

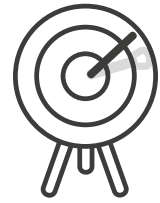
CHANGE TODAY PROTECT TOMORROW

*Creating Critical Thinkers and Agents of
Change to Protect Our Common Future*



**ANNUAL SUSTAINABILITY REPORT
2022 - 2023**

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



2007/8

Comprehensive quantitative and qualitative **targets and objectives set for many areas** including student travel after two years preparatory work establishing baselines. **Fairtrade status awarded**, Carbon Trust Standard for reducing our carbon footprint over 3 years. Student herb gardens planted next to Student Halls.



2009/10

16th in the People and Planet Green League, a rise of 77 places in two years. First annual sustainability report. Won international Gold Green Apple award with Worcester City Council for a **120% increase in recycling in the halls**. SU participated for the first time in the Sound Impact Environmental Award Scheme and achieved a Bronze Award. We were the **first English University to achieve EcoCampus Platinum status** in June 2010. Students' Union gets a silver Green Impact (renamed Sound Impact) award.



2011/12

3rd in the People and Planet Green League and HEA Green Academy pilot which introduced sustainability electives. The Riverside building won the Architects Journal Retro Fit award and was shortlisted for a Green Gown. Recognising the creative re-use of buildings and infrastructure, and for setting new standards in upgrading existing facilities for half the cost of a new build. Energize Worcester Student Green Fund grant for £175k SU led project reducing energy use in student houses. NESTA **£10k to expand the Bike Loan scheme**. Students' Union achieved Gold Green Impact award, the highest. The opening of The Hive, joint University and local authority library and history centre. The first of its kind in Europe. Winner of two international awards for the building design and sustainability.



2013

£70k investment in automatic meters to monitor energy at building level. Solar PV installed on Woodbury supplying 1.1% of our energy needs. The Arena array is three-times larger generating nearly 114 kW clean electricity. The 2008 Biodiversity strategy and action plan updated to include new sites. Nature trail established with information on what to see in each season, bird and bat boxes and bee hotels installed and monitored by student Nature Society.



2014

2nd in the Green League out of 151 universities. Finalist in 6 categories in the Green Gown awards, winning for our Bike Loan scheme. Collaboration with Worcester Polytechnic Institute, Massachusetts, hosting teams of undergraduates for 7 weeks undertaking community sustainability projects in Worcester UK. Teme Hall students won pan European energy saving competition saving the most energy winning 400 euros.



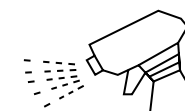
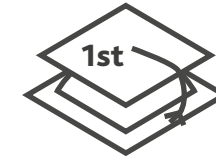
2015

Achieved NUS Responsible Futures accreditation for our approach to social responsibility and sustainability, one of the first universities to achieve this. **Launched Midlands Sustainable Education Network** bringing together education, politics and business to work on place-based solutions and develop leadership skills. Skills for Tomorrow annual two-day event focusing on job roles for school children recognised by GuildHE as best practice in citizenship.



2016

Transitioned to the ISO 14001:2015 standard, the second university in the UK with our documentation being used by the auditors as best practice examples, thereby sharing our knowledge not only within the sector but across businesses. **Worcester Bosch join Energize Worcester research supplying 5 new energy efficient boilers and smart controllers** to student rented houses. Data loggers give real-time information of decision making.



2017

Selected for Leadership Foundation Innovation for Collaborative Teams for our EAUC Emerging Leaders project to develop the leadership capabilities of sustainability professionals. Bringing together three areas of strategic importance for UW – developing leadership, working within our communities and sharing good practice. **We are collaborating with Coventry University, M&S and Go Green Week in the City.**

2018

Students' Union and University jointly sign up to the SDG Accord. Two long term collaborative projects promoting sustainable living with Worcester City Council and Worcester Bosch won international silver Green Apple Awards. Reaccredited NUS Responsible Futures with an increased score. Best performing university in England with smallest gender pay gap.

2019

Number 1 in the UK and 26th globally, for Quality Education, in the Times Higher Education Impact Rankings. The rankings assess contribution made by universities around the world to achieving the internationally agreed Sustainable Development Goals, which the United Nations adopted in 2016. Won a Green Gown for Sustainability Institution of the Year, and highly commended for Campus for the Future for the Art House refurbishment.

Board of Governors declared a Climate Emergency in July 2019. Partnerships with West Midlands Railways and First Bus provide free and subsidised sustainable travel to prospective students at Open Days. Part of a new £50m deal to buy renewable energy directly from British windfarms for the first time.

2020

Reaccredited with an increased score with SOS UK Responsible Futures. Gained ISO5001:2018 energy management accreditation for the first time. With Worcester City Council awarded a small grant from the Local Government Association Net Zero Innovations fund to pilot employer led e-bike share, this follows an International CSR (Corporate Social Responsibility) Excellence Award, recognising the best companies, councils and communities making a difference. We are Highly Commended in the International Green Gown Awards 2020, for Sustainability Institution of the Year. The ceremony took place in New York, USA, as part of the United Nations High Level Political Forum.

2021

We are in the top 10 of universities across the UK to best reflect society in terms of socio-economic class, according to analysis by the Higher Education Policy Institute, an independent higher education think tank. The University of Worcester is eighth out of 132 UK universities for ensuring that people from all backgrounds have the chance to study at university.

2022

Created a digital twin of the Sheila Scott building on our St John's campus with the goal to contribute to the decarbonisation programme. A digital twin is a live model of a building and allows viewing live data of the environment, such as temperature, humidity, Co2 levels and occupancy. The data collected by the sensors feeds to the digital twin and will allow the University to suggest changes to the equipment or settings to improve building efficiency and save carbon.

2023

Professor Mahmut Tor is leading research in a vital, international programme of research exploring the natural defences of the plants and finding ways of enhancing these natural defences. This work has the potential to develop environmentally and economically low-cost solutions to increasing plant yield with all the positive implications for food security nationally and globally that flow from that. The programme has already made significant progress in identifying the efficacy of bio-pesticides, naturally occurring substances that can kill plant pathogens and bring significant economic, environmental and moral advantages over synthetic chemical plant protection products.

CONTENTS

FOREWORD	5
INTRODUCTION AND INDEPENDENT ASSURANCE	6
STRATEGY AND KEY COMMITMENTS	7
REPORTING ON SUSTAINABILITY STRATEGY COMMITMENTS	9
RESEARCH STRENGTHS	10
CASE STUDIES	16
REPORTING ON OUR ANNUAL KEY TARGETS	21
GOVERNANCE AND EXTERNAL ACCREDITATIONS	32
RISKS, OPPORTUNITIES AND MATERIALITY	33
ACHIEVEMENTS AND LOOKING FORWARD	34



FOREWORD

The escalating global climate crisis is a threat that transcends borders and is challenging the very fabric of our existence. As we witness the alarming consequences of global heating and environmental degradation unfold worldwide, it becomes abundantly clear that the need for decisive, transformative action is urgent. Together we must act.

Universities have a pivotal role to play, not only in reducing our own footprints on the environment, but in fostering a culture of sustainability that extends far beyond the boundaries of our campuses.

At the University of Worcester, we recognise that the challenges posed by the climate crisis are many and deep. Purposeful, profound action is needed now. We have worked co-operatively with staff, students and the wider community, over many years to embed sustainability into our day-to-day work and to inspire individuals to take action practical action themselves.

We do our best to encourage and develop knowledge and understanding of the environment. We educate our future workforce to think sustainably. We invest in practical, innovative solutions. We contribute to further understanding through research and scholarly work.

We were delighted that all this work resulted in the award of First Class Honours in the People & Planet University League, the 14th year in a row that we have achieved this accolade.

This report highlights many of the strides we have made. It is an expression of our ongoing commitment to do what we can to secure a brighter, more sustainable future.

Our commitment aligns strongly to the United Nation’s Sustainable Development Goals (SDGs), which provide such an important framework for global action.

We know that there is much to do, and that time is short.

Working together we can and will make a difference and win the sustainable future on which humanity’s continued existence depends.



David Green
Professor David Green CBE DL
Vice Chancellor and Chief Executive

INTRODUCTION

The University is fully reviewing its Strategic Plan 2019 in 2023-2024 consulting our many stakeholders. No doubt sustainability and net zero carbon will remain key goals. This is the fifteenth Sustainability Report for the University of Worcester. Universities recognise their contribution in delivering a range of positive economic, social, and environmental impacts, as well as their role in mitigating and reducing negative impacts, such as reducing direct and indirect carbon emissions. Equally, we recognise our role in fostering and empowering our students and staff as a force for change through critical academic engagement and the generation of new knowledge to support the United Nations Sustainable Development Goals (SDGs). This report describes the institution's most significant environmental aspects and how these are managed and mitigated, to fulfil our commitment to continual sustainability improvement. It also maps our projects and progress related to the SDGs. Summarising our position enables the University to report our progress to the SDG Accord which we do in partnership with the Students' Union. We signed up to the SDG Accord on 26 September 2018 and report our progress annually. The Sustainability Strategy Committee, reporting to University Executive Board, oversees the strategic management of research, teaching and campus operations under the sponsorship of the Vice Chancellor, and chaired by the Pro Vice Chancellor Research Dr John-Paul Wilson. It reports via the Learning Teaching and Student Experience Committee, and Research and Knowledge Exchange Committee p35. An Energy Committee chaired by the Pro Vice Chancellor Finance and Resources, reporting to the University Executive leads on energy efficiency and investments to reduce both costs and carbon associated with energy. A Sustainability Forum is being established and will meet twice a year to make sure all interested stakeholders can help shape our policies and strategies going forward.

The Sustainability Strategy Committee undertakes a series of workshops to ensure its work and this report continues to be:

- Transparent, accessible and stylish so attractive to read
- Identifies University of Worcester's risks, opportunities and materiality
- Sets out our clear governance for sustainability
- Ensures quality stakeholder engagement
- Uses various external accreditations to offer independent assurance

It also keeps under review the most useful metrics and benchmarking tools to ensure the University is reporting appropriately on its sustainability journey. This year we have fully adopted the new sector wide Standardised Carbon Emissions Reporting Framework for Further and Higher Education (SEF). The aim of this framework is to standardise carbon emissions reporting across the further and higher education sector. We were particularly proud to have had our Sustainability Annual Report as a finalist in the national Green Gown Awards for Institutional Reporting and being joint winners in 2021 with University of West of England.

Level of assurance and methodology

It is vital for the University that we have third party assurance of our data and our programmes, which is why we invest in partnerships to ensure others, have oversight in our work. We are also very committed to students learning these valuable auditing skills. Modules in Worcester Business School audit the University and students and others are invited to help with the ISO14001:2015 internal audits and to be observers on the external audit visits. This report is drafted to show the true picture of the University. We publish our historic data and show our failures to meet targets along with our successes. We welcome and encourage feedback and the student module is an excellent vehicle to make sure what we present is relevant to our students who are one of our key stakeholders.

Loreus have undertaken an independent verification of this Sustainability Report (2022-23) which has been prepared in accordance with the core option of the Global Reporting Initiative (GRI) Sustainability Reporting Standard. The scope of Loreus' verification covers the data and information used to evaluate the University's sustainability performance for the period 1st August 2022 – 31st July 2023. The evidence gathering process was designed to obtain a reasonable level of assurance as set out in the GRI External Assurance of Sustainability Reporting guidance. The verification process included reviewing relevant documentation, interviewing responsible personnel with accountability for preparing the report and verifying a sample of data and information.

Loreus was not involved in calculating, compiling, or developing the Sustainability Report. Loreus verification activities are fully independent from the University of Worcester.

After reviewing this annual sustainability report, it is the opinion of the Principal Assessor that the information contained within, and the completeness of the reporting represents an example of best practice within the higher education sector.

Name of Principal Assessor at Loreus

Khaled Belgasmi

Khaled Belgasmi

Date of audit:

23 November 2023

STRATEGY

The University has a long-standing commitment to act in a sustainable and environmentally responsible manner. July 2019 the University Board of Governors declared a Climate Emergency giving clear leadership for the University to identify the step change measures required for net zero carbon by 2030. The Strategic Plan 2019 includes a commitment to create possibilities, develop potential and increase community engagement. It clearly sets out our approach: 'We promote educational and social inclusion and equality. We behave with kindness and respect; we expect ethical and professional behaviour. We practice environmental sustainability and social responsibility'. This vision encapsulates our overarching aim to fully accept our broad responsibilities to society and develop our physical assets to provide excellent facilities and opportunities for students, staff, and the wider community, but in ways that promote and champion sustainability and social responsibility.

The University's Sustainability Strategy aims to balance supporting the Global Goals and promoting positive societal impact while mitigating our negative impacts by reducing our net carbon emissions to zero by 2030. The University's Sustainability Strategy is structured around four core themes, which map to all 17 UN Sustainable Development Goals.

Theme 1: Promoting sustainability, social responsibility and wellbeing



Our key commitments are:

1. To embed sustainability principles within our community's working and social lives
2. Encourage active citizenship both locally and globally
3. Provide projects and programmes that directly enhance wellbeing

THEME 1: PROMOTING SUSTAINABILITY, SOCIAL RESPONSIBILITY AND WELLBEING

The University's engagement with its internal and external stakeholders demonstrates our commitment to embed sustainable principles within our communities. We will continue to promote communication with all our stakeholders, both internally and externally, our sustainability strategy, actions and performance and build strong partnerships and collaborations to share sustainability learning. We aim to improve the quality of life for students, staff, and the wider community through the provision of services and programmes that directly and indirectly enhance wellbeing. These include enhancing campus biodiversity, increasing sustainable food choices, provision of facilities for exercise and relaxation.

Furthermore, to encourage health and wellbeing we encourage our staff and students to use sustainable transport and operate a sustainable travel plan. We have signed the Civic University Agreement, reaffirming our commitment to our local communities, and pledged to put the economy and quality of life in Worcestershire and Herefordshire at the top of our priorities

Theme 2: Integrating sustainability through knowledge, skills and experience



Our key commitments are:

1. Embed inclusion of sustainability principles in the formal curriculum, learning and teaching practice
2. Provide appropriate sustainability training for all our staff and students and encourage them to engage in sustainability practices.
3. Ensure there are opportunities for students and volunteers to engage in applied projects

THEME 2: INTEGRATING SUSTAINABILITY THROUGH KNOWLEDGE, SKILLS AND EXPERIENCE

The University seeks to further embed inclusion of sustainability principles in its formal curriculum and learning and teaching practice. This will enable all our students to develop a future focus and global outlook and the ability to innovate and lead change in support of sustainability.

In terms of our internal stakeholders, we will provide appropriate sustainability and environmental training for all our staff and students and encourage them to engage in sustainability practices. We have incorporated environmental sustainability responsibility in all staff job descriptions.

Equally, public outreach and engagement is a key element of our sustainability work, reflecting our commitment to creating benefit for the communities we serve, both locally and globally. Continuing our 'Living Lab' approach we provide experiential participatory learning and encourage active citizenship in a range of collaborative projects.

Theme 3: Mitigation, adaptation and resource efficiency

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Our key commitments are:

- 1. Manage our estate to mitigate against climate change (through reduction of carbon emissions) and to ensure future resilience through engagement in adaptive strategies
- 2. Optimising resource efficiency and stimulating a shift to sustainable models of consumption
- 3. Minimising pollution

THEME 3: MITIGATION, ADAPTATION AND RESOURCE EFFICIENCY

The University has declared a climate emergency in July 2019 and has committed to net zero carbon by 2030. It will ensure the strategic and operational controls, to manage and reduce carbon dioxide and other greenhouse gas emissions. We will continue to construct and refurbish our estate to the highest sustainability standards. We will encourage our stakeholders to change their behaviour so that their consumption of goods and services is reduced. We will achieve this through practical demonstrations,

Go Green Weeks, Green Impact projects, student, and staff training programmes. We will continue to operate our certified EMS. This framework ensures we prevent pollution by reducing emissions and discharges, reducing our use of natural resources, such as energy and water, and encouraging the reuse of resources whenever possible including using of recycled materials and recycling.

In September 2020 the University Executive Board approved a Sustainability Strategy 2020 - 2030 which reviewed the carbon journey since 2008/9 baseline

and projected, based on a 1.5-degree warming scenario, the University aims to reduce its direct and indirect GHGe emissions to net zero by 2030 from a new baseline year 2018/19 where the total footprint is 21,931 tCO2e. The University will reduce its emissions by 50% and as a last resort will offset the remaining emissions in credible sector specific offsetting and carbon sequestration schemes.

Theme 4: Global Sustainability Ethics Partnerships and Leadership

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Our key commitments are:

- 1. To invest in pedagogic innovation, scholarship and research on sustainability with global impact
- 2. To enhance our positive social and environmental contributions through our supply chain
- 3. To build beneficial partnerships and collaborations through our sustainability activities and enhance our international sustainability visibility

THEME 4: GLOBAL SUSTAINABILITY ETHICS, PARTNERSHIPS AND LEADERSHIP

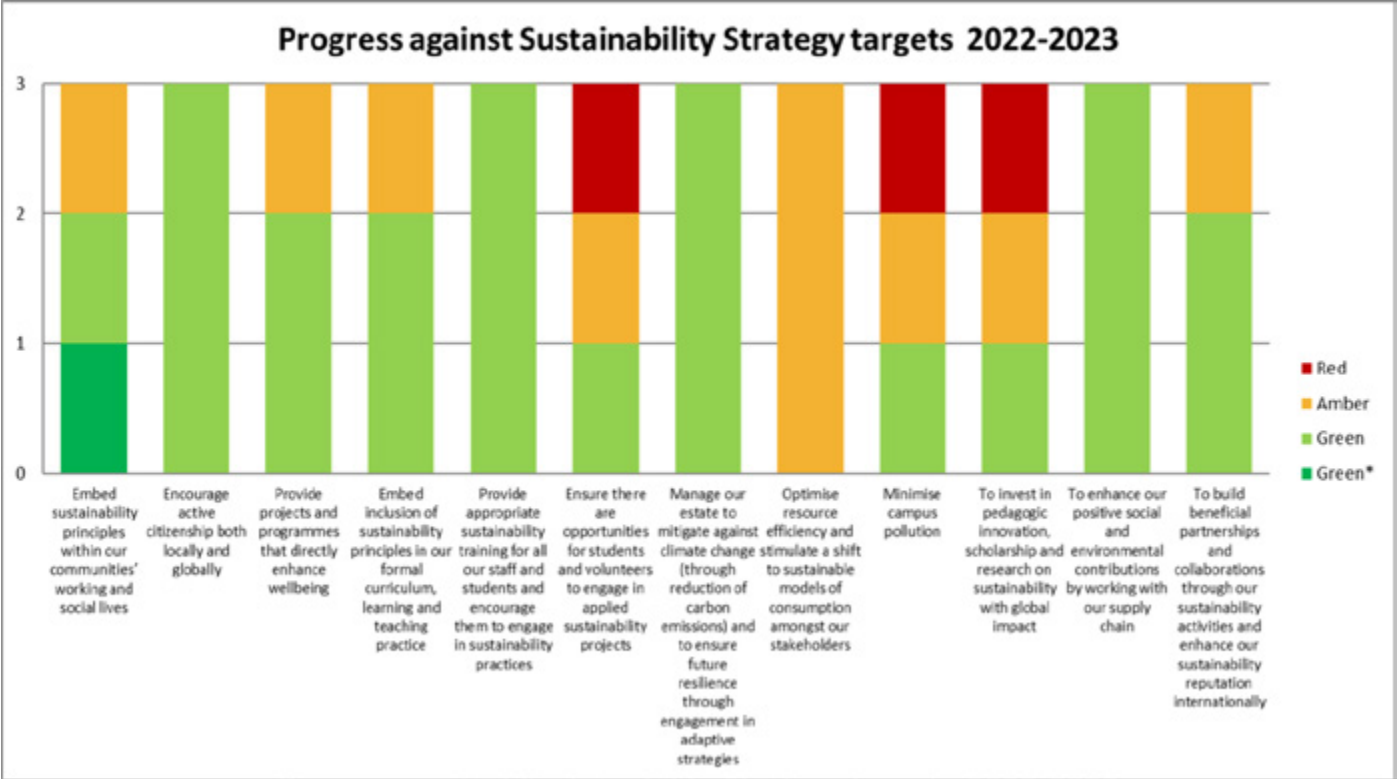
We will seek to extend the University's academic profile, nationally and internationally, through support for pedagogic innovation, projects, scholarship and research into sustainability and the development of global academic partnerships around sustainability. In its activities the University seeks to encourage sustainable and socially responsible procurement and employs whole-life costing and environmental criteria for selection. The work of the University is inspired by a commitment to human equality and dignity, democracy, mutual respect and inclusivity and the promotion of ethical and professional behaviours. We will continue to deliver external engagement networks to further develop internal and external capacity and knowledge in sustainability and seek to influence wider sustainability policies internationally. Our ranking in THE Impact League will support this approach.

REPORTING ON OUR KEY COMMITMENTS

The University uses several impact and outcome benchmarks to help us continuously improve. The Sustainability Leadership Scorecard is one such method. Workshops are held with academic, professional services and students' union colleagues representing all academic schools to decide on where we are placed (see page 33). These guide detailed action planning and resourcing and help us continually improve. We are engaged in a wide-ranging body of environmental research.

Progress Against Sustainability Strategy Commitments

Our performance against each target is represented as follows: RED = did not meet target, AMBER = partially met target, GREEN = met target, GREEN * = exceeded target



A SUMMARY OF OUR CURRENT RESEARCH

GOAL 1: No Poverty



Since 2020, the University has worked with St Paul's Hostel to evaluate *Worcestershire Housing First*, a scheme designed to support rough sleepers back into permanent accommodation and a core strand of *Worcestershire Homelessness and Rough Sleepers Strategy*. Housing First is an approach which provides a stable, independent home to rough sleepers with multiple and complex needs, supporting them with intensive personalised support and case management.

The evaluation, led by Dr Peter Unwin, was co-designed with a strategic group consisting of stakeholders from West Mercia Police, West Midlands Ambulance Service, Worcestershire Community Trust and service users. The evaluation seeks to understand the impact of Housing First on individuals and their outcomes; to assess the fidelity of the pilot in relation to the scheme's principles; and to understand the costs and benefits. The evaluation will continue for the 5-year duration of the scheme.

Colleagues in our Institute of Education have co-edited and contributed to a special edition of the **International Journal of Birth and Parent Education** which is focused on supporting parents during the cost of living crisis. Papers included focus on how early years practitioners can support the care of young children living in poverty, vulnerable pupils in Tanzanian schools, perinatal experiences of homeless women, and fathering and poverty.

Dr Pamela Murray Hopkin from Worcester Business School has been part of a collaborative team of academics and health and education professionals brought together by the **Children's Alliance** to examine the physical health, mental health, educational and economic impacts of the Covid-19 pandemic on children and families. A series of **four reports** published in Summer 2022 set out the fundamental problems facing UK society going forward and present a set of recommendations as to how these problems can be addressed.

GOAL 2: Zero hunger



Professor Mahmut Tor is leading our **Molecular Plant and Microbial Biosciences Research Unit** in a vital programme of research examining interactions

between plants and the pathogens, such as downy mildew, which kill or at the very least reduce the yield of these plants. The programme of research, largely funded by the Biotechnology and Biological Sciences Research Council but also science funders in Turkey and the USA, in particular sets out to understand these interactions at microbial level, exploring the natural defences of the plants and finding ways of enhancing these natural defences.

This work has the potential to develop environmentally and economically low-cost solutions to increasing plant yield with all the positive implications for food security nationally and globally that flow from that. The programme is very much international in nature, with collaborators from the UK, USA, Turkey and China, and globally significant industry partners, from the seed industry as well as from food producers and growers collective. The programme has already made significant progress in identifying the efficacy of bio-pesticides, naturally occurring substances that can kill plant pathogens and bring significant economic, environmental and moral advantages over synthetic chemical plant protection products.

GOAL 3: Good Health and Wellbeing



Researchers across the University are engaged in a wide range of activity focused on health and wellbeing. A significant focus is on severe mental illness:

Researchers in our Mood Disorder Research Group continue to publish experimental studies in collaboration with institutions all over the world which have explored the genetic make-up of bipolar and other mood disorders: for example the group has been part of a global study that has **implicated genetic factors in suicide attempts**. This work will have longer term translational impacts, but the team have also engaged in work that is bringing more immediate benefits to those affected by mood disorders, for example, through its **mood monitoring** which enables people with a mood disorder to better track and understand changes in their mood. Another key area of work within the group is focused on understanding perinatal mental health, in particular risk factors for postpartum psychosis and depression, and on **how midwives and health visitors can better support women** in these contexts.

- Professor Derek Farrell is engaged in a series of projects exploring trauma response and mechanisms

for alleviating these responses. Thus, he is engaged in funded collaborative research with Northumbria University and Veteran organisations examining the experiences of veterans suffering PTSD and loneliness. He is further involved in research funded by the National Institute for Health Research led by Birmingham Community Healthcare NHS Foundation Trust looking at how EMDR therapy can alleviate PTSD symptoms in adults with intellectual disabilities.

Another important strand of our health and wellbeing research is focused on digital health:

- In 2023, the University entered into a collaboration with the Co-Lab, a community-focused digital health innovation hub set up by the Herefordshire and Worcestershire Integrated Care System based in Kidderminster Hospital. The Co-Lab is a physical space where clinicians and local entrepreneurs focused on health and care tech can come together to explore technological solutions to the challenges facing the health and care sector. The University's research team will be working with the Co-Lab to evaluate its overall effectiveness as well the effectiveness of specific technologies and interventions.
- A collaborative project between colleagues in the Three Counties Medical School, Worcester Business School and external partners, was awarded funding from the National Institute for Health and Care Research (NIHR) i4i funding scheme to develop technology to help parents care for babies with complex heart conditions. Babies with complex heart conditions have their first heart surgery in the first few days of life and require several further stages of surgery. They remain fragile after surgery and in the early weeks after discharge home. The paper based Congenital Heart Assessment Tool (CHAT2) was developed to help parents to monitor their baby's condition at home using a traffic light system (red, amber, green) to indicate the need for involvement of healthcare professionals, based on the daily monitoring of their baby's condition and behaviour. Evidence gained from parents' forums and studies about CHAT2 highlighted parental and clinicians' fears about taking sick infants' home from hospital and venturing out into normal life. Additionally, barriers to the success of CHAT2 include the anxieties of parents in managing frequent monitoring and reliable transmission of information. This project developed a prototype mobile application of CHAT2 for smartphones or tablets, that helps these parents to make life saving decisions about their baby wherever they are. Using technology to convey this important information enables immediate

communication with healthcare professionals, and management of the situation more quickly.

Elsewhere, our Biomedical Research Group are engaged in research exploring the development of acute myeloid leukaemia and possible mechanisms to inhibit development; researchers in our Living Well with Long Term Conditions Research Group are involved in a project looking at the quality of life of patients with chronic kidney disease; whilst our pollen researchers have led a study demonstrating that the UK pollen season, and consequently its effect on hay fever sufferers, is being impacted by climate change.

Staff in our Association for Dementia Studies, building on their rich body of research into dementia care, are delivering a range of dementia leadership and education programmes for NHS trusts and housing and care providers across England and Wales. This important work is enhancing the knowledge and skills of health and care professionals and by extension improving the quality of life of thousands of people living with dementia and their families and carers.

GOAL 4: Quality Education



Over the last 12 months, staff from across the University have written and edited books aimed at educators, students and professionals, each with an overarching aim of enhancing educational quality. These include:

- Dr Carla Solvason from the Institute of Education has co-edited a volume targeted at early years' educators, childminders, primary teachers, Tas, and SENCOs which explores the different ways in which educational settings can support parents, whilst benefitting from their wide-ranging knowledge and capabilities: Solvason, Carla and Cliffe, Johanna *Creating Authentic Relationships with Parents of Young Children* Routledge.
- Elsewhere, in the Institute of Education, colleagues have published two guides for Early Years teachers: Howard, Colin and Paige, Rachael (2022) *Essential Guides for Early Career Teachers: Professional Behaviours*. And Williams, Lorna and Howard, Colin (2022) *Essential Guides for Early Career Teachers: Teaching Early Years*, Critical Publishing.
- *Complexity and Values in Nurse Education: Dialogues on Professional Education*. Routledge, edited by Dr Martin Lipscomb from the Three Counties School of Nursing & Midwifery, is a book that invites

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

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

GOAL 5: Gender Equality



Dr Anna Muggeridge, Lecturer in History, is being funded by the British Academy to explore the role of women in local government. This project will rethink our understanding of the impact of enfranchisement on women's politics in Britain, taking a new methodological approach to the historical debate surrounding the difference the vote made to women's lives. It takes a collective biographical approach, centring on the experiences of sixteen women mayors from across England and Wales in the interwar years. These women were involved in political and non-partisan women's organisations on a local level, with their activism taking place exclusively within their communities. Much existing research into women's participation in politics and public life to date has centred on participation at national level, with comparatively limited attention paid to activism at a local level. This project will begin to correct this, revealing the significance of the local to women's politics in this period, and reshaping our understanding of women's activism post-suffrage, which may contribute to overcoming women's low participation rates in politics today.

Dr Muggeridge also worked with Emeritus Professor Maggie Andrews on a Leverhulme Trust funded project examining the role of Lady Denman in

the women's movement in the first half of the twentieth century. Both these projects are part of a longstanding focus in our Department of History on gender politics in the 20th century.

Researchers in our Interpersonal Relationships and Wellbeing Research Group have published a number of outputs in the last 12 months focused on domestic violence and abuse, including studies examining the professional Quality of Life of domestic and sexual violence advocates; peer mentoring among survivors of abuse with disabilities or multiple disadvantages; and improving the 'victim journey' when reporting domestic abuse cyberstalking to the police.

GOAL 6: Clean Water and Sanitation



Doctoral researchers in our School of Science and Environment are engaged in projects which examine different aspects of water quality. Holly Roberts supervised by Dr Kate Ashbrook and Dr Duncan Westbury is engaged in a comparison of microplastic pollution levels and aquatic invertebrate ingestion in UK lakes; whilst Amritha Nair, supervised by Dr Fleur Visser and Professor Ian Maddock, is mapping plant stress in submerged aquatic vegetation using very-high and ultra-high resolution multi-spectral imagery. Both projects have the potential to enable the protection and restoration of water-related ecosystems and build on a longstanding body of research.

GOAL 8: Decent Work and Economic Growth



Worcester Business School is working with Worcestershire County Council to deliver the EDRF-funded "Enterprising Worcestershire Start-Up and High Growth Start-Up Support Programme" (£1.076m). Specifically, the Business School has run a pre-start up business programme, EnRich, from summer 2021 to 2023, focused on young people in Worcestershire who want to start a business or are self-employed. Attendees are recruited from the local FE and Sixth form Colleges, universities, job centres and charities. The course is delivered by experts who run their own SMEs and provides 12 hours of free training to develop skills and knowledge prior to starting a business. Areas covered include planning a viable business, legal structures, funding, sales and

marketing, and developing an entrepreneurial mindset. Forty-eight pre-start individuals were supported through the programme over the 2-year period.

GOAL 10: Reduced Inequalities



Researchers in our Social Pedagogy Research Group, led by Dr Carla Solvason and Dr Alison Prowle, are working with Blaenau Gwent Disability Services on a longitudinal project that seeks to better understand the support provided by Blaenau Gwent for children and young people with a range of disabilities, at various phases during their lives. Data will be collected at regular intervals across a five-year period, with four groups of children aged 14, 17, 20 and 23 at the start of the research. The aim of the project is to create a picture of the child's support experience across their transition from teenager to adult and to provide recommendations for the future development of the service. The project also has the potential to feed into disability services elsewhere in the UK.

Dr Peter Unwin is engaging in a programme of research and knowledge exchange focused on the lived experience of Gypsy, Roma and Traveller (GRT) communities of health and social services. One strand of this programme, funded by the NHS Race and Health Observatory, set out to identify best practice in mental health prevention in GRT communities and to co-develop with these communities culturally-competent support systems. The project was completed in March 2023 and will report on its findings and set out its recommendations for mental health services in the coming months.

Dr Unwin has also been working with Worcestershire County Council, funded by the West Midlands Social Work Partnership, to develop training and development to support best practice in social work within public, educational and voluntary sector organisations. This training is now available as an online package for organisations across the West Midlands and wider UK.

Researchers from across three of our Research Groups (Inclusive Sport & Physical Activity, Coaching and Performance, Interpersonal Relationships and Wellbeing) have been contracted by the British Legion to evaluate the 2023 Invictus Games in Dusseldorf.

The research focuses on the British team which for Düsseldorf Games will comprise of 59 competitors, 6 reserves, 11 lead coaches and a number of support staff, assistant coaches, ambassadors and medical personnel. More specifically, the project will

focus on the experiences of three key groups:

- Competitors – exploring how the competitors' mental health and wellbeing will have been impacted by their Invictus Games experience and how their identity will have been shaped;
- Families – understanding how families are impacted by the competitors' injury and their recovery journey; and how they support the recovery journey of the competitors;
- Coaches – investigating how coaches are supported to facilitate the most valuable recovery environments possible and how they balance their roles supporting performance and aiding recovery.

As the evaluation's timeframe goes beyond the Düsseldorf Games in September, the project will continue for a further 18 months to help understand the longer-term impact of involvement with the Invictus Games programme as a whole.

GOAL 11: Sustainable Cities and Communities



Our Association for Dementia Studies (ADS) are involved in two long term programmes of research and implementation which strive to create sustainable community-based approaches to improving the lives of people living with dementia and their families and carers.

The Dementia Meeting Centre Programme began in 2014 through a project funded by the Economic and Social Research Council which explored the efficacy of the Dutch Meeting Centre model in a UK context. Meeting Centres are a community-based support system for people living with dementia and their families and carers. The project showed the model brought significant benefits for people recently diagnosed with dementia, including reducing the use of anti-psychotics, and for those around them. Research into Meetings Centres has continued with the team completing an NIHR-funded project in 2023 which examined the sustainability of the Meeting Centre model and the team has been awarded further NIHR funding to explore food interventions in community-based support systems.

Alongside the research, the team has been supporting organisations to implement meetings centres. ADS is working with Worcestershire County Council to roll out 9 centres across the county, whilst in Scotland the meeting centre model is highlighted as part of the National Dementia Strategy. At the time of writing there are over 50 Meeting Centres

in the UK and many more internationally.

ADS is also involved in a programme of research focused on Housing and Dementia. It hosts the Housing and Dementia Research Consortium (HDRC), a membership group of organisations and individuals who are committed to research and knowledge exchange focusing on 'what works' for people living with dementia in housing and care settings. It has been funded by the NIHR School for Social Care. Most recently, it has engaged in a project, DemECH, which set out to explore the best model for supporting people with dementia in Extra Care Housing (ECH). Extra Care Housing is an increasingly popular form of housing for older people, often as a preferred alternative to a care home. Many people appreciate the independence that having their own apartment within an Extra Care Housing scheme can offer, while also being able to access help and support, enjoying opportunities for social interaction and feeling safe. 20% of people in ECH are diagnosed with dementia, so there is a real need to understand how this model can best support people living with dementia.

GOAL 13: Climate Action



An apparent consequence of global warming, flooding has become a major issue across the UK and nowhere more than in Worcestershire and the wider Severn catchment area. Researchers in our Sustainable Environment Research Group, led by Professor Ian Maddock, are exploring how to strengthen resilience and adaptive capacity to this climate-related hazard through Natural Flood Management (NFM). NFM as the name suggests involves a variety of approaches such as creating natural dams, tree planting and allowing low lying land to flood upstream. This important work, undertaken in partnership with DEFRA, the Environment Agency and local authorities is also relevant to **GOAL 6: Clean Water and Sanitation**, as flooding has significant impacts on water quality.

Climate change alongside land use change is also driving forward the substantial loss of habitats and species. Underpinning the long-term existence and sustainability of many terrestrial and aquatic ecosystems is the appropriate conservation and management of habitats and species, including non-native invasive species. Further research in the Sustainable Environment Research Group is focused on: species modelling to inform the conservation management of vulnerable bee species in collaboration with the Bumblebee Conservation Trust; modelling to investigate and mitigate the dispersal of non-native species, developing habitat creation options

under agri-environment schemes, and investigating wild boar ecology and human interactions/conflicts.

The University' has engaged in research into the identification and dispersion of pollen and other aeroallergens for close to 30 years. This research has helped to develop an increasingly effective and detailed daily pollen forecast for the UK, delivered in partnership with the Met Office, but has also informed forecasting across Europe, feeding into the Copernicus Atmospheric Monitoring Service, a cross-European portal for information related to air pollution and health, solar energy, greenhouse gases and climate forcing.

The University has been involved in a series of initiatives to engage public and community with the impacts of climate change:

- The University's City Campus, Art House and the Hive hosted artworks as part of the 'Watermark' exhibition; dedicated to those around the world affected by flooding, rising sea levels and loss of habitat. The exhibition was held at five locations across the city from January 2023 through to June. Watermark revealed how artists have responded to the element of water, how they have picked the urgent concerns of rising levels, flooding, drought, and invited visitors to reflect on their own relationship with the element. In collaboration with Meadow Arts, the university's Fine Art department hosted a number of talks with many of the exhibiting artists during this period.
- Worcester Open Climate Change Edition 2023: The University of Worcester worked collaboratively with Pitt Studio to showcase a multi-venue project, sponsored by Meadow Arts, on water and flooding as environmental markers of climate change.

GOAL 14: Life Below Water



Sea Change is the latest project of the International Centre for the Picture Book in Society based at the University of Worcester's Illustration department. The project is based upon an international call out to artists from around the world in response to the threat our oceans and seas face, to form a collection of ideas, concerns, hopes and imagination. These responses then form the basis of an exhibition which will tour the world and also be the basis for inter-generational arts -based workshops provided to schools, colleges and communities.

Sea Change is aligned to the United Nations Decade on Ecosystem Restoration -a rallying call for the

protection and revival of ecosystems all around the world, for the benefit of people and nature. It aims to halt the degradation of ecosystems and restore them to achieve global goals. The UN Decade runs from 2021 through 2030, which is also the deadline for the Sustainable Development Goals and the timeline scientists have identified as the last chance to prevent catastrophic climate change. Sea Change sets out to be an agent of ocean literacy, a vital component in the successful implementation of SDG14.

GOAL 15: Life on Land



Research, led by Dr Duncan Westbury, focused on the effective use of eco-system services in fruit production has continued in 2022/23. Eco-system services describe the "services" that nature itself provides primarily through pollination and pest regulation. Outputs from projects co-funded by the University, Waitrose & Partners and fruit growers have been published which show how habitat interventions, in particular the use of wildflower strips, enhance natural pest regulation services in Spanish citrus orchards and enable sustainable production of sweet cherries by maximising benefits from ecosystem services.

GOAL 16: Peace, Justice and Strong Institutions



Professor Suzanne Schwarz, Professor of African History, is part of an international team from Canada, France and the UK that is using new research methodologies to trace the origins and experiences of individuals in the African diaspora. This multidisciplinary digital humanities project draws on a vast array of original sources from Africa and the Americas to trace fragments of evidence that shed new light on the cultural identities of Africans from the era of the transatlantic slave trade. Professor Schwarz's research on tracing the testimonies and life stories of Africans released at Freetown in Sierra Leone in the early nineteenth century is an integral part of the project. Archival sources held in the Sierra Leone Public Archives (and currently undergoing digital preservation through a British Library Endangered Archives project led by Schwarz) include reference to the ethnonyms used to describe Africans uprooted and displaced by the trade, thereby shedding light on aspects of their origins and identities.

GOAL 17: Partnerships to achieve the Goal



Our Sustainable Environments Research Group has longstanding partnerships with charities, NGOs and government agencies in Central Africa, in particular Malawi and Ethiopia, which set out to enable subsistence farmers to live sustainably whilst maintaining and enhancing the catchment-wetland ecosystems which they farm. These partners including Tiyeni, Self Help Africa, Wetland Action, the Ethio-Wetlands and Natural Resources Association and the Ethiopian Government's Environment, Forest and Climate Change Commission,

This Research Group has embarked on a new project, led by Professors Alan Dixon and Ian Maddock, to explore how anticipatory action can reduce disaster risk in the Global South. The project focused specifically on Nepal involves collaboration with Nepal Flying Labs, a non-profit social enterprise, and Naxa, a Geo-ICT tech consulting firm, both based in Nepal. Over one billion people worldwide live in countries that lack the resilience to adapt to the environmental changes they are expected to face between now and 2050. This resilience is both a function of the environment of a specific location but also the socio-economic and political context of that place, and hence why there is growing urgency to integrate a more holistic understanding of risk, vulnerability and resilience into hazard and disaster management planning. A key challenge to adopting such an approach is how to ensure the quality of the data that informs our assessment of place-specific environmental and socio-economic risks. The use of remote sensing imagery in assessing proximity to hazards, for example, has often been limited by poor spatial resolution that is not sufficient to accurately delineate individual households. This results in risk assessments only being applied at the whole community level, even though vulnerability will vary by household, depending on physical and socio-economic factors. Meanwhile, the use of UAVs for environmental monitoring and mapping has seen exponential growth in recent years and this has led to a revolution in the assessment of physical hazards. UAVs offer a much higher spatial resolution alternative to satellite imagery that can allow the delineation of individual households, while their ease of use and ability to generate bespoke flights that match locational and time critical needs could drive significant advances in the resolution and therefore accuracy of hazard mapping and risk assessment. They also offer significant potential to democratise data collection and analysis, thereby enhancing the capacity of local users to take ownership over their own disaster risk assessment.

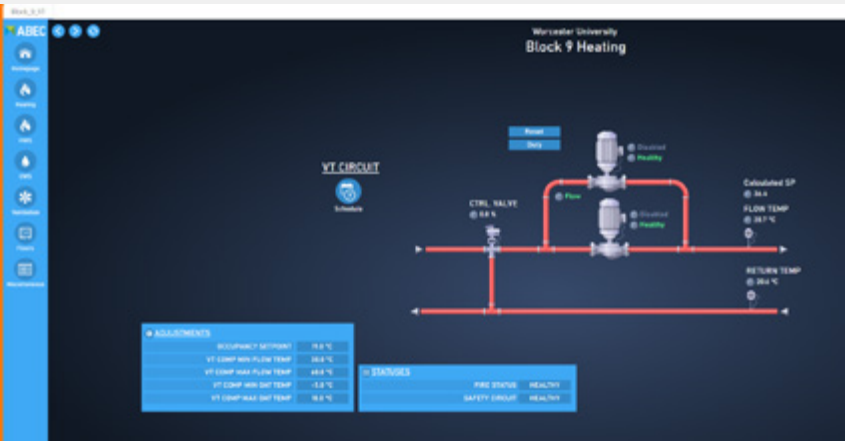
CASE STUDIES



University Makes Cost and Environmental Savings with Support from Worcestershire’s Public-Sector Energy Efficiency Programme (PEEP)

The University received a PEEP grant of circa £163k against a total project cost of £407,614, with the installation of smart lighting (LED) costing £168k and the BMS installation representing circa £240k of the overall cost. The lighting installation was across two of our largest buildings on our main St John’s Campus and we are expecting carbon savings of 23 tonnes and 76,000 kilowatt hours (kWh) per annum from the LED project alone.

This project allowed the University to bring the management systems in older buildings, particularly the heat decarbonisation aspect, up to the level of campus buildings that are newer and better equipped. As a result of the BMS project, the University will see carbon savings of 83 tonnes per annum and annual savings of £42.4k on energy bills, producing a payback period of 5.1 years, with an annual saving of 396,000 kWh.



SDG Teach in

The SDG Teach In campaign calls on all types of educators to pledge to include the UN Sustainable Development Goals into their teaching, training, learning and assessments throughout the month (and beyond!). In 2023 at Worcester we had 2546 students (24.6% of the student body) and 20 educators participating and we were again ranked 10th overall for number of educators participating. In 2023 we improved to be 8th overall and 10th in the number of students reached.

<https://www.sos-uk.org/project/global-goals-teach-in>



HEALTH AND WELLBEING

There were many initiatives on campus during 2022-23 to support student and staff mental wellbeing, including creating a bird watching walk, increased wildflower meadow planting, increased counselling services and pop-up events including potting and distributing free house and chilli plants. Students led some of these projects <https://worcesterstudentlife.com/2022/05/05/birdwatching-for-wellbeing/>

On 10 February 2023, Lord Victor Adebowale CBE featured in the panel of the **Air Quality Debate**, hosted during the University’s Go Green Week & chaired by the University’s Vice Chancellor and Chief Executive, Professor David Green, CBE, DL. Throughout this debate, members of Worcestershire Regulatory Services spoke with NHS representatives about what is being done to protect students’ health. Appointed as Chair of the NHS Confederation in 2020, Lord Adebowale has worked with schools, associations and trusts across the country to advocate for better healthcare.

Advice and tips for students struggling with the cost-of-living crisis. Food prices, cheap and accessible food, and energy saving tips created for students struggling through the cost-of-living crisis. Digital creatives went out to find cheaper options and more varieties of accessing food for students working with a budget or struggling to make meals. This included looking at prices at different supermarkets, promoting the ‘Too Good To Go’ app, and the Community Cupboard on campus where students can donate food for others to take what they need. An energy saving tips article was also written to help students reduce energy usage for cheaper and more sustainable solutions, and essentially reducing their energy bills in the future.

<https://susthingsout.com/worcester-food-shop-price-comparison/>

<https://susthingsout.com/cost-of-living-energy-saving-tips-for-students/>

<https://susthingsout.com/too-good-to-go-fighting-food-waste-and-climate-change-2/>



BIODIVERSITY

University students volunteered to go litter-picking across and around the St Johns campus during the 2023 Go Green Week. University students gathered at the Severn Gate entrance, and collected discarded litter from the surrounding areas and on the University Campus. This work helped students clean up and take responsibility for the local wildlife, as well as dispose of the litter appropriately. Students, including those studying on the University’s Environmental Management and Sustainability course, along with staff, have sowed wildflower seeds on land at the University’s St John’s Campus. It is hoped that this meadow and other existing wildflower sites created on campus will play a part in addressing the biodiversity crisis.



University of Worcester Pledges Action on Biodiversity Decline

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

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



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

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

A third-year student ran a bird-drawing workshop using blank postcards at the start of the annual Go Green Week. The workshop allowed students to wind-down and be creative, while discussing different bird species local to Worcester and the University campus.



COMMUNITY INVOLVEMENT

The Solar Butterfly visited Cathedral Square as part of its self-sustainable world tour. The Solar Butterfly started as a project at an engineering University in Switzerland, originally created by Louis Palmer – the first man to circumnavigate the globe in a self-sustainable car, powered by one solar panel on the roof. The Butterfly visited Worcester and the St John’s campus to promote sustainable travel, and to gather 1000 environmental pioneers with ideas for the COP30 2025 conference for climate change.

“It was only some time ago that somebody with wings ran down the hill and flew the first few metres. 100 years later, an airplane crosses the Atlantic with 250 people inside. So if you think of that, we are now with our wings and trying to run down the hill. What is in 100 years time, I don’t know.”

Patrick Heini
Solar Butterfly Driver and Technician



For further details and to see more photographs please click on the link:
<https://susthingsout.com/the-solarbutterfly-a-self-sustainable-world-tour/>



FOOD

Our Sustainable Restaurant Association certification was maintained at the highest rating 3 star. The Worcester Foodbank was chosen as the University’s Charity of the Year partner through a staff vote, which saw many hundreds of colleagues participate in an online poll. Worcester Foodbank provides emergency food and support to local people and fed over 11,000 people last year. It is part of a nationwide network of foodbanks, supported by The Trussell Trust, working to combat poverty and hunger across the UK. The cost of living is putting pressure on foodbanks and their users - foodbank networks have reported increased demand and falling food donations.

Community Cupboard

The Students’ Union accepted donations for their Community Cupboard. These donations of toiletries and non-perishable food and drink are warmly welcomed to help provide free items to students.



Worcester Foodbank Selected as University’s Charity of the Year



Staff and students with a collection for Worcester Foodbank on campus

Worcester Foodbank provides emergency food and support to local people and fed over 11,000 people last year.



FAIRTRADE



The University of Worcester has held Fairtrade status since 2008, and is reaccredited until June 2025. Our Fairtrade promotions and campaigning work has expanded this year with more pop-up stands at events including Welcome fairs and societies events and more.

Sessions of Fifteen Minutes of Fairtrade Fun, our ‘toolbox’ training sessions. These have been provided for staff and students alike, as well as offered to the local community. In addition, to keep the profile of Fairtrade in people’s minds, some tables in our Student Union area were covered with a QR code giving easy access to the Fairtrade website and we sent around comms to all staff and students, as part of a prize draw, to remind them to consider buying Fairtrade.



In April 2023 we organised a Fairtrade Easter chocolate giveaway! We asked students and staff, via the Daily Update, to enter a draw to win a Fairtrade Easter Egg (to enter the draw we asked them a few impact questions about Fairtrade). Not only were they enjoying delicious chocolate, but they were helping to make a positive impact on the lives of others. Here is one of our winners, Namratha Maddirala:-



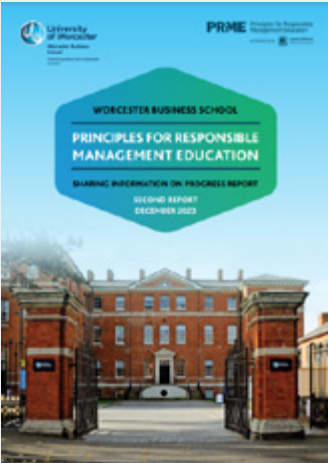


BUSINESS EDUCATION

The Principles for Responsible Management Education (PRME) is a United Nations supported initiative that offers business schools a platform to raise the profile of responsibility, sustainability, and ethics within management education. It offers a challenge to enhance their contributions to the Sustainable Development Goals through the formal and informal curricula, research, partnerships, and operations.

Worcester Business School through this initiative equips future leaders and managers with the skills, attributes and values that enable them to make the responsible personal and professional decisions required to advance sustainable development.

They achieved accreditation in December 2021, publishing their first report, this was followed in December 2023 which highlighted their progress in creating sustainable environmental, social, and economic values for their students, staff, and wider stakeholder communities.



Affordable and clean energy

In Spring 2023 the University completed the redevelopment of a 1960s former printing press into a new state-of-the-art medical school. The Elizabeth Garrett Anderson building, based on Severn Campus, is the second building to be redeveloped into an energy efficient, all-electric building by the University (the first being our Art House).

Upon completion of redevelopment, the Elizabeth Garrett Anderson building received an energy performance rating of A, and achieved the Gold standard against the Royal Institution of Chartered Surveyors’ SKA framework - an environmental assessment method used to determine the sustainability of refurbishment projects.

The Elizabeth Garrett Anderson building is home to a combination of measures that make it a leading example of how energy efficiency can be prioritised as part of redevelopment projects. With high levels of insulation,

energy-saving lighting, double-glazed windows, and smart building control – energy demand reduction was designed in at the onset. The building also has over 60 solar panels mounted on its roof generating renewable electricity fed directly into the building to power lighting, equipment, and the building’s low-carbon heating system, made up of air source heat pumps. At handover, it was predicted that the building would consume an average 285,000 kWh per year, and of this the solar system would supply 22,057 kWh – equivalent to 8%.



Industry, Innovation and Infrastructure

The University has been working in partnership with key organisations in Worcester to help develop a heat network for the city centre.

Worcester City Council has been given almost a quarter of a million pounds by the DES and Net Zero to develop plans to start using the River Severn to heat parts of the city centre.

The idea is to develop a new underground ‘heat network’ which would distribute hot water to help heat older buildings, including homes and businesses in Worcester city centre using power generated by the River Severn.

The ‘heat network’ could power all of the University of Worcester’s buildings as well as those owned by Worcester City Council, Sanctuary Housing’s head office and a number of other buildings in the city centre.

Worcester City Council and Worcestershire County Council would contribute £5,000 each towards the plan with the Worcestershire Local Enterprise Partnership (LEP) putting aside £40,000 and the University of Worcester providing £10,000.



Responsible Consumption and Production

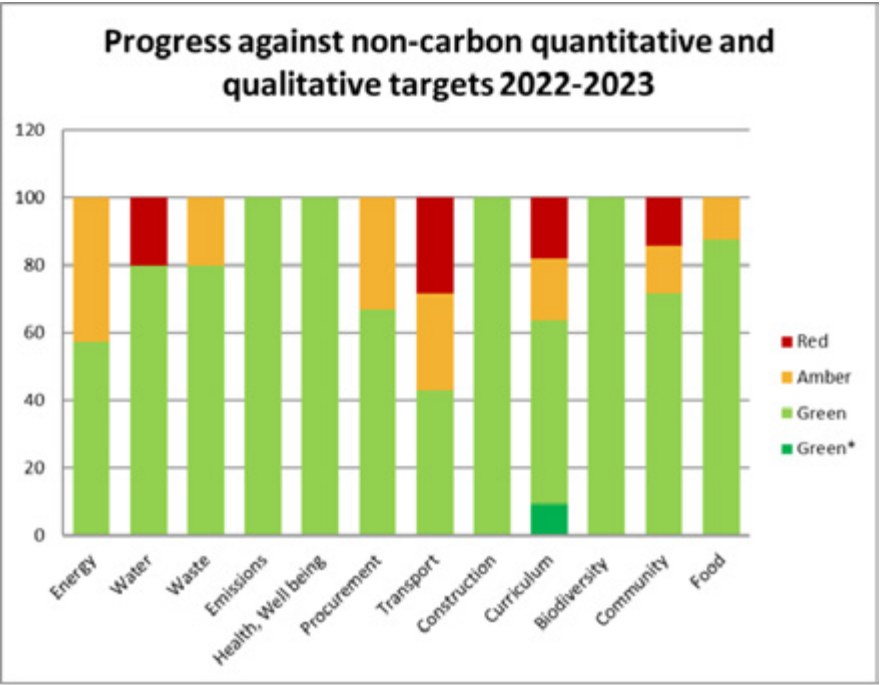
In 2023 we started running Repair Cafés, inviting staff, students and members of the community to bring their items for repair. This helps to reduce waste by helping to get things back in working order. We are delighted to say it’s been **really successful**.



REPORTING ON OUR ANNUAL KEY TARGETS

Progress Against 2022-23 Targets

Our performance against each target is represented as follows:
RED = did not meet target
AMBER = partially met target
GREEN = met target
GREEN * = exceeded target



Target	Progress	Performance
ENERGY	Emissions from electricity increased by 3.5% from 2021-22; significant reduction of 34% against baseline, with an average 8.5% reduction pa.	GREEN
Theme 3: Mitigation, adaptation, and resource efficiency	Emissions from gas decreased by 25% between 2021-22 and 2022-23; reduction of 18.7% against baseline, with an average 4.7% reduction pa.	AMBER
	Reduce natural gas consumption by 8.4% per annum from a 2018/19 baseline of 9,692 MWh	AMBER
	Reduce electricity consumption by 1.7% per annum from a 2018/19 baseline of 5,465 MWh	GREEN★
	Reduce energy intensity by 5.9% per annum, from a 2018/19 baseline of 162 kWh/m2.yr	GREEN★
	Install the £1m PEEP Building Management System and PV projects by March 2023.	AMBER

Review Heat Networks study and consider applying for Project Development Plan funding from BEIS for next stage of installing a heat network for 3 main campuses by Summer 2023.	Next stage full DPD City-wide Heat Network proposal approved by HNDU led by Worcester City Council. Consultants being procured with a start date of Autumn 2023	GREEN
Investigate upgrading current PV arrays for more efficient panels on Arena/Woodbury to increase our renewable electricity generation capacity by December 2022.	Discussed in Sep 22 ENCOM. Degradation of current panels, not a huge trend in annual reads. General sector estimates are a 0.5-1% reduction in kWh generated per year, so still running at 80-90% efficiency after 20 years estimated life span. The focus would be adding new PV arrays to other roofs, rather than upgrading current panels, at least until end of life. Suggest removing as a target or replacing with a general goal of more PV installations.	N/A
Run Student Switch Off in halls to encourage students to save energy and water. Increase student participation in Student Switch Off to pre Covid levels (487 students - 54% Of 902 residents)	The second campaign ran in Halls in February 2023. For the first national campaign Worcester was a prize winner. Pizza party onsite outdoor pizza oven as a prize for the winning hall saving most energy.	GREEN

	Target	Progress	Performance
WATER Theme 3: Mitigation, adaptation, and resource efficiency  	Reduce emissions from water consumption by 2.5% per annum, from a 2018-19 baseline of 22.6 tCO2e.	Emissions from water increased by 57% from 2021-22; reduction of 51% against baseline, with an average 12.75% reduction pa	GREEN★
	Reduce water consumption by 2.7% per annum, from a 2018/19 baseline of 60,267 m3	Water consumption has increased by 5.4% from baseline figure, with an average 1.34% increase pa	RED
	Reduce water intensity by 2.7% per annum, from a 2018/19 baseline of 0.74 m3/m2.yr	Water intensity has decreased by 2.7% from baseline figure, with an average 0.68% reduction pa	RED
	Continue to implement recommendations from water audit reports including reducing shower flow rates, installing low flush toilets and displacement devices, installing manual flush on urinals, and reducing hand basin tap flow rates.	Water saving opportunities are implemented as part of ongoing planned maintenance	GREEN
	Install drinking water fountains for students and staff in any new academic buildings brought into occupation in 2022-2023.	Water coolers are located on every floor in the newly refurbished Elizabeth Garrett Anderson building	GREEN

	Target	Progress	Performance
WASTE MANAGEMENT Theme 3: Mitigation, adaptation, and resource efficiency  	Reduce emissions from waste (excluding construction waste) by 5% per annum from a 2018/19 baseline of 9.1 tCO2e	No change from 2021-22; reduction of 34% against baseline, with an average 8.5% reduction pa	GREEN★
	Review the disposal of mattresses and change the supplier of mattresses to ones which can be recycled by summer 2023	Not been achieved despite attempts to engage with suppliers. Breaking down of the materials is proving to be expensive and not cost-effective for suppliers.	RED
	Increase the number of British Heart Foundation bags donated to 300 bags by 31st July 2023.	Over 600 bags collected in 2022-23.	GREEN★
	Investigate expanding the Platform Housing – White Bags recycling scheme with more social housing residents and/or Worcester City Council tenants, by July 2023.	Platform are using the third iteration of bags with their tenants. Worcester City Council undertaking door knock campaign on local street next to University in September 2023.	GREEN
	Investigate relocating Worcester Repair Café regular workshops to the SU October 2022.	Repair Café pilot in SU on Saturday 25th February. A very successful event, despite limited marketing. Agreed to do two annual events, semester 1&2.	GREEN

	Target	Progress	Performance
EMISSIONS AND DISCHARGES Theme 3: Mitigation, adaptation, and resource efficiency 	Maintain fugitive F Gas emissions to under 10 tCO2e annually.	Emissions from F-gas leaks decreased from 12 tCO2e in 2021/22 to 3 tCO2e in 2022/23.	GREEN
	Do additional promotion of pollution awareness-raising including annual spill test drill by May 2023	Staff are allocated spill prevention training via the safety hub staff portal, records are kept with HR; training must be completed by end of March 23.	GREEN

	Target	Progress	Performance
SUSTAINABLE PROCUREMENT Theme 4: Global sustainability ethics   	Reduce emissions from procurement by 5% per annum, from a 2018/19 baseline of 18,701 tCO2e	Increased by 11% from 2021-22; increase of 59% against baseline, with an average 14.75% increase pa. Please note that capital spend has been significantly higher across 2021-22 and 2022-23 than previous years. Moving forward, the University will report on emissions associated with CAPEX and OPEX separately	AMBER
	Embed sustainable procurement and Fairtrade in 2 new PG modules BMGT4311 (Managing Logistics and the Supply Chain) and BMG4312 (Contract and Procurement) in 2022-23	BMGT4311 - Green logistics and sustainable supply chains are a core theme of the module. The module is mapped to SDGs 8, 10, 12 and 13. The assignment focuses on sustainable solutions to maximise efficiency of a green supply chain strategy. BMGT4312 - sustainable and socially responsible procurement is a core theme of the module. This includes the application of social and sustainable thinking for contract creation, the development of ethical mandates through ESG decision making, the use of Fairtrade within globalised trading systems and the achievement of social value delivery to ensure fairness and equity. BMGT4312 is mapped to SDGs 8 and 12. 22/9/23 Modules delivered in 2022-23 with planned sustainability enhancements.	GREEN
	Further highlight sustainable consumption in the student led environmental consultancy project offering to be rolled out in 2022-23.	Sustainable procurement of energy (as well as its consumption) emerged as a key opportunity to develop sustainable business practices in the pilot student-led consultancy project. The utilisation of natural, social, and economic capitals forms the focus of the project offering rolled out in semester 1. The project offering will be further rolled out in semester 2 and in 2023-24. The project is being disseminated through a journal article (accepted, awaiting publication), conferences (September 2022 and February 2023) and a book chapter (publication due 2023-24). 22/9/23 Pilot Student-led Consultancy project completed and disseminated via 2 conferences, a journal article, and a book chapter. Second project completed. Discussions ongoing to extend project further.	GREEN

	Target	Progress	Performance
TRANSPORT Theme 3: Mitigation, adaptation, and resource efficiency   	5% reduction tCO2e emissions from daily staff and students' commuting to university by 2030 from a baseline 2018/19 of 8,190 tCO2e	Emissions from commuting decreased by 2% from 2021-22; reduction of 48% against baseline, with an average 12% reduction pa.	RED
	Fleet and Business Travel targets	Emissions from business travel increased by 180% from 2021-22; reduction of 56% against baseline, with an average 14% reduction pa.	GREEN
	100% reduction in the tCO2e emissions from business travel by hire car 2030 from a baseline 2018/19 of 49.5 tCO2e 100% reduction in the tCO2e emissions from fleet vehicles by 2030 from a baseline 20018/19 of 42.4 tCO2e		
	Conduct student and staff travel surveys on travel habits in 2022-2023.	Deficient numbers for staff (315) and student (182) travel surveys. Campaign on campus and social media to increase uptake are underway to arrive at effective response rates.	AMBER
	Implement Sojo UK behaviour change transport App pilot by December 2022.	Sojo launched in Worcester with local businesses signed up. Walking and Cycling being targeted	GREEN
	Participate in the new Air Quality working Groups to establish a Worcestershire wide Air Quality Action Plan by September 2023	Successful debate chaired by VC held in Go Green Week. Inputting directly into Worcestershire Air Quality Action plan.	GREEN
	Reintroduce car share promotion to students and staff by Easter 2023	Worcester City Car Club request to have cars on Severn Campus, paper to UEB, Autumn 2023	AMBER
	Target	Progress	Performance
BIODIVERSITY Theme 3: Mitigation, adaptation, and resource efficiency 	Implement the Strategic Biodiversity Management Plan	The plan consists of numerous ongoing deliverables which are actioned through the Strategic Biodiversity Management Group.	GREEN
	Deliver a further 650m2 of botanically enhanced grassland habitat by April 2023	Funding successfully secured from Natural Networks scheme and Elgar Meadow established March 2023.	GREEN
	Establish a further 700m2 of cornfield annuals by April 2023	Funding successfully secured from Natural Networks scheme and area sown April 2023.	GREEN
	Develop two new areas for woodland flora under existing tree canopies totalling 950m2 by April 2023	Funding successfully secured from Natural Networks scheme and area planted February 2023.	GREEN
	Install an additional 12 bird boxes and four bat boxes by April 2023	Funding successfully secured from Natural Networks scheme and boxes to be installed by November 2023.	GREEN

	Target	Progress	Performance
COMMUNITY INVOLVEMENT Theme 1: Promoting sustainability, social responsibility, and wellbeing   	Increase number of Green Impact teams to 18 in 2022-23 across all sites	Currently 15 Teams working on projects.	AMBER
	Increase the student awareness of the University's sustainability activities from (baseline year 2016-17 47%) to 68% by 2022	Deficient numbers for staff (315) and student (182) travel surveys. Campaign on campus and social media to increase uptake are underway to arrive at effective response rates.	RED
	Work closely with and support student societies and the SU sustainability network to raise awareness on sustainability and social justice issues	Sustainability network, nature society and gardening and allotment society have committee members. Green checklist completed by 5 societies/Sports Clubs	GREEN
	Recruit 2 additional student Digital Creative part-time posts to help publish and promote www.susthingsout.com and increase readership by 5% from July 2022 baseline by July 2023	6 students were recruited 2, 3rd years will leave this year. Looking to create additional posts for alumni to work to reach this audience and assist with continuity. 'Live Brief' in semester 2 with student cohort to increase readership planned.	GREEN
	Report on sustainability issues regularly to the University Community Forum	Community Forum receives regular reports on sustainability which are well received.	GREEN
	Promote collaborative working within UW and with Worcestershire and Worcester City Councils and other 3rd sector organisations. Coordinate regular meetings and actively seek out initiatives where resources can be shared	The University actively promotes collaborative cross sector working and has helped facilitate this across Worcestershire.	GREEN
	Extend EcoHousing pilot for a further 12 months with 2 national Housing Associations and Loreus to assist them to embed ISO 14001:2015 in their organisations	Sanctuary and Platform Housing associations continue to work with the University. The three organisations are looking at more collaborations in sustainability including Carbon Literacy training and other shared interest topics.	GREEN

	Target	Progress	Performance
FOOD Theme 4: Global sustainability ethics, partnerships, and leadership    	Retain Sustainable Restaurant Association 3-star certification	Achieved 3-star rating in 2022-2023 with 71%, will re-submit to renew accreditation in Dec this year for 2024-2025	GREEN
	Retain MSC status	Achieved	GREEN
	Retain Fairtrade Status in June 2023	Activities took place on Campus and at The Hive, policy and action plan updated and Annual Report created, FT step, table and banner purchased and in. Result issued on 10 July where our status was confirmed with an increase to 2 stars. Fairtrade food items within the shop are all clearly labelled with a larger Fairtrade shelf label. Over Fairtrade fortnight ran a sample session of Fairtrade items to customers within Made & displayed all fairtrade products available in catering/retail outlets at Uni. Need to keep up momentum on activities and promotion of FT.	GREEN
	Review implement, measure and report on the defined key performance indicators outlined in the catering contract covering reducing negative environmental impacts, promote positive societal and ethical impacts associated with food products and services.	We use Too Good To Go to ensure our waste at the end of a day can be kept to a minimum & use Olio for a weekly collection to ensure any waste left on a Friday is taken & used up within the community.	GREEN
	Continue to promote Food bank collections amongst students and staff to support people struggling to feed themselves.	SU community cupboard now received over £900 of donations since launch in November 2022. SU also hosted foodbank collection in December split 50/50 between Worcester Foodbank and the community cupboard.	GREEN
	Establish a 'Social Kitchen' where our Head Chef teaches students how to cook plant-based meals in a workshop format.	We offer a monthly cooking session out to students or student groups to come and work with Head Chef to learn how to cook a meal.	GREEN
	https://www.sueatablelife.eu/en/cookbook/index.html Promote our sustainable hospitality using plant based One Planet Plate recipes	Over Go Green Week, used recipes from SRA to promote plant-based dishes	GREEN
	Consider using One Planet Plate as a template for shop based 'make your own meal' promotions, creating UW meal prep boxes.	Project has changed slightly to include Social Kitchen due to maternity leave to ensure continuity. Initial meeting held.	AMBER

CARBON TARGETS



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

Direct Emissions (Scopes 1&2)

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

Scope 1 includes emissions from:

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

Scope 2 includes emissions from:

- Purchased electricity.

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

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

1. Absolute carbon emissions

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

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

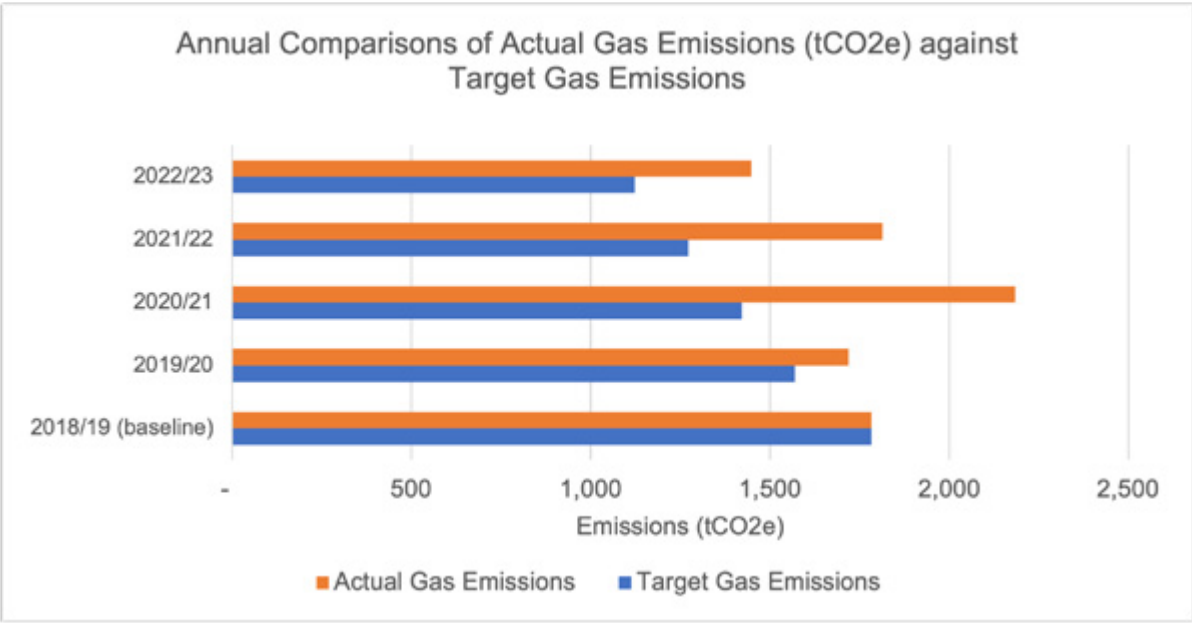
2018/19	2021/22	2022/23
3230 tCO2e	2754 tCO2e	2409 tCO2e

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

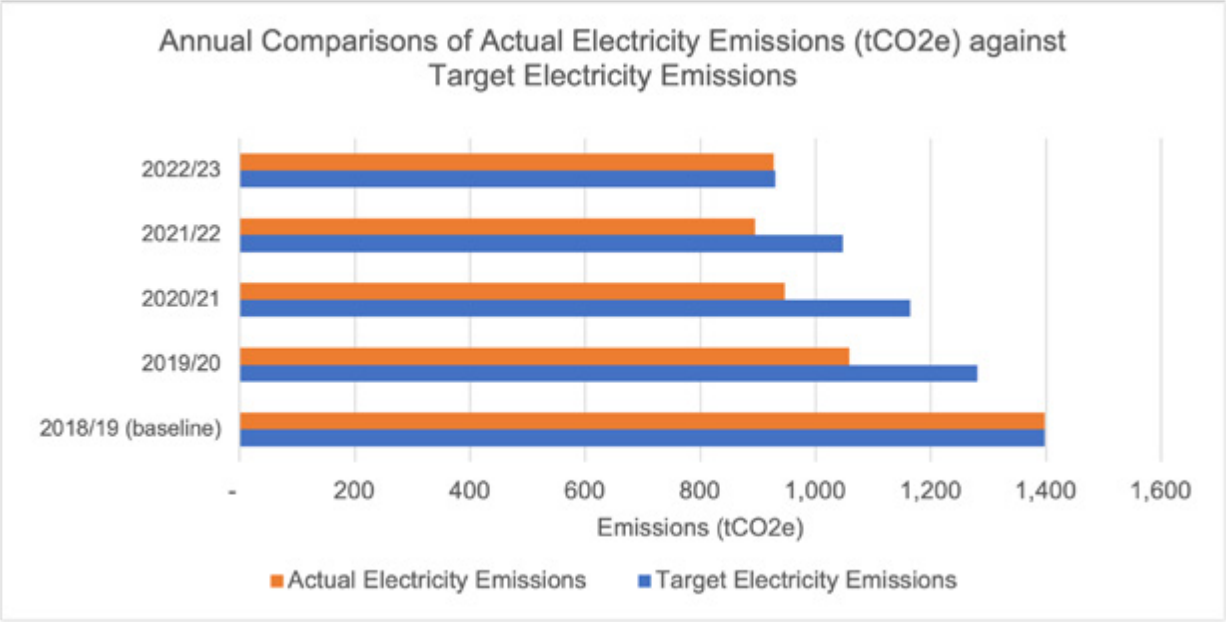
This year-on-year decrease is significant and represents the effectiveness of the newly revised policy, however it is important to also consider this emission saving in the context of the Covid-19 pandemic which resulted in exceptionally high gas consumption due to ventilation requirements across 2021/22.

As set out in the Energy and Water Management Strategy, to achieve net zero by 2030 combined emissions from gas and electricity consumption will need to reduce by an average of 8.4% per annum (pa). In terms of emissions from gas (baseline figure of 1,782 tCO2e), this translates to an average reduction of 149 tCO2e pa over the 12 years to 2023 from baseline. In terms of emissions from electricity (baseline figure of 1,398 tCO2e), this translates to an average reduction of 117 tCO2e pa over the 12 years to 2030 from baseline.

Whilst the University has exceeded the 8.4% reduction target for emissions from gas between 2021/22-2022/23, the University has not achieved the required overall reduction of 33.6% from the baseline year. Actual emissions from gas performance are compared with performance targets in the chart opposite:



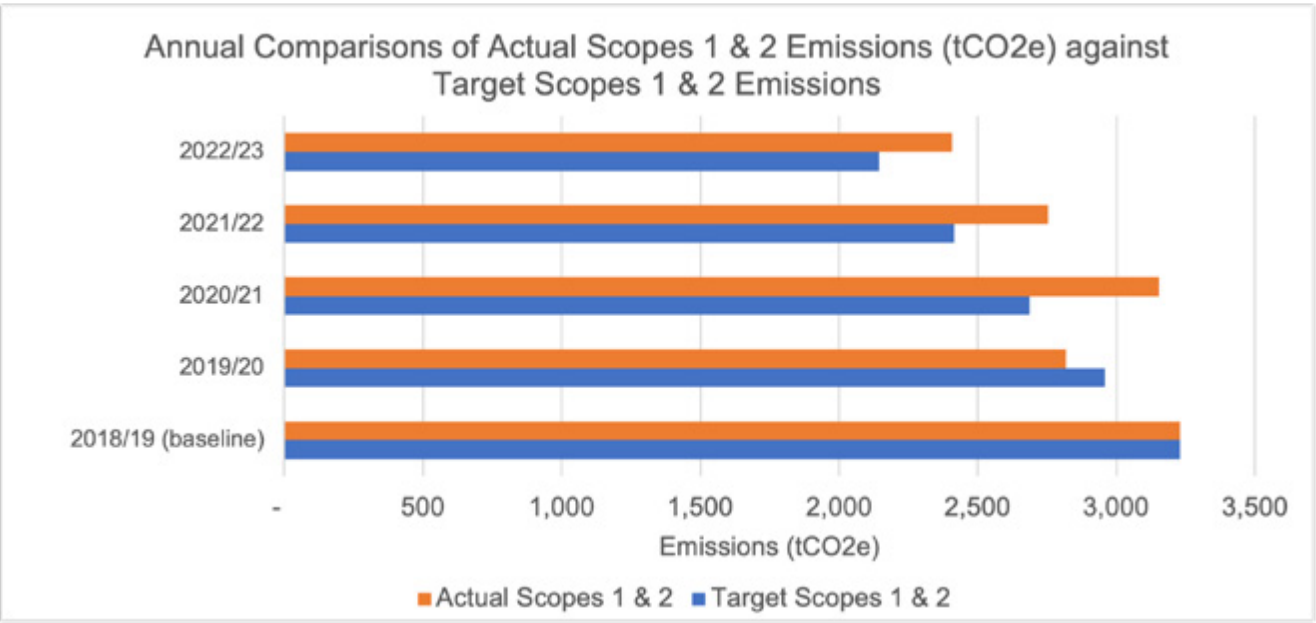
Whilst less progress has been made towards achieving emissions against the gas reduction targets, emissions from electricity have reduced considerably since the 2018/19 baseline. Across 2019/20, 2020/21 and 2021/22, the University exceeded its emissions from electricity reduction targets, achieving an average 12% reduction pa across this period. This year, the University has met but not exceeded its emissions from electricity reduction target. Performance is shown in the chart below:



As can be seen in the chart, emissions from electricity have remained steady since 2020/21 indicating that unless emissions from electricity reduce across 2023/24, the University may miss its 2023/24 emissions reduction target.

It should be noted that between 2021/22 and 2022/23, the University oversaw a small increase in emissions from electricity consumption of 31.4 tCO2e. This increase took place despite a decrease in electricity consumption of 155 MWh and is due to an increase in the DEFRA emissions factor for UK electricity generation. Some of the historical reduction in emissions has been a result of the continued decarbonisation of electricity generation in the UK, which the Institution directly supports through the purchase & generation of renewable energy.

Overall progress to reduce the University’s direct carbon footprint by 8.4% pa against the 2018/18 baseline is shown in the chart below:



2.In relation to the number of students and staff at the University

In 2018/19, the University had a combined total of 9,304 FTE staff and students. Since then, this figure has fluctuated, experiencing a decrease during the years more affected by the Covid-19 pandemic. However, across 2022/23 the number of FTE staff and students was 9,147, representing a near-return to the baseline total.

In 2018/19, direct carbon emissions per FTE staff and student were 0.35 tCO2e/FTE. In 2022/23, this figure had dropped to 0.26 tCO2e/FTE – a 26% reduction in carbon emissions per FTE.

3.In relation to the University’s estate

The size of the University’s estate has increased considerably since the 2018/19 baseline year, from 81,772 m2 in 2018/19 to 87,698 m2 in 2022/23. At the same time, several energy efficiency projects have been delivered, including the expansion of the University’s Building Management System, the replacement of inefficient lighting with LED alternatives, and the expansion of the University’s solar PV and solar thermal estate.

In 2018/19, direct carbon emissions per m2 of the estate were 0.039 tCO2e. This figured dropped to 0.031 tCO2e/m2 in 2022/23, representing a 21% decrease in space carbon intensity and evidencing the effectiveness of the various energy efficiency projects that have taken place during this period.

Indirect Emissions (Scope 3)

The University’s indirect carbon footprint consists of Scope 3 emissions. Scope 3 includes emissions from a wide range of activities, with the most material being:

- Purchased goods and services (procurement)
- Student travel, and
- Employee commuting

The University’s indirect carbon footprint is so called because these are emissions categories that the University can influence but cannot directly control.

The University does not currently have a blanket Scope 3 emissions reduction pathway to 2030, however, several Scope 3 activities have individual interim targets. For this report, a Scope 3 emissions reduction target of 5% pa (from 2018/19) has been assumed.

Across 2019/20 and 2020/21 the University exceeded its Scope 3 emissions reduction targets, achieving an average reduction of 13% pa across this period. This trend was reversed in 2021/22 due to a significant jump in emissions from procurement driven by major capital projects, namely the refurbishment of the Elizabeth Garrett Anderson building.

In this reporting year, the University has seen another significant increase in Scope 3 emissions. This is due to the expansion of the University’s indirect carbon footprint to include student travel to / from students’ home addresses, and downstream leased assets. The decision to include these activities in the University’s indirect

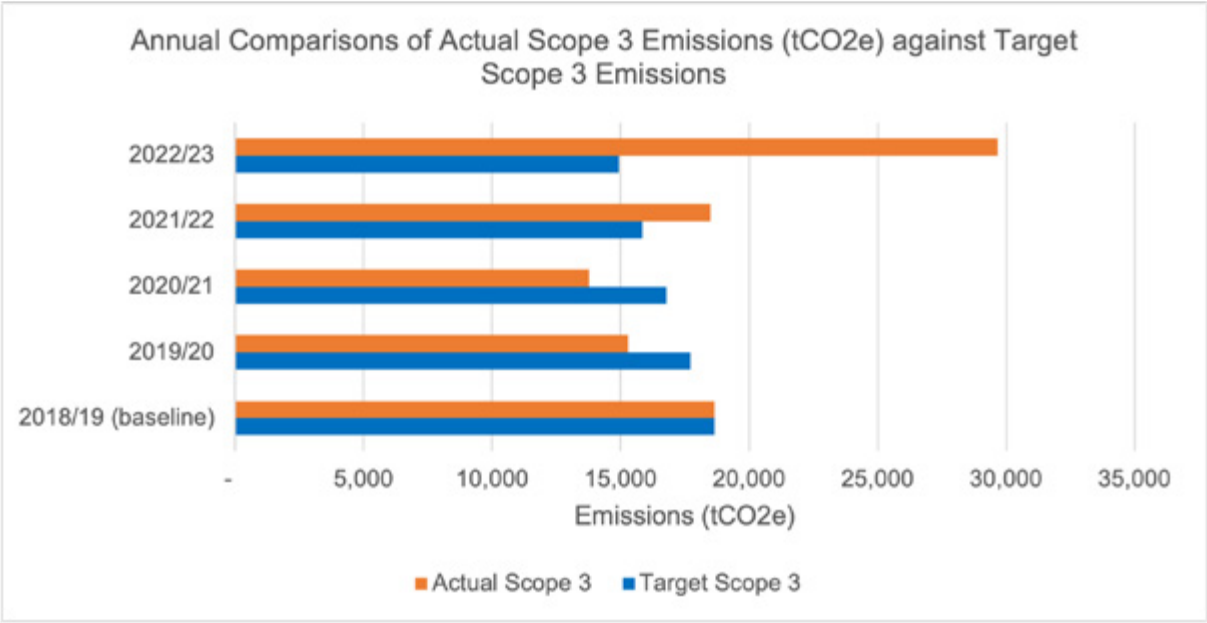
carbon footprint comes considering the publication of the Standardised Carbon Emissions Reporting Framework for Further and Higher Education (SEF) earlier this year. The aim of this framework is to standardise carbon emissions reporting across the further and higher education sector.

Whilst emissions from downstream leased assets have increased the University’s indirect carbon footprint by a relatively small 38 tCO2e, inclusion of emissions from student travel outside of term time i.e. to / from home addresses is responsible for an additional 9,457 tCO2e. Of this figure, 7,614 tCO2e have been produced from students flights travelling to / from international home addresses. The University will need to develop a credible offsetting plan for this emissions category.

In previous years, emissions from employee commuting have been reported together with emissions from student commuting. This year, these categories have been disaggregated. Since 2021/22 the University has seen a slight decrease in emissions from employee and term time student commuting, from 4,384 tCO2e in 2021/22, to 4,223 tCO2e in 2022/23, representing a 4% decrease.

Of the 4,223 tCO2e emitted from employee and term time student commuting this year, 777 tCO2e is attributable to employee commuting, and the remaining 3,446 tCO2e is from student commuting. When comparing 2022/23 emissions performance with the University’s 2018/19 baseline data, the University’s has overseen a 48% decrease in emissions from staff and student commuting, exceeding the emissions reduction target for this area. This is largely due to the increase in hybrid working.

The University’s progress against its Scope 3 emissions reduction targets can be seen in the chart below:

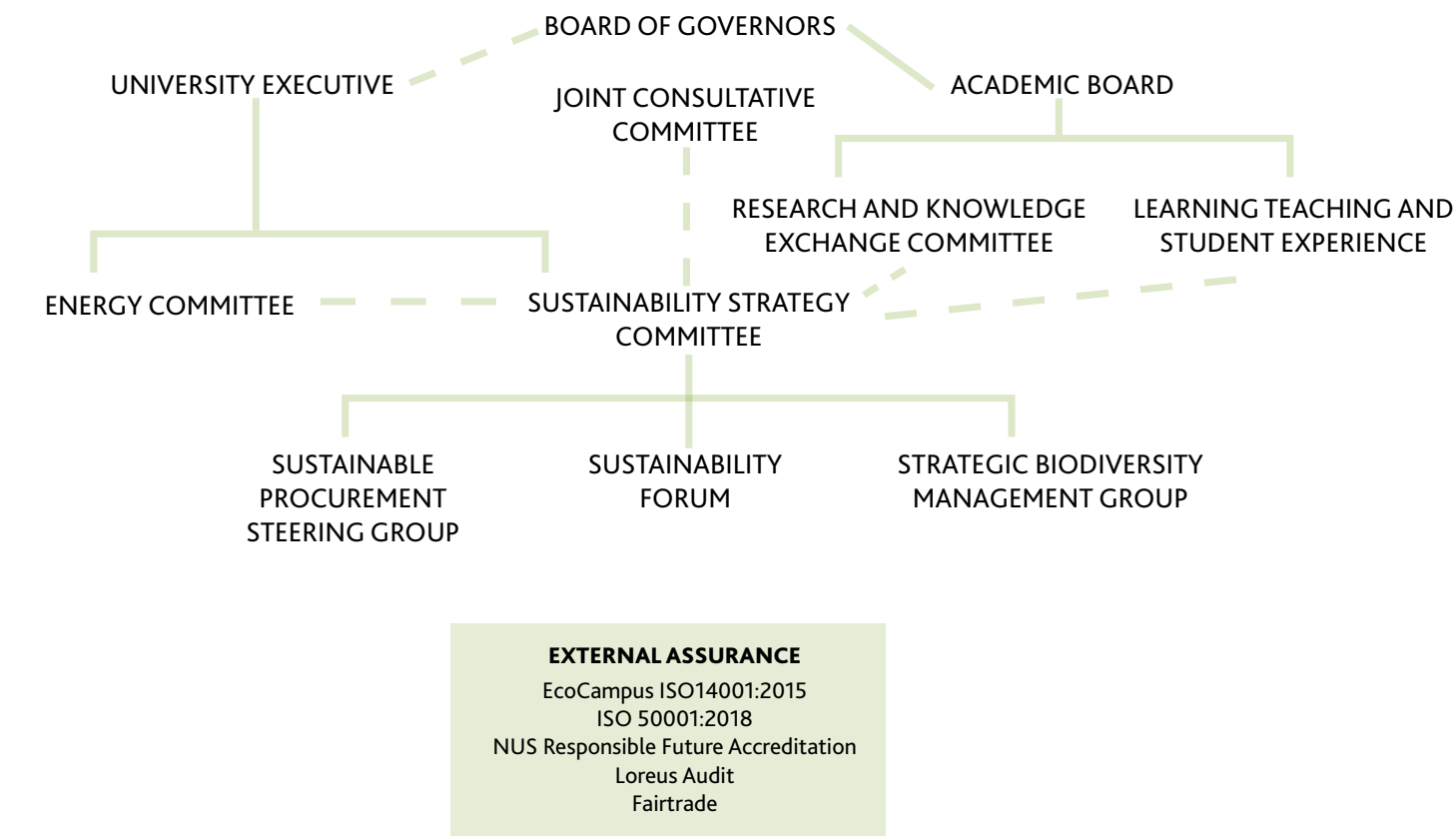


The University would benefit from reviewing its Scope 3 targets to accommodate the expansion of the reporting scope to include student travel to / from home addresses. See **Data Tables**

GOVERNANCE AND EXTERNAL ACCREDITATIONS

We were one of the first universities in the country to have student officers as full members of our Board of Governors and its key committees, including Sustainability Strategy Committee, Finance and Development and Audit, uniquely including the Remunerations' Committee. The University annual accounts public benefit section is mapped to the Sustainable Development Goals.

www.worcester.ac.uk/documents/Report-and-Financial-Statements-31-July-2023.pdf



The University continues to successfully implement an Environmental Management System (EMS) through the EcoCampus framework. We successfully completed an ISO14001:2015 certification audit and became the second university in the UK to transition to the new standard in 2016. Our ISO14001:2015 documentation is being used by our auditors as best practice examples, thereby sharing our knowledge not only within the sector but across industries.

The benefits of an EMS are that it provides the University with a structured, long-term approach to managing and reducing its impact on the environment and establishing ways of continually improving its performance. The University sets annual quantitative and qualitative targets, monitors, and reports publicly on scopes 1, 2 and 3 emissions: and biodiversity and food.

More information and documentation can be found at: <https://www.worcester.ac.uk/about/sustainability/what-we-do/environmental-management-system.aspx>

Energy Management System

- The University has been accredited with the ISO 50001:2018 Energy Management System covering all activities, products and services across the entire institution.
- The EnMS scope includes the University's two major fuels type of natural gas and electricity. The accreditation is valid until October 2026.



RISKS, OPPORTUNITIES AND MATERIALITY

This is an important area for the University to keep under review and is an integral part of the University's ISO14001:2015 Environmental Management System. It is designed to identify and give significance to sustainability and environmental materiality, aspects and impacts that are created because of the activities and services. The University of Worcester sees its commitment to society to be much broader than mitigating its negative impacts and focuses its resources on positive societal impacts of activities. Higher Education has a unique role to play in this and is one of the key values for the University. Therefore, whilst noting and managing any potential harm, prominence is given to positive impacts and materiality.

Sustainability education prepares people to cope with, manage and shape social, economic, and ecological conditions characterised by change, uncertainty, risk, and complexity. Teaching our students about this has the greatest societal impact whether this is in the formal or informal curriculum.

SUSTAINABLE LEADERSHIP SCORECARD

The assessment of what is material is a matter of professional judgment and we have utilised the wisdom of the Sustainability Strategy Committee to help set and identify these over a series of workshops, including reviewing materiality and progress using the sustainability leadership score card where we achieve a gold rating.

These schemes or tools have influenced your scores

- NUS Green Impact
- ISO 14001
- EcoCampus
- NUS Responsible Future
- SRBQ
- ISO 50001
- Real for Life

You can review and update your institutions tools here. This will partially update your sustainability score.



Scoring
Review and update your most recent scores. Go to the [scoring](#) section and allocate a score against each item.

• Gold

Category	Score	Target	View Data
Leadership and Governance	71%	75%	View Data
Health and Wellbeing	100%	100%	View Data
Leadership	100%	100%	View Data
Risk	100%	100%	View Data
Staff Engagement and Human Resources	100%	100%	View Data
Estates and Operations	80%	85%	View Data
Biodiversity	100%	100%	View Data
Climate Change Adaptation	100%	100%	View Data
Construction and Renovation	100%	100%	View Data
Energy	100%	100%	View Data
Resource Efficiency and Waste	100%	100%	View Data
Travel and Transport	100%	100%	View Data
Water	100%	100%	View Data
Partnership and Engagement	80%	85%	View Data
Business and Industry Interface	100%	100%	View Data
Community and Public Engagement	100%	100%	View Data
Food and Drink	100%	100%	View Data
Procurement and Supplier Engagement	100%	100%	View Data

ACHIEVEMENTS AND LOOKING FORWARD

Responsible Futures Accreditation

We achieved Responsible Futures accreditation from the NUS as one of the inaugural pilots. This accreditation is for our whole institution (University and Students' Union) approach to social responsibility and sustainability. We have been reaccredited three times the latest in July 2022. The accreditation is valid for two years and we have a robust action plan in place now to take the learning from our last audit to make further improvement by embedding sustainability into the taught, informal, and subliminal curriculum, working closely with the Students' Union.



The Times Higher Education Impact League

The University of Worcester has once again achieved a top 5 UK ranking for Quality Education and is the number one university in the UK for Gender Equality, in the prestigious Times Higher Education's global University Impact Rankings.

Worcester has been ranked joint 3rd in the UK for Quality Education in the latest rankings, which highlight the contribution made by universities around the world to achieving the internationally agreed Sustainable Development Goals (SDGs), which the United Nations adopted in 2016. It has never been out of the top 5 in the UK for Quality Education since the rankings were launched in 2019. The University has also been placed in the top 5 in the UK for Gender Equality in all years, this year taking the number one spot.

Green Gowns

The University was awarded two 'Highly Commended' in the Green Gown Awards 2023, one in the Nature Positive category, based around its initiatives to promote biodiversity, such as wildflower planting and the other in the Reporting with Influence category, which assesses how sustainability is reported.

For more details please see our [news article about the awards](#)

Green Apple

International Green Apple Awards for Environmental Best Practice 2023

The University won an International Green Apple in the Conservation and Wildlife Project Category for protecting and enhancing biodiversity at the University of Worcester for over a decade. The ceremony was held at the Houses of Parliament in London. For further details please visit our [news article about the awards](#).



EcoCampus Platinum



We were the first English University to achieve EcoCampus Platinum status in June 2010.

- We were also the second English University to gain

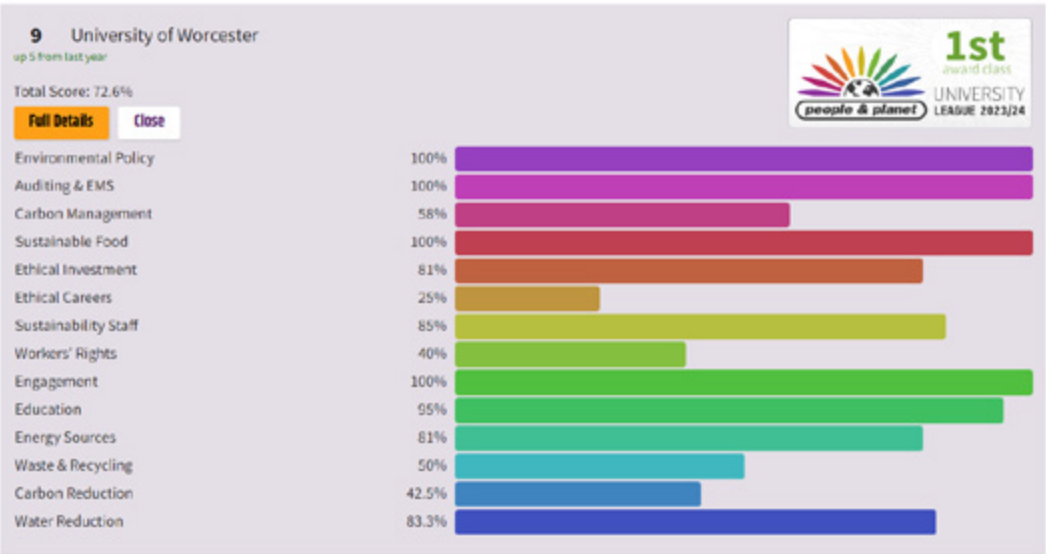
ISO14001:2015 for all our campuses.



People & Planet University League

The University of Worcester has been awarded First Class Honours for environmental sustainability in the latest People & Planet national rankings. This is the 14th straight year that the University, one of Britain's most sustainable, has earned First Class Honours. People & Planet's University League has placed the University ninth out of 151 UK institutions in its latest 2023/24 table. The University scored 100% in 4 of the 14 categories.

The league, compiled annually by the UK student campaigning network, People & Planet, ranks universities by environmental and ethical performance. They look at aspects including environmental policy, carbon management, how sustainably food is produced, how the University equips students with the knowledge and understanding of sustainability, energy sources, waste and recycling, and reduction of carbon and water use.



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



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