refurbishment builds should achieve SKA Gold (RCIS SKA assessment framework) All new builds should achieve the following water intensity targets: - 1.35m3/m2.yr (residential) - 0.71m3/m2.yr (non-residential)	Director of Capital Developments and Campus Infrastructure		Continue to work with appointed consultancy to ensure the proposed specification for the Teaching Building is energy efficient, incorporates low carbon technologies, and achieves EPC A when modelled.	Head of Capital Developments	April 2025
				Work with appointed consultancy to hit non-residential water targets for the Teaching Building.	Project Manager	September 2025
9. BIODIVERSITY Enhance biodiversity and incorporate biodiversity in	Implement the University's Biodiversity Strategy and	Chair Biodiversity Steering Group		Deliver a further 1,500m2 of botanically enhanced habitat.	Grounds Manager	April 2025
				Host the University's first 'bioblitz' on campus and recruit schools and community groups to take part	Chair Biodiversity Steering Group	June 2025

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environmental management, creating new opportunities for wildlife on campus.	Biodiversity Action Plan			Monitor usage of iNaturalist to record biodiversity on campus.	Chair Biodiversity Steering Group	June 2025
10. EDUCATION FOR SUSTAINABLE DEVELOPMENT Ensuring curricula reflect and align with our values for inclusion, internationalisation, and ethical and socially responsible global citizenship. Invest in pedagogic innovation, scholarship, and research on sustainability with global impact. Provide appropriate sustainability and environmental training for all our staff and students. Encourage active citizenship locally, nationally, and globally.	Increase staff and student participation in SOS-UK SDG teach-in by 5% from 2023/24 levels. Look to maintain Top 10 status. Increase student participation in the Sustainability Literacy Test by 5% from 2023/24 levels Support 600 staff and students (combined) to undertake Carbon Literacy training and 50% gain accreditation.	Academic Lead for sustainability		Develop a Responsible Futures Action Plan for 2024-26 based on the 2024 Audit Report recommendations.	Academic Lead for Sustainability/ SU President	December 2024
				Develop course team guidance on embedding ESD in the curriculum, deliver two LDTE workshops on ESD and engage with course teams in each academic school to embed the SDGs and ESD competencies in course curricula (linked to measuring learning gain).	Academic Lead for sustainability	July 2025
				Set up UW Education for Sustainable Development Community of Practice	Academic Lead for sustainability	December 2024
				Initiate the 8th call for LfRF projects and recruit student researchers to support the work.	Academic Lead for sustainability	February 2025
				Develop an online open-access short course on sustainability.	Academic Lead for sustainability	June 2025

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11. COMMUNITY INVOLVEMENT Build beneficial partnerships and collaborations through our sustainability activities and enhance our sustainability reputation internationally. Promote communication with, and information to, internal and external interested citizens and organisations. Responding appropriately to reasonable requests for information about our sustainability performance.	Run Green Impact Teams projects in 2024/25 Increase student awareness of the University's sustainability activities from 47% in the baseline year of 2016/17, to 65% by 2025.	Director of Sustainability		Work closely with and support student societies and the SU Sustainability Network to raise awareness on sustainability and social justice issues.	Director of Sustainability/SU Officers	May 2025
				Complete stage two of the Green Gowns Award Entry 2024 in the Digital Futures category	Director of Sustainability	Sept 2024
				Report on sustainability issues regularly to the University Community Forum.	Director of Sustainability	June 2025
				Host 6 Worcester Polytechnic Institute student research projects in March-May 2025.	Director of Sustainability	May 2025
12. FOOD Provide projects and programmes that directly enhance wellbeing including healthy and sustainable food.	Retain Sustainable Restaurant Association 3-star certification. Regain MSC status Retain Fairtrade Status in June 2025.	Head of Residential & Commercial/ Director of Sustainability		Continue to promote food bank collections amongst students and staff to support those in food poverty.	Director of Sustainability	June 2025
				Implement, measure, and report on the defined key performance indicators outlined in the catering contract, including reducing environmental impacts and promoting positive societal impacts associated with food products and services.	Head of Residential and Commercial Services / Head of Procurement	June 2025

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Optimise resource efficiency and ethical procurement including Fairtrade and stimulating a shift to sustainable models of consumption.				Run four 'Social Kitchen' events where the University's Head Chef teaches students how to cook plant-based meals in a workshop format.	Director of Sustainability	June 2025

Key Sustainability Strategy Themes:

SDGs relating to Theme 1: Promoting sustainability, social responsibility, and wellbeing

SDGs relating to Theme 2: Integrating sustainability through knowledge, skills and experience

SDGs relating to Theme 3: Mitigation, adaptation, and resource efficiency

SDGs relating to Theme 4: Global Sustainability Ethics Partnerships and Leadership

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