

Environmental Sustainability Action Plan 2022-2027

Sustainability Strategic Area	Responsible person(s)	Key performance indicator	Target delivery	Target and date achieved by	Status 2024	Status Indicator 2024
Policy						
To ensure we have the correct policies, plans and procedures in place to inform our staff and students of their environmental responsibilities.	Director of IT, Estates & Learning Resources	Ensure all policies, plans and procedures have been reviewed by the Finance & Estates Committee	Annual review of policies. Plans and procedures reviewed as detailed in the Plan Review Document.	100% policies, plans and procedures reviewed annually.		●
		Publicise location of documents through Staffnet, student portal and student environment reps and staff networks	All policies, plans and procedures to be promoted to all staff and students via the Staffnet & Student Portal	100% of policies, plans and procedures on Staffnet and the College website.	Complete	●
				Publicise student and staff involvement via student reps, environmental tutorials and Employee Council	Complete	●
		College Strategic Plan	Addressing environmental sustainability in the College Strategic Plan.	Identify all College wide strategies which could incorporate elements of Environmental Sustainability	2024	Environmental sustainability features in the College Strategic Plan and in the Estates Strategy. Other appropriate strategies need to be reviewed for possible target inclusion.
Climate Action Roadmap for FE	Adopt the Climate Action Roadmap for FE and report to governors against progress	1 st Stage ('Emerging') complete. Work commenced on 'Established' and 'Leading' criteria	2024	The College has completed all aspects of the 'Emerging' criteria and is working on the 'Established' criteria	●	
Environmental Awareness						
To promote environmental awareness within the College community.	Director of IT, Estates & Learning Resources Vice Principal: Curriculum & Quality	Staff and students to be exposed to environmental campaigns and initiatives.	To ensure material on environmental sustainability is included in all college and department student inductions.	Environmental presentation available for all inductions.	Part of 2022 & 2023 inductions - Complete	●
				College environment mentioned in 100% of college student inductions, fairs and handbooks annually	Part of 2022 & 2023 inductions - Complete	●
		Effective use and engagement of the staff and student communication media and networks.		Produce 'Did You Knows' each term	Needs updating for this academic year	
				Student environmental group to create an appropriate Facebook page	Discussed with student environmental group and Friends of the Earth.	
				Annual agenda item on Environmental issues in Employee Council	Complete	●
		Promotion of the online sustainability training module to staff and students.		100% students & staff to access the module as part of tutorials / induction process each year	Part of 2022 & 2023 inductions - Complete	●
		Produce and deliver an annual schedule of environmental campaigns, competitions and initiatives through the Environmental Staff/Student group		Deliver 100% of schedule each year	Group has been meeting since 2015 Weak response 2024	
		Maintain a high level of engagement with College staff and students regarding biodiversity, and promote mental and physical well-being through the estates considering biodiversity assets.	Engagement and well-being: Produce an annual report of the coverage/reach of our biodiversity work.	Increase number of different opportunities for engagement annually	Reported to governors Nov 2024	●
Waste & Recycling						
To minimise our waste production.	Director of IT, Estates & Learning Resources	To reduce the amount of 'general' waste produced.	Work with general waste contractors to ensure the optimum provision of bins and collections.	Decrease of general waste produced kgs / per staff-student FTE by 10% by 2024	Achieved but better measurement required	●

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	Building Services Manager			Decrease of confidential waste disposed of kgs / per staff FTE by 5% by 2023	GDPR purge in Summer 2024 generated excess paper waste but was necessary		
	Manager: Campus Services	To improve the separation of recyclable materials	Increase recycling bins and decrease generate waste bins across sites	5% increase in recycling waste by 2023	Achieved but cross contamination remains an issue – particularly with food waste. Trial of clear bins and bags with better signage being rolled out to 2 sites.	●	
	Head of IT & Learning Resources						
	Catering Manager	To reduce the amount of food waste.	Ensure all staff, students and key stakeholders are trained in behavioural change to food waste	Increase educating with engagement during induction week (students)	Complete	●	
			Conduct monthly audits of food waste to identify the areas that require improvement/change	Central catering team to provide a management plan covering the college community and retail catering outlets by 2024	Existing food waste provider unavailable. New contract required in 2025.		
			Embed a food waste management plan to reduce, reuse and recycle	Central catering team to provide a management plan covering the college community and retail catering outlets by 2025	Revised target date		
			To establish the 'Love Food Hate Waste' Campaign	All 5 catered locations to establish campaign by Sept 2024	Achieved	●	
			Work with the general waste contractor, to implement food waste recycling	50% of food waste sent to recycling by 2025	Revised target date		
			Plan, deliver, promote and facilitate the 'reduce, reuse, recycle' mantra by a series of campaigns and initiatives.	Work with the waste contractor to review current communications channels and implement changes.	Increase by 100% the number of times 'Bring your own mug' discount is used by 2024	Achieved	●
					Increase by 15% the amount of materials recycled.	Improved but not at target. Monitor in 2025	
Energy and Emissions							
Environmental Management Systems	Building Services Manager	Use of college BMS system to ensure consistent, thorough approach to operational environmental issues. (Temperature & ventilation control)	Add additional controls and monitoring to legacy heating systems. Bring temperature and ventilation systems under single central control.	2028	Currently there is only 1 valve per floor of our buildings under control of the heating system. (3 Story, 6 Story)		
To reduce our carbon emissions through the implementation of the Carbon Management Plan.	Director of IT, Estates & Learning Resources		To produce, deliver and update detailed plans containing individual projects for the strategic categories.	10% reduction in electricity consumption per GIA m2 by 2024	Carbon reduction measured using Streamlined Energy Reporting mechanism and compared with other FE organisations.		
	Building Services Manager			10% reduction in gas consumption per GIA m2 by 2024 (not weather dependant)			
	Head of IT & Learning Resources			100% of our electricity purchased with green tariffs by 2021	Complete – ESPO Total Pure Green Tariff	●	
				100% of our gas purchased with green tariffs by 2024	Unavailable due to cost		
				10% of estates transport miles renewable / low zero carbon sources by 2024	Achieved 25% of vehicles now electric.	●	

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			Adopt all 5 themes, allowing for the expansion of the College	Achieve a 15% reduction in scope 1 & 2 buildings emissions CO2 / staff by 2028	Gas reduction achieved. Electricity reduction 9%	
Water						
To conserve and minimise water and manage our discharges.	Director of IT, Estates & Learning Resources	To reduce our total water consumption.	Use of metering to identify wastage and leakage and take remedial actions. Introduce water conservation measures	10% reduction of total water consumption by 2025	Better metering required. Project raised for 2025	
	Building Services Manager			20% reduction of water consumption per GIA m2 by 2028		
					2% of measured water consumption supplied by rain water harvesting and grey water by 2025	Rainwater harvesting units purchased but not yet installed.
Travel						
To renew a sustainable travel plan and achieve the targets set	Director of IT, Estates & Learning Resources	Work towards the targets as set out in the Sustainable Travel Plan	Reduction in travel miles	Reduce Single Occupancy Vehicle journeys by 5% by 2024	Increased due to expansion of Apprentice students	
	Manager: Campus Services		Enable low / zero carbon vehicles by introducing charging points on all sites	Introduce 4 charging points on each site by 2024	Charging points installed on two sites (Engineering and Derby Road). Other two sites planned for Sept/Dec 2024 once building projects are complete.	
				Undertake annual cycle space audit	5% increase of cycle spaces by 2024	Postponed until 2025
To achieve the targets set out in our Sustainable Travel Plan	Director of IT, Estates & Learning Resources	Reduce Business Travel via the use of Teams meetings and pool cars for staff	Produce a Policy for the replacement of fleet vehicles	10% of fleet are electric vehicles by 2025	Achieved	●
	Manager: Campus Services		Ensure the College promotes the use of sustainable modes of travel	10% reduction of CO2 emissions from college transport by 2025	College fleet increased due to student number increase.	
				Increase use of Teams meetings as a means of communication	5% increase in number of uses of Teams by 2024	Achieved
To provide an alternative to the daily travel arrangements (16 Redfern Buses)	Director of IT, Estates & Learning Resources	Move students onto public transport	Sept 2023 – All students moved onto a public transport solution	Complete by Sept 2023	Sept 2022 – 1000 students using college buses daily	●
	Manager: Campus Services	Encourage the use of public transport outside college Allow students to access work placements, P/T jobs and T level placements on public transport		Status: Complete.	Sept 2024 – 2800 students now have a college transport card	
Procurement						
To maintain, and where possible, improve our sustainable procurement.	Director of IT, Estates & Learning Resources	To introduce a sustainable procurement policy	Ensure that all staff involved in procurement are trained on the revised policy.	2023	Staff trained but further work required on the policy in 2025	
	Catering Manager					
Catering						
Sustainable Food	Catering Manager	Review Sustainable Food Policy on an annual basis	Maximise the use of locally produced food	Increase by 5% food produce that is purchased locally by 2024	Achieved	●

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			Maximise the use of suppliers who subscribe to ethical standards of animal husbandry	Increase by 5% food produce that is produced with regards to animal welfare issues by 2024	Under review. Data has been difficult to obtain	
			Communicate to our students, staff and other key stakeholders our commitment	Increase educating with engagement during induction week (students), at the tri-annual catering team inductions, and the tri-annual College staff induction	Achieved	●
		Maintain a high level of engagement with College staff and students regarding locally sourced food	Engagement: work with Catering and Procurement to review current communications channels and implement changes.	Produce a food miles map to show where food is locally sourced and frequency of deliveries by Sept 2024	Under review	
		Move our procurement towards Fairtrade & Rainforest Alliance certified products	Increase the amount of Fairtrade & Rainforest Alliance products sold in our catering outlets	Increase to 60% confectionary product lines sold in Catering outlets which are Fairtrade or Rainforest Alliance by 2024 Increase to 5% the food items sold by Catering Outlets which are Fairtrade or Rainforest Alliance by 2024	Currently 50%	
Sustainable Buildings						
To aim for the high environmental standards for all new builds and significant refurbishments.	Director of IT, Estates & Learning Resources	To adhere to new building regulations regarding sustainability and carbon	Air source Heat Pumps and Solar Photovoltaic systems to be incorporated into new building designs.	2024	Solar being installed on one building when complete in 2025. Other projects under review. Salix bid submitted in Nov 2024.	●
	Building Services Manager		Improve energy consumption from renewables by 2025	All of new build projects target 5% energy consumption from renewables annually	Achieved in 2024/25	●
To aim for the highest possible energy standard for existing significant buildings	Director of IT, Estates & Learning Resources	Display Energy Certificate rating of existing estate	Improve our annual review of energy (DEC) against buildings targets	5% Annual improvement	Achieved in 2024	●
	Building Services Manager					
Biodiversity						
To enhance the health of ecosystems and maintain, or increase, the diversity and abundance of native species across the College.		Maintain the area of high value habitat sites	Engage with the Woodland Trust and Queen's Green Canopy to support planting of native trees around our sites Plant a kitchen garden and support the restaurant with both edible plants and species which will attract wildlife.	2024	Student group planted a hedge on the D/R campus – plants supplied through Woodland Trust. (2023) Students built and created a kitchen garden outside the college restaurant. (2024)	●
		Maintain a high level of engagement with College staff and students regarding biodiversity, and promote mental and physical well-being through the estates considering biodiversity assets.	Engagement and well-being: Produce an annual report of the coverage/reach of our biodiversity work and share with staff and students	Increase number of different opportunities for engagement annually	Students completed works on the animal care facility to increase biodiversity and provide additional animal habitats. Works shared through Teams (Students) and Principal's Briefings (Staff)	●