
Annual Sustainability Report 2018-2019

**Number 1 UK University
for Sustainability**



ACKNOWLEDGED BY





Stephen Marston
Vice-Chancellor,
University of Gloucestershire

Our University is known for having pioneered sustainability as the critical change shaping all our futures and an imperative no individual or industry can afford to ignore.

I am delighted to share our Annual Sustainability Report for 2018-2019 which shows our progress and achievements in all areas of university life, notably the development of our students.

We are particularly proud that in 2019 we were placed 1st in the People and Planet University League – ranking us the top UK university for sustainability and now the only one in the top ten of every league published. We set great store by this result, as its criteria are defined from the student viewpoint, ranking universities on the most critical impacts, both positive and negative, they can have for sustainability.

Whilst we have achieved a great deal to reach this milestone, there is much to do, not least an increasing dedication to further reduce our carbon emissions. I hope you find this report inspiring – and can join us in this uniquely important work.



Dr Alex Ryan
Director of Sustainability,
University of Gloucestershire

We are excited to release this Annual Sustainability Report 2018-2019 which has a new look and approach. It aims to better explain our current improvement priorities and shares more of the positive impact our graduates are having in the world.

In year of rapid change for sustainability, our league table result is a huge highlight. This is the only ranking that uses transparent and comparable performance measures for all UK universities, proving we really walk our talk. This year has also seen exciting partnership developments, showing how we achieve change through shared vision.

The collaborative will of our students, staff and partners ensures we are making steps each year to improve the future. This report shows how developing sustainability is changing the life and the impact of our university, and how we contribute to the UN Global Goals.

Thank you for all the brilliant ideas and targeted actions, the celebrated winners and unsung heroes whose stories are motivating us to go further each year.

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Introduction

Welcome to our Annual Sustainability Report 2018-2019 - the third report on the delivery of our Sustainability Strategy 2017-2022.

It shares our positive sustainability impact through learning, research and partnerships, and our ongoing work to reduce the negative impacts of running our University.

The report covers all 5 goals of our Sustainability Strategy:

- **Leadership and governance**
- **Student experience**
- **Academic innovation**
- **Business operations**
- **Engagement and partnerships**

Sustainability is one of 6 cross-cutting strategic pillars of our University Strategic Plan 2017-2022. This report shows our oversight of sustainability development and enables public scrutiny of our performance by stakeholders inside and outside the university. It is approved by University Executive and University Council and guides our annual planning and priority setting.

It explains our top risks and priority challenges, linked to the performance improvement targets of our externally audited Environmental Management System (EMS), which is accredited to ISO 14001: 2015. Performance against our high level EMS targets and main material impacts is shown on page 7.

The report also shows the important material impact we can have through integrating sustainability into student development and our academic activities. This creates positive benefits and ongoing legacies as we equip our people to take sustainability forward in all industries and professions.

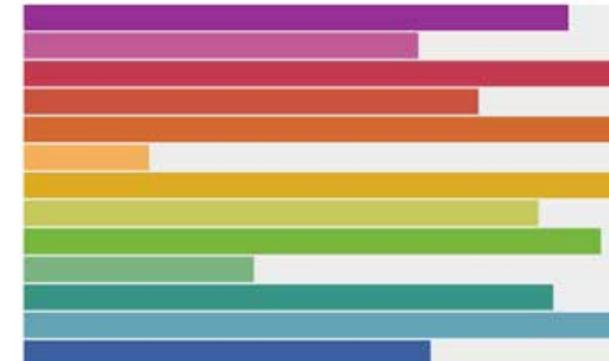
League position

Number 1 UK university for sustainability

In the 2019 People and Planet University League the University was ranked in 1st place against all UK universities. Scoring 80.6% overall, we maintained our First Class award status and the top ten position we have held since 2007, improving on our 2nd place ranking in the last league table published in 2017.

The People and Planet league table ranks all UK universities on 13 categories, with scoring criteria for measures and data that are publicly available and comparable across different kinds of institution. It is the only comprehensive independent ranking of UK universities on environmental and ethical performance. Performance in this league is our top corporate Key Performance Indicator for our overall progress on sustainability.

- Environmental Policy: 90%
- Sustainability Staff: 65%
- Auditing & EMS: 100%
- Ethical Investment: 75%
- Carbon Management: 100%
- Workers Rights: 20%
- Sustainable Food: 100%
- Engagement: 85%
- Education: 95.5%
- Energy Sources: 37.5%
- Waste & Recycling: 87.5%
- Carbon Reduction: 100%
- Water Reduction: 67%



Our 2019 score card shows the improvements that secured our 1st place result. Delivering complete divestment from fossil fuels created the largest increase, in our ethical investment scoring profile. Other increases were in sustainable food, student engagement, waste and recycling and carbon reduction.

Scores lower than the last ranking in 2017 will be reviewed to identify where we could take greater action. Those areas include biodiversity policy, staffing and workforce engagement and worker's rights in IT supply chains.

Regional Centre of Expertise

The University is a designated Regional Centre of Expertise (RCE) in sustainability education, acknowledged by the United Nations University.

The RCE logo shows where we are working with regional partners on learning activities in sustainability for mutual benefit.



Reporting on the UN Global Goals

This report meets our annual reporting commitments on the SDGs as an institutional signatory to the tertiary sector SDG Accord.

On page 26 we outline how the results and actions in this report contribute to six SDGs where we deliver the greatest impact.



Press features

- The Guardian
- Times Higher Education
- Edie Sustainable Business
- Save the Student
- University Business
- Radio Gloucestershire

Social media engagement

- 38 posts on 6 channels
- 148,476 impressions
- 4,241 engagements



Impact highlights

Our top sustainability stories for 2018-2019 are shown below, including operational results as well as our headline stories for overall performance, student experiences, academic impact and partnership activities:



Number 1 of all UK universities in the sustainability league



New business school building with zero source point emissions



Partnership with sustainability leaders Interface



Zero waste is now sent to landfill from our campuses



Year 1 of Live Smart student-led sustainability programme



47% carbon emissions scope 1 and 2 reduction since 2005

University staff award in sustainability

The following staff were shortlisted as the finalists for our internal 2019 Sustainability Staff Award:

- Clair Greenaway, Senior Lecturer in Events Management
- Dr Matthew Lovett, Academic Subject Leader: Music and Media Group
- Ed Moulding, Assistant Facilities Manager
- Dr Don Parker, Academic Subject Leader: Design
- Professor Arran Stibbe, Professor in Ecological Linguistics
- John Lannon, Senior Tutor (Leisure) and Clair Greenaway, Senior Lecturer in Events Management

Congratulations to Clair Greenaway, winner of this years award.

UK Green Gown Awards 2018

The university was recognised in two categories:

Highly Commended
- Outstanding Leadership Team

Finalist - Total Reporting

Events Management Project Awards 2019

The events management team won two awards based on their student-led project in 2018:

National Outdoor Events Association
Student Event of the Year

UN RCE Awards
Outstanding Flagship Project

Operational performance

This Annual Sustainability Report records our performance against the objectives of our Environmental Management System (EMS) which is accredited to ISO 14001: 2015 and audited by British Standards Institute.

EMS targets performance

Running an EMS and reporting on progress is key to our sustainability governance and provides the system for identifying risks and reducing negative impacts, as well as addressing the concerns of our stakeholders.

The table below shows current performance against the high-level operational targets of our EMS. This data is drawn from the annual Estates Management Record:

EMS Objective	18-19 Data	17-18 Data	Target	18-19 Result	Status
Reduce % carbon emissions scope 1 & 2 (against 2005 baseline)	2,119 tonnes	2,449 tonnes	40%	47%	●
Reduce % waste produced (against 2010 baseline)	323 tonnes	370 tonnes	25%	44%	●
Reduce % waste sent to landfill (against 2010 baseline)	Zero	10 tonnes	81%	100%	●
Increase % waste recycled (against 2010 baseline)	364.997 tonnes	370.534 tonnes	75%	55%	●
Reduce % water consumed (against 2010 baseline)	68,880 m ³	61,970 m ³	30%	+54%	●

● Target met - we need to keep it up ● Target in sight - we are nearly there ● Target not met - we need to do better

We are on track with carbon performance for reporting against the Emissions Reporting Pledge 2020 for scope 1 and 2 emissions reductions. In 2020 we will review and reset all EMS operational targets.

As well as mitigating negative operational impacts, our EMS reflects the positive impact we have through education, research and partnerships and has strategic objectives to ensure progression in these areas.

EMS risks and improvement priorities

The top EMS risks identified in our internal risk registers reflect our priorities for running the university responsibly and responding to the concerns of our key stakeholders, particularly our students. These are:

- not meeting our legal environmental compliance obligations
- not delivering on carbon reduction and waste management targets

Our main improvement priorities at the close of 2018-2019:

- We need more ambitious plans towards net zero carbon emissions through our next Carbon Management Plan, including reviewing progress on staff-student travel patterns and increasing renewable energy generation.
- Waste targets will be reviewed with attention to improving our recycling rate - the current drop is partly due to changing waste contractor in 2018-19 and having more precise reporting information.
- Catering menus changed in summer 2019 so current policy targets need to be reviewed to reflect changing customer priorities on healthy food, plant-based protein and waste/disposables.
- Water consumption has been increasing significantly in recent years and we now need to develop new strategies and solutions to reverse this trend.

Oxstalls campus development

£20m investment

BREEAM Excellent

Low carbon design

- Smart LED lighting
- 4 high efficiency air source heat pumps

Sustainable travel

- 4 electric vehicle charge points
- New secure storage for 85 bikes

Responsible sourcing

- 100% timber products FSC certified
- 100% concrete/roofing products BES6001 certified
- Low carbon flooring choices

New business school and Growth Hub

In September 2018 we opened our landmark new building at Oxstalls Campus in Gloucester which hosts the business school, GFirst Local Enterprise Partnership and our Growth Hub in partnership with GFirst LEP, supported by £5 million of GFirst LEP Local Growth funding.

Designed by Austin Smith Lord of Cheltenham and built by Willmott Dixon Construction, the new building achieved BREEAM Excellent for sustainability and wellbeing principles including:

- Considerate Constructors registration to manage impacts responsibly
- Biophilic design with use of wood and maximum natural light
- Life Cycle Assessment including embodied carbon
- Thermal comfort modelling and acoustic environment compliances

The Oxstalls Campus development also included new leisure facilities, with 2 new all-weather sports pitches and a 700 seater sports arena for university and community use in Gloucester.



Campus biodiversity improvements

European Structural Investment funding supported urban greening and biodiversity work on the campus and its neighbouring public green spaces. These plans were guided by design phase ecological studies of trees, habitats and protected species:

- Walking access, flood risk protection, wildflower meadow and native planting by Wotton Brook
- New public right of way to the sports park with infilling of hedgerow gaps with native species
- New wildflower meadow created along Wotton Brook to the existing Plock Court wildlife area

Radical Sustainability



Masterclass with industry pioneers Interface

The University developed its strategic partnership with renowned sustainability pioneers Interface, holding an exclusive masterclass event on 12 February 2019. Interface is the world's largest manufacturer of carpet tile and modular flooring, consistently in the top 5 of the Globescan sustainability leaders index.

The Radical Sustainability Masterclass brought together staff, students and senior leaders in 25 companies across a range of industry sectors, to explore the critical role sustainability plays in the future of business.

Event and Competition

The event at our new business school at Oxstalls Campus had:

- Expert presentations from Interface on their leading sustainable business model and product innovations plus new research on biophilic design for wellbeing
- Exhibition of student work on sustainability briefs from 8 courses, with competition finalists pitching for professional prizes provided by Interface

Professional Learning

The masterclass included bespoke professional development sessions:

- Rapid peer-to-peer consultancy session for external guests who are senior leaders tackling live sustainability challenges in our local business community
- Business challenge workshop for our student competition finalists, delivered by Interface staff and focused on their new Re-Entry initiative

WORKING IN PARTNERSHIP **Interface®**

Business engagement

- 25 company participants
- 4 peer learning challenges
- 20 university staff
- 4 academic schools

Student winners

Jacob Neal
Landscape architecture

Nancy Harris
Fashion design

Group Prize
Events Management course

REGIONAL CENTRE OF EXPERTISE
ON EDUCATION FOR
SUSTAINABLE DEVELOPMENT

ACKNOWLEDGED BY



UNITED NATIONS
UNIVERSITY

Radical Sustainability was supported by Interface and by our LIFT: Learning Innovation for Tomorrow programme

Live Smart

In 2018-2019 we ran the first full year of Live Smart – our student-led engagement programme. Live Smart delivers transformative experiences and practical opportunities in sustainability that build skills for positive change. Run in partnership with students, it helps students and staff to live in smarter ways that support wellbeing, save money and build community while protecting the planet.



Team

5 students took paid specialist roles to shape and deliver activities on Live Smart themes.

“I have developed lots of skills, gained a far greater understanding of what sustainability really is, not just how I can be more sustainable personally, but how I can help to influence sustainability in the industry I want to enter!”

Kane, 1st Year Music Business Student and Live Smart Events Co-ordinator

Activities

Communications

Student-created blogs, films and published tips to help students live smarter

Events

5 events over 4 themes – bike maintenance, coffee tasting, community celebration, pedal-powered smoothies and the Edible Garden pizza party.

Challenges

Themed opportunities to gain rewards and develop employability for sustainability actions and innovations

Celebrating community

We teamed up with Gloucester Cathedral to host an event celebrating community action through the Live Smart Challenge for the UN global goals. Students presented team entries to win cash prizes for their societies or charities. Participants shared stories of cultural diversity through a clay model making workshop. The winning challenge came from the LGBT+ Society.

With thanks to the Janet Trotter Trust for supporting year 1 of Live Smart

Programme awareness

- 64% awareness among 1st year students in halls
- 8 Short themed films
- 10,000+ people reached
- 150 active social media engagements

New student blog

- 2000+ unique views of 16 blog entries with Live Smart tips

Live Smart events

- 150+ students engaged in 5 events over 4 themes

Employability challenges

- 30+ students took action to create innovative visuals, interactive games and community activities



Students Union

Green Team society

Student-led action by the Green Team:

County – presented at the launch of Gloucestershire Energy Strategy, sharing views from young people and students.

University – worked with the Estates team to audit waste and help to improve recycling practices at Hardwick campus.

Community – led a community litter pick with Plastic Free Cheltenham, with over 60 volunteers collecting 5000+ items.



National Union of Students - Green Impact

Our SU have maintained ‘good’ Green Impact status for their own sustainability practice.

Developments this year:

- New sustainability committee to monitor and progress action in the Students’ Union
- Eliminated exhibitors plastic bags at Freshers Fayre 2019
- AGM voted to push for elimination of single-use plastics in our refectories

Ethical and Environmental Officer

Our students elected Chloe Bench, 2nd year animal biology student, to represent their views on sustainability to the Students’ Union and University in 2018-2019.

Chloe developed the ‘Glos Goes Green’ initiative and was awarded the Green Gnome for sustainability excellence at the student awards in 2019.

Glos Goes Green

The Glos Goes Green competition saw societies and sports teams logging their positive actions for sustainability through social media to compete for prizes.



Results

- 13 sports teams
- 5 societies
- 461 Actions shared

Society winner:

Green Team

Sports Team winner:

Trampolining

Learning experiences

Many universities map their course content relevant to sustainability but we aim to go further. We are designing it into whole course experiences including assessments and teaching methods.

This is education for sustainability - not just providing expert knowledge of sustainability, but developing graduate skills to apply it to all professions, with assignments that empower students to drive system change.

These pages show a sample of our curriculum stories this year including courses where students have led changes and chosen sustainability briefs for assignments.

Our Academic Schools are leading changes in many subject areas and we support course teams to progress this through our Learning Innovation for Tomorrow (LIFT) fund. By summer 2019 through LIFT we had achieved:

All our 8 Academic Schools are now active in education for sustainability (up from 7 last year)

9 of our Academic Subject Leaders have delivered education for sustainability projects (up from 6 last year)

Student-led media week – The Hive

Journalism students selected sustainability as the theme for their annual final news week, as part of the third year Professional Newsroom module led by journalism lecturer Paul Wiltshire:

- 17 students created and delivered the creative content around their core sustainability theme
- Output included a special issue of 'The Hive' magazine, podcast and half hour TV show, as well as social media
- Coverage of diverse issues from fashion, diets, allotments and sports events to youth climate protests



Student community research on single use plastics

Sociology students teamed up with Cheltenham West End Partnership and stakeholders from local business, local authority and campaign groups, to influence single use plastics in local take-away businesses as part of a Public Sociology assignment led by Demelza Jones.

- Research included an online consumer survey and interviews with 12 independent take-away businesses
- Identified knowledge gaps around packaging options and levels of consumer appetite to pay for alternatives
- Dissemination event held at Cheltenham Borough Council to engage stakeholders with findings and onwards action

Fashion swap shop

The fashion swap shop event was created by Marketing Academic Subject Leader Rachel Vieira in response to rising awareness of over consumption and disposable fashion going to landfill, part of her research on sustainability disruption in fashion markets.

Delivered by Events Management students and supported by the British Heart Foundation, over 150 students and staff took part in this sociable clothes exchange which has led to other student societies creating swap shops around the university.



Conservation GIS – new Postgraduate Certificate

In 2019 we opened recruitment for the world's first postgraduate course specialising in conservation GIS. The course development was led by Dr Mark O'Connell from our School of Natural and Social Sciences, to meet the growing sectoral need for GIS skills for conservation researchers and practitioners.

In collaboration with our Countryside and Community Research Institute



Virtual reality, social work and sustainability

Suzanne Sheldon (School of Health & Social Care), Steve Baker (School of Natural and Social Sciences) and Liz Swift (School of Arts)

Virtual Reality project with 3 academic disciplines and 48 students collaborating to develop innovative training resources that place social work students into challenging scenarios they will meet in practice:

- Practical sustainability through resource efficiency solutions in creating new learning resources for flexible delivery to professional students
- Evaluation and training insights to support the course team to integrate UN global sustainability goals into social work professional training

Funded by our LIFT: Learning Innovation for Tomorrow programme



Research highlights

Research developments focused on sustainability challenges are developing across our Academic Schools, many of them working with partners focused on the implementation of findings in ways that can drive change and build collaboration with key stakeholders at local and global levels.

Our highest performing research institute, the Countryside and Community Research Institute, secured over £1,140,930 of income for research geared to sustainability in 2018-2019

Innovation capacity – european schools & community action

In 2019 Dr Paul Vare and Dr Alex Masardo from our School of Education completed iCAP – an Erasmus funded project supporting school students aged 13-18 in 5 countries to set up their own community-based change projects. Impacts and results included:

- 5-day workshop with 80 students in Greece - students shared experiences of projects and fund raising to create insights for an educational package with videos for teachers and students
- Actions taken for a local blood bank (Spain), food bank (UK), designing a cycleway (Greece), eco-friendly school sports hall (Romania) and reusable electronic conference badges (Slovenia)
- Project presented at UNECE Regional Forum on Sustainable Development in Geneva in 2019 and invited presentations for universities in Peru, Georgia, Budapest and Germany



Circle Conference – Sustainability and Ethics

Hosting the 16th International Centre for International Research in Consumers, Locations and Environments conference in 2019, our Business School ensured sustainability featured in the conference operations, industry panels and through a dedicated conference track with delegates from 4 continents and input from students.

Led by academic experts from several courses, the Sustainability and Ethics track explored product development, marketing, accounting and governance, the role of business in challenging poverty, ethics in human resources, and suitable research methods geared to sustainability.



RECARE project - Countryside and Community Research Institute

The RECARE project, completed in October 2018, assessed threats and identified solutions to soil degradation across Europe, funded by the European Commission.

The project focused on how biophysical, socio-economic and political factors connect at different scales, using the Europe-wide Integrated Assessment Model (IAM) to assess the most useful and effective measures to address soil threats. Impacts and results included:

- 27 organisations from 15 countries in the multidisciplinary team
- 17 case studies and an online scientific knowledge hub
- IAM evaluation of prevention, mitigation and diation measures
- Policy briefings guided revision to EU Common Agricultural Policy

Damian Maye appointed Professor in Sustainable Agriculture

The University was delighted to host the inaugural lecture of Professor Damian Maye in May 2019. Damian is now Professor of Agri-Food Studies with his research focused on the environmental challenges in food and farming systems and emerging approaches to tackle these unsustainable practices, including the move to plant-based diets.



Partnerships and collaboration

Collaboration is key for our sustainability impact and we work with a wide range of partners, networks and organisations to achieve shared goals.

Some of this work takes shape through RCE Severn, our Regional Centre of Expertise in sustainability education, part of a global network of university-community learning hubs co-ordinated by the United Nations University.



Forward Thinking

Clair Greenaway (School of Business & Technology)

The Forward Thinking conference connected academics with local businesses to share and develop expertise on key sustainability and resilience challenges organisations are facing. The event was designed and delivered by students on our Events Management course:

- Resilience scenarios for professionals based on the UN global sustainable development goals and issues that graduates will face in their future careers, delivered by Training4Resilience
- 20 students involved, with 6 leading on conference delivery and both undergraduate and postgraduate students participating in sessions along with 18 local companies
- 6 business blasts from academic experts on leadership, financial decisions, social impact business, marketing and retail, entrepreneurship and experience economy

Forward Thinking was funded by our LIFT: Learning Innovation for Tomorrow programme with RCE Severn



Sustainability: The New Advantage Workshops

The University's Growth Hub in partnership with the Local Enterprise Partnership delivered this 2-day programme of workshops in July 2019 in response to the climate agenda. Led by guest experts from a range of local companies, 50 participants experienced sessions on business resilience and purpose, social impact and corporate storytelling, climate emergency and investment.



Sir David Attenborough at Cheltenham Literature Festival

As part of our partnership work with Cheltenham Festivals, the university sponsored an event at the 2018 Cheltenham Literature Festival featuring Sir David Attenborough.

Students from the university and local partner schools in our GROWS social mobility project met Sir David before his appearance. 30 school students were also invited into our laboratories for a taster experience of university life and a session on the diversity of Life on Earth, delivered by conservation biology expert Professor Adam Hart.

Sound Bites

Matthew Lovett (Media School) and Michelle Williams (School of Arts)

Sound Bites 'makerspace' project created practical learning on sustainability to connect students with local children, in collaboration with Pyka music agency.

- 20 students trained in circular economy skills from Music Production, Creative Music Technology and Product Design undergraduate courses
- 30 children learned to repurpose audio devices from waste and program innovative digital devices through community workshops held at Gloucester Library

Funded by our LIFT: Learning Innovation for Tomorrow programme with RCE Severn



Green Infrastructure Symposium with Local Nature Partnership

Gloucestershire stakeholders gathered at the university for an event hosted with the Local Nature Partnership in October 2018, aiming to develop plans for stronger green infrastructure in the county. The symposium included a range of guest speakers from different sectors, expert-led workshops and leading practices from across the UK.



Current student achievements



Current students who have experienced sustainability assignments in their courses have gone on to win a range of awards linked to their industry sectors and the impact they can make as future professionals.

Earth Island Solutions Awards

Maximising the business potential of sustainability with industry-linked Brief Cases projects.

Luke Illingworth

BA (Hons) Graphic Design
Silver Winner

Project - Designing and creating innovative greetings cards that can be re-used again by the consumer after their primary use.

Creative Conscience Awards 2019

Applying creative talent to support sustainability, freedom and wellbeing.

Mary Kingcott

BA (Hons) Advertising
Bronze Winner

Project - 'Sticky Issues'
Laptop stickers that encourage real-life conversation and action for justice on political, social and ethical issues.

European Green Infrastructure Awards 2019

Recognising nature based and green infrastructure solutions.

Jacob Neal

BA (Hons) Landscape Architecture

Creative Design Vision Winner

Project - "Terrain Vague, Urban Futures"

Enhancing and regenerating interstitial urban spaces, exploring their potential through an innovative design concept and scheme.

New Designers Awards/RSA

Finding the new designers and design solutions of the future.

Laura Sheen

BA (Hons) Product Design
Belmond Loves Award winner

Project - tea service inspired by the desire to use loose leaf tea rather than unsustainable teabags.

Graduate professional impacts

We're exceptionally proud of our graduates, who are applying their sustainability insights and leadership skills to create change in a growing range of professions and industries.

'Greta and the Giants' - Severn Print

Lauren Ford (BSc (Hons) Psychology - Graduated 2019)

Project managed the printing and production of a children's book inspired by youth climate activist Greta Thunberg using sustainable materials.



Leading sustainability initiatives at Lindt

Natalie Evans (BA Hons Accounting and Business Management - Graduated 2019)

Natalie applied her learning from her Social and Environmental Accounting module to benchmark Lindt's sustainability performance and lead initiatives for improvement.



Climate action at the University of Edinburgh

Jack Reed (BSc Hons Physical Education and Coaching - Graduated 2018)

As a postgraduate, Jack gained funding to engage Edinburgh students in the climate crisis and develop the culture of sustainability in practice across the university.



Sustainability in Design - Phoenix Consultants

Luke Lutman and Kieran Scott (BA Hons Product Design - Graduated 2018)

Luke and Kieran have built sustainability thinking into their start-up and won a contract to design a creative hub in the centre of Gloucester using reclaimed materials.

BAFTA Award - 73 Cows

Alex Lockwood (BA Hons Digital Film Production - Graduated 2011)

Alex created this documentary film about Jay and Katya Wilde, the first farmers in the UK to trade beef farming for sustainable organic vegan farming. 73 Cows went on to win the 2019 BAFTA for Best Short Film.



Energy and carbon

Energy management and carbon reduction is critical work in supporting the move to a cleaner economy and tackling our responsibilities on climate change. Our performance to date has been positive and steady on carbon emissions reduction but we need to continually work harder and faster in this area.

Guide to emissions

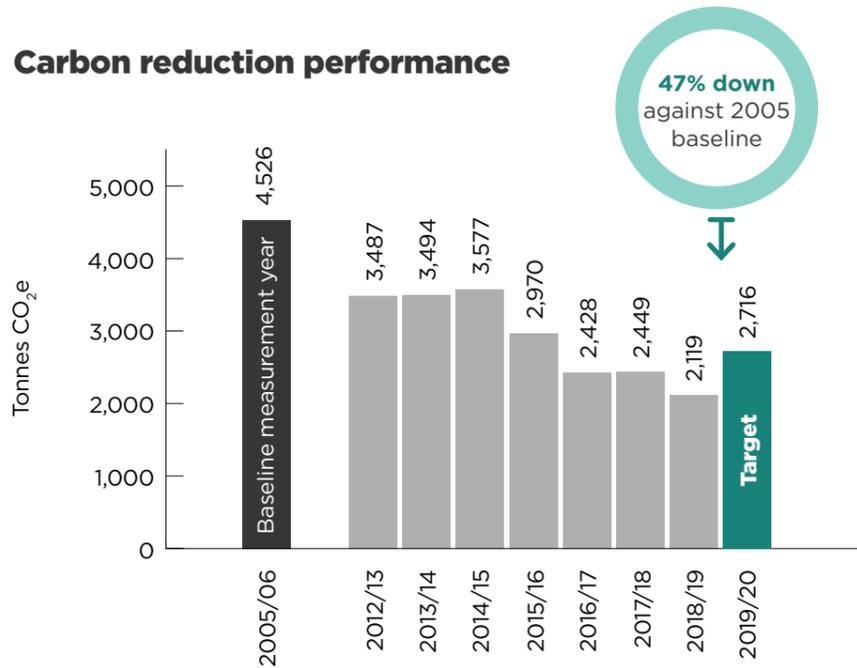
We track performance on carbon emissions (scope 1 and 2) against the 2005 baseline set when the Higher Education Funding Council for England directed universities to adopt carbon management plans:

Scope 1 emissions - from directly burning fuels and the road fuels for our vehicles

Scope 2 emissions - from energy we buy and off-site generation of electricity we use

Scope 3 emissions - from activities we do not own or control like travel, waste and purchasing

Carbon reduction performance



As the graph shows, we have now recorded 47% emissions reduction against our 40% target for 2020, despite our changing campus footprint and new development at Oxstalls campus. This is positive progress and compares well against our sector but we need more ambitious plans to move towards zero emissions.

As well as recording total emissions, we monitor performance against relative measures. This gives us an insight into real progress as we can compare against similar organisations. We use 4 relative measures:



25 tonnes
CO₂ emitted
per £1m of turnover



22kg
CO₂ per m² of gross
internal area (GIA)



260kg
CO₂ emitted per FTE
(students and staff)



267kg
CO₂ emitted per
residential bedspace

Energy use and generation

We have purchased renewable energy since 1993 and we used **9,769,000 kWh** of energy in 2018-2019. The figures below show how energy was used and generated across our campuses:



5,515,000
Total kWh gas



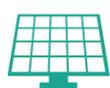
4,254,000
Total kWh
electricity



1201kWh
Energy use
per FTE



101kWh
Energy use
per m² GIA



26,125kWh
of energy
generated by
solar pv



28,000kWh
of heat recovered
by ground source
heat pump

Resource use

Efficient resource use is an important improvement priority and this year we are pleased to report that we have now recorded zero waste to landfill, working with our new waste contractor. We further reduced our waste arising in 2018-2019 but could improve on our recycling rates.

We take action to monitor and improve waste management and re-use in key impact areas:



Value from waste at student halls

We work with British Heart Foundation's Pack for Good initiative, creating value for the charity through donated goods when students move out of halls of residence. 2018-2019 was our best year to date with:

- **1596 bags** from our 3 main campuses
- **530 bags** from our new Pittville Student Village

Donations went to the BHF's shop in Gloucester with value to BHF of £29,764 plus an additional furniture donation was sold on. Environmental benefits:

- 17 tonnes saved from waste stream
- 175,885kgs carbon emissions saved



Water consumption changes

We have seen rising water use in the last 2 years and need to reverse this trend, so this will be a priority for 2020. We switched water supplier in 2018-2019 and can now work from improved data, but we will need to reset our baseline measures and develop closer tracking of usage.

All our environmental targets are due for review in 2020 so this exercise will include an investigation of water use patterns, as well as checking pipes and other possible inefficiencies, so we can identify solutions to reduce consumption.

Total water use
(6 months) of
68,880 cubic metres

Spaces and travel

Our sustainability plans are becoming more responsive to changes in workplaces, use of space and assets, and our patterns of study and work, to help us run our University responsibly and efficiently.

Space efficiency

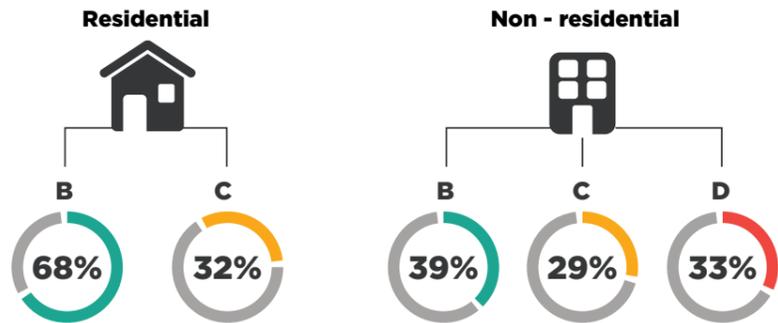
We monitor the efficiency of our campus spaces by measures of Gross Internal Area (GIA) against our staff and student headcounts and review these ratios each year. We have a strong ratio on GIA for the higher education sector and this helps manage the costs of our multi-campus spaces:



University GIA ratio (non-residential) 2018-2019: **7.5 per student and staff FTE**
Currently available sector median (2017-2018): **9.2 per student and staff FTE**

Building performance

With a range of spaces across our campuses, including many older and listed buildings, we assess these annually to plan maintenance upgrades that can improve energy performance. Display Energy Certificates are part of our Environmental Management System and the 2018-2019 data shows:



This is a marked improvement from last year with no more residences in category D or F. This reflects our investment in new energy efficient buildings and upgrades to existing buildings.

Cross campus travel

We survey our staff and student travel patterns between sites annually to inform how we promote healthier and sustainable travel choices that mitigate negative impacts on local air quality and cut carbon emissions. Our survey also asks how aware people are of the incentives we offer to support smart travel choices, to help us tailor how these are communicated.

The 2019 survey data shows travel patterns established by staff and students in 2018-2019 and includes opinions of new students who arrived in September 2019. There are slight increases in student and staff solo car use this year, as well as slight decrease in choosing to walk, and slight increase in student use of buses. At our new Pittville Student Village which opened in September 2018, over 92% of students are using sustainable modes overall. Results for the main travel modes are shown below:

2019 Travel Survey Results (2018 results in brackets)	Solo car use	Car Share	Bus	Bicycle	Walk
Students (response rate 25%)	26% (25%)	9% (9%)	17% (16%)	4% (4%)	40% (41%)
Staff (response rate 48%)	60% (56%)	5% (6%)	6% (9%)	9% (11%)	14% (13%)

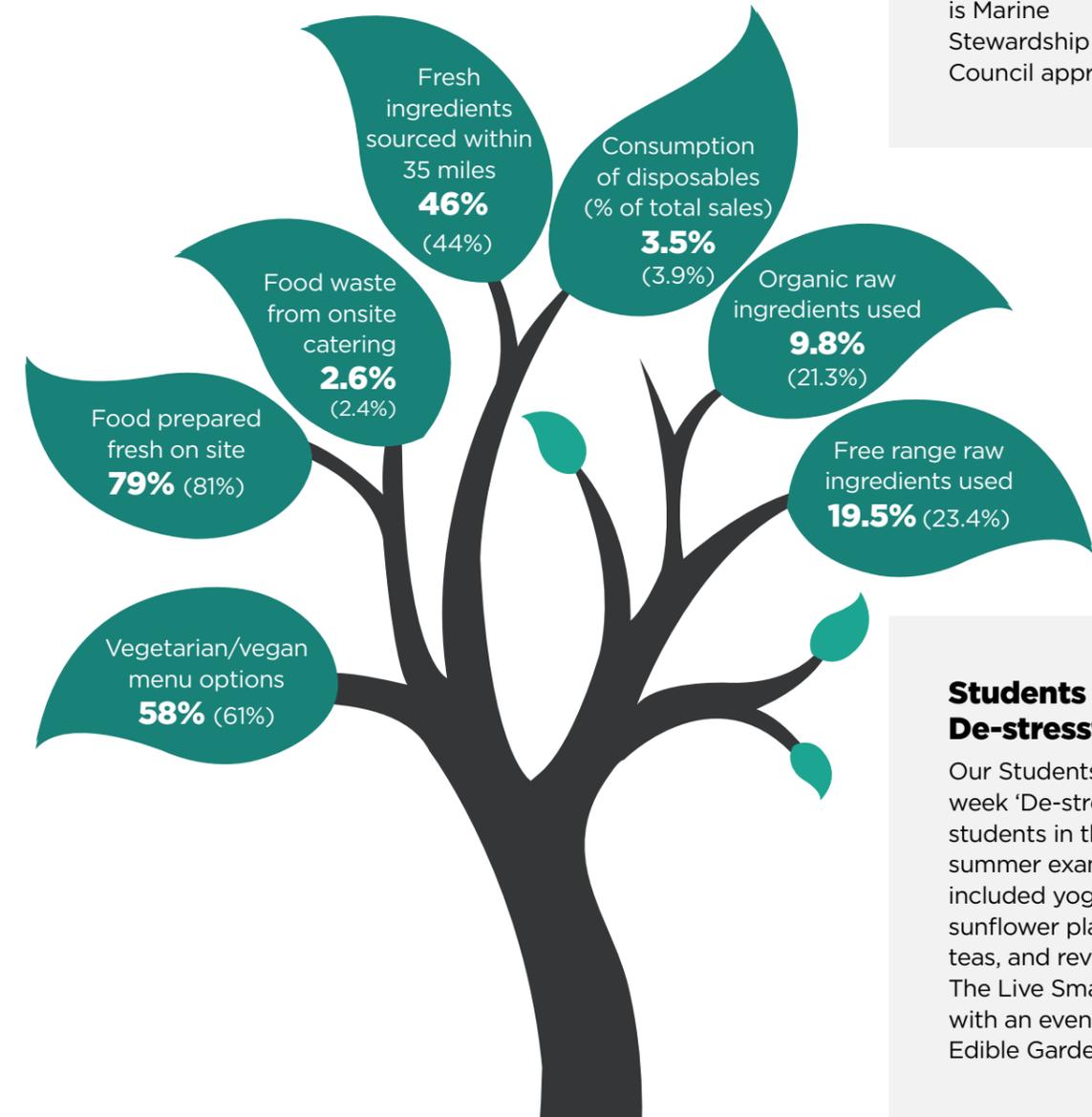
Food and wellbeing

Our caterers, BaxterStorey, work with our policy requirements on healthy, seasonal and responsibly sourced food, as well as good environmental management in our refectories and kitchens.

We have held Soil Association Gold standard at all our outlets since 2016 and this accreditation standard has been upheld through to June 2019.

We monitor sustainability performance indicators in our catering offer and product sourcing with input from students. Data for 2018-2019 across our catering outlets are shown below (last year's data in brackets).

Menus changed in 2019 to give students more options and lower prices, which has reduced the levels overall of organic and free range ingredients being used. Action on waste and disposables and demand for plant-based options are current priorities being kept under review.



100% of meat is Red Tractor scheme approved



100% of fish is Marine Stewardship Council approved



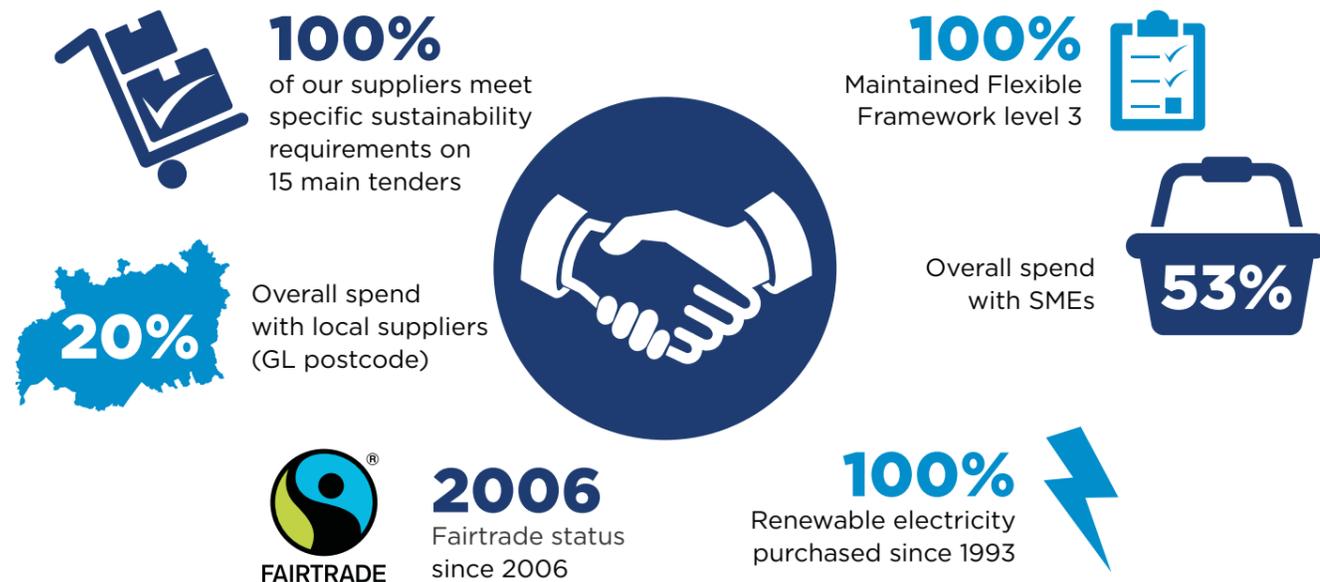
Students De-stressfest

Our Students' Union ran a 2 week 'De-stressfest' to support students in the lead up to summer exams. Activities included yoga, games, sunflower planting, free herbal teas, and revision-related craft. The Live Smart team took part with an event in our campus Edible Garden.

Supply chain and finance

Power of the Purse

We continue to use the approach developed in our Power of the Purse project to integrate sustainability into our purchasing decisions across the university. Through our procurement strategy and Environmental Management System we are working to improve the way we build whole lifecycle perspectives into our purchases, achieve positive impact in our business relationships and support local economies.



In 2018-2019 we reduced our non pay spend by around £1.5m to operate more efficiently and minimise discretionary spend. The net effect of these changes in spend pattern has raised our % of overall spend with SMEs but reduced the % of spend with our local suppliers in the GL postcode area.

Savings and Sustainability Benefits

Spending decisions are identified annually that have generated savings in terms of both cost and carbon.

4 major areas generated savings through greater use of university facilities and online learning resources, or careful decisions about new purchases:

External venue hire - £53,000 less this year

Office equipment - £14,000 less this year

Media and periodicals - £9,000 less this year

External hospitality - £8,000 less this year

These actions created an overall saving of:

£94,000 lower cost than last year

23.34 tonnes of carbon avoided

Our Southern Universities Purchasing Consortium scope 3 emissions report for 2018-2019 showed an overall reduction of 11% from 23,112 tonnes to 20,565 tonnes.

Stakeholder feedback

Sustainability is about limiting environmental damage and creating social impact. We aim to create benefits for students, staff and partners through our sustainability activities, and seek regular feedback to help us improve.

Our key stakeholders are our students and our main source for their opinions is the responses they give to the NUS annual survey questions sustainability. Responses nationally and from our university dataset to three headline questions are outlined below (last year's data in brackets):

	Responses 2018-2019	"universities should actively promote sustainability"	"sustainability should be integrated into all courses"	"my university takes action to limit negative impacts"
University of Gloucestershire results	147	87% (84%)	76% (78%)	81% (69%)
National results across UK universities	6,000	86% (87%)	80% (79%)	74% (73%)

Two key stories of positive impact in 2018-2019 were our achievement of 1st place in the People and Planet league table for 2019 (see p5) and the development of our Radical Sustainability partnership with Interface (see p9).

Selected feedback from our stakeholders and beneficiaries included:

People and Planet 1st Place Result

"Our students care deeply about sustainability and the SU are delighted the University has been recognised for leading the way in students' development and empowering them to develop solutions both in and out of their curriculum."

Imaani Mitchell
Students Union President

"Huge congratulations on your wonderful achievement of being named most sustainable university in the UK. We are incredibly grateful for your efforts to put Gloucestershire on the map as a forward thinking champion of sustainability."

Dr Richard Stockdale, Environment Director
Sanctus Limited

"Congratulations on doing such great work at the university over the years. It's so good to see that Gloucestershire is still leading the way and showing others what can be done."

Dr John Blewitt, Distinguished Fellow
Schumacher Institute

Interface Partnership - Radical Sustainability

"This University is a disrupter! It's not just talking a good game, it's not setting targets everyone else has set. In the leadership at this University, down to the students, there's a real passion to walk the walk."

Jon Khoo, Regional Sustainability Manager
UKIME, Interface

"Thank you for an incredible event this week. I left inspired, with fantastic ideas to solve my current challenge of getting our customers to push us to deliver more on sustainability, as well as really good new business contacts."

Alex Roberts, Senior Sustainability Manager
Willmott Dixon Construction Ltd

"Congratulations on a great event with engaging and intriguing content. Interface are clearly a great example and show the power of setting big goals for the future. I will be using this inspiration to revise our MBA offer."

Lloyd Parsons, Director of MBA programmes
University of Gloucestershire

UN Global Goals reporting



The University supports the 17 UN Sustainable Development Goals (SDGs) as signatory to the sector SDG Accord and host of RCE Severn, our UN Regional Centre of Expertise in sustainability education.

Here we summarise how our work in 2018-2019 contributed to the 6 global goals where we made the strongest impact, including the critical role of our educational innovations in delivering the goals.



- Radical Sustainability masterclass with 8 course groups and 9 student coursework finalists
- New Learning Innovation for Tomorrow projects involving 15 different course groups
- Live Smart partnership – 30 students active on employability and community challenges
- 4 students won national prizes for sustainability projects and designs



- 47% reduction in our Scope 1 & 2 carbon emissions reductions from 2005 to 2019
- New business school with low carbon design and BREEAM Excellent standard
- Contributed to Gloucestershire Energy Strategy and students on its youth implementation panel
- 11% reduction on last year's performance in our scope 3 procurement emissions



- 1st place league position for our university-wide strategic performance on sustainability
- ISO 14001: 2015 environmental management system covering all operations and academic activity
- Transparent governance through our public Annual Sustainability Report on all areas of university life
- 92% of students at our new Pittville Student village adopt sustainability modes of cross-campus travel



- Achieved goal of zero waste to landfill across our campuses with our new waste contractor
- Power of the Purse procurement actions ensured all 15 major tenders with sustainability criteria
- 23 tonnes of carbon emissions avoided and £94K savings through efficiency actions on routine spend
- BHF Pack for Good initiative in student halls saw almost £30K value from waste donated to charity



- Oxstalls Campus biodiversity work to boost native species and plants with flood risk protection
- Recare research project on soil degradation threats and solutions working with 15 countries
- Local Nature Partnership activities and hosted Green Infrastructure symposium for local stakeholders
- 30 school students taught by our biodiversity experts as part of Sir David Attenborough celebration



- Radical Sustainability partnership with global sustainability leaders Interface and 25 local companies
- SU and BAM agency worked with exhibitors to remove plastic from Freshers Fayre
- Sustainability Advantage workshop series for business with Local Enterprise Partnership
- Partnership with Gloucester Cathedral to run our first Live Smart community challenge and event

Oversight of sustainability

Sustainability programme

Sustainability staff: We have 4 permanent core staff in our Sustainability Team plus 8 staff in other departments who have formal responsibilities in sustainability.

Sustainability policy: Sustainability has been one of our core values since 2010 and is one of 6 pillars of our Strategic Plan 2017-2022, delivered through the Sustainability Strategy 2017-2022.

Sustainability delivery: Delivery on sustainability is co-ordinated by the Sustainability Team, who work collaboratively with staff and students across the institution as well as external partners.

RCE Severn: Our Regional Centre of Expertise in sustainability education, acknowledged by the United Nations University, supporting public engagement and learning partnerships in sustainability.

Sustainability governance

Our governance systems include both internal oversight and external validation, to ensure we meet quality standards, maintain compliance obligations and monitor continual improvement.

Our Environmental Management System provides an externally-accredited vehicle for transparent review and reporting on sustainability, covering our material impacts, key risks and setting of annual improvement priorities. The EMS objectives are built into our Sustainability Strategy.

The EMS provides a robust process to understand our operating context and identify sustainability issues most important to our business and our stakeholders. Our main stakeholder groups for sustainability include our executive, students, academic and professional staff, regional RCE network partners and the University Council as our governing body.

Delivery against the wider goals of our Sustainability Strategy is progressed and monitored internally through our university operating plan and the Sustainability annual business plan. Individual departments also take responsibility for the adoption of specific priorities into their business plans and reporting internally against these, including contributions to this Annual Sustainability Report.



Find out more:

www.sustainability.glos.ac.uk

Sustainability Strategy

www.sustainability.glos.ac.uk/about/strategy-performance/

Our people:

- 7,196 students
- 939 staff (FTE)

Our locations:

- 4 sites in Cheltenham
- 1 in Gloucester

Our footprint:

- 97,249m² Gross Internal Area (GIA)

Our activity:

- 8 Academic Schools
- 10 Professional Services Departments

Further information

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