

## Carbon Emission Reduction Action Plan – Winter 2021 Review

### Stage 1 - We Are: Inspiring [Emerging]

	Goal	Action	Progress	Date	Progress	Link
1.1	Gather views on Sustainability	Create and publish survey for staff for their views on sustainability	Surveys being launched after CoP 26. Monday 15 <sup>th</sup> November. <i>Travel to work surveys asked for those that want more info. Led to increased membership at Econ group and TLA CPD sessions that over 90 people attended.</i>	June 21 – <i>Achieved January 22'</i>	GREEN	Leadership and Governance
1.2	Establish Committee	Create new Eco College group for Staff, to include student representation		March 21	GREEN	Leadership and Governance
1.3	Upskill on measuring emissions	<p>Explore and involve experts to support renewal of the HOWC Carbon Management Plan (CMP).</p> <p>Target for CMP July 2022</p> <p>Quarterly reporting of energy usage by building with prior year comparisons.</p> <p>Involvement in emerging and established groups in Worcestershire / regional / National (EAUC)</p>	<p>Potential meeting in Dec21 via WLEP/PEEP WCC colleagues to explore potential funding / support to produce an evaluation of HoWC buildings. <i>SECR report completed showing 10% reduction in carbon emissions since 2018/19. Plans in place to refine the production of a Carbon Management Plan, including meetings with WCC and consultants.</i></p> <p>Various webinars/groups attended to date</p>	July 22 – <i>Achieved Jan 22'</i>	GREEN	Data Collection

1.4	Measure College carbon footprint using existing data	Initial use of the EAUC template to provide consistent approach to measuring campus-based emissions. Plan to be extended to include direct travel; minibus and claims. Staff Travel survey to be used to estimate percentage of staff that travel by car.	EAUC template may be ready to present. <i>See above</i>	On-going from March 21 – <i>Achieved Jan 22'</i>	GREEN	Data Collection
1.5	Meet with leaders to set net zero target	Governor T & F group to approve reduction target and timeframe. – <i>50 in 10 Agreed by Governor Task &amp; Finish group – to go for approval at Main Governor meeting in May – to approve to sign the Global Climate Letter (now Race to Zero)</i>	Agreed at May Corporation meeting.	March 21	GREEN	Leadership and Governance
1.6	Publish targets	Published across all platforms and regular newsletter as well as in posters around college. Also noted to stakeholders. – <i>'Annual Carbon Report' (Publish element of Race to Zero) and 'Net Zero Plan' (Plan and Proceed element of Race to Zero) to be published by March 2022</i>	Targets published to all college staff and on College website. EUAC and other relevant external stakeholders, including Worcestershire County Council, now of college plans.	March 22	GREEN	Data Collection
1.7	Sign the Global Climate Letter (now known as 'Race to Zero')	Once target approved, and signing of letter agreed – <i>Governors to conclude through T &amp; F group.</i>	Race to Zero campaign signed 12.07.2021	July 21	GREEN	Partnerships and Engagment
1.8	Ensure recycling/signage is available in every building	Achieved – Maybe ask Student Representative to confirm for their areas, how easy is it for them to recycle.		Achieved	GREEN	Estates and Operations
1.9	Deliver carbon literacy training to staff and students	Plan to include in the Student THRiVE programme, create stand alone modules to be used in adult and apprenticeships programmes where possible and practical. Information on posters across college. Eco section of college website in place. Possible aspects in new Elements e-learning programme.	THRiVE programme launched November 2021. Further expansion of materials through BLC for the rest of the FE sector. <i>THRIVE sessions delivered, BLC Content in production.</i>	Sept 21 <i>Achieved Nov 21</i>	GREEN	Teaching, Learning and Research
1.10	Implement strategies to reduce energy use	CMP will partially inform this.  Review outcome of CMP potential strategies/projects (including financial implications/consequences)	Some strategies have begun, such as the reduction of college estates and Flexible Fridays, as well as encouraging changes in staff behaviours.	Sept 21 – <i>Strategies started but on-</i>	GREEN	Estates and Operations

		Decision making by SLT/Corporation of priorities	<i>Strategies include encouraging greener transport, switching off campaign and examination of hot spots to target physical changes to Estate.</i>	<i>going focus.</i>		
1.11	Negotiate with food suppliers for sustainable food options	Helen Stirling to undertake review and provide options to adapt supply agents. Some sustainable points in place.	Hospitality/Refectory – Larger vegan and vegetarian options on menu. Working through supplier list to find local providers.	Dec 21	GREEN	Partnerships and Engagment

## Stage 2 - We Are: Innovating [Established]

	Goal	Action	Progress	Date	Progress	Link
2.1	Develop and implement plan to measure Scope 3 emissions	Examine Scope 3 measures in 21/22, in order to develop plan for implementation in 22/23	Linked to Staff Survey. <i>Staff survey collates insight into Scope 3 emissions and led to suggested changes for staff including increase cycling and car share schemes. Survey now to be conducted every three years.</i>	December 21	GREEN	Data Collection
2.2	Incorporate net zero ambitions in strategic plan and establish ring-fenced budget	Strategic and development plans will consider arrangements for meeting the carbon reduction ambitions.	Ongoing <i>Get to Green theme in 2022 onwards college strategy. Capital resources will be allocated to projects based on investment/return [principle against carbon savings.</i>	March 22	GREEN	Leadership and Governance
2.3	Sign SDG Accord	The College will not be signing the Accord but has begun a number of initiatives on this theme.		March 22	GREEN	Partnerships and Engagment
2.4	Modify estates strategy in-line with net-zero target	Estates strategy to be amended to include and CMP outcomes.	Discussion with consultants and WCC over the creation of a CMP to take the college towards its Zero target. <i>Oct 22 - A full campus review has been undertaken to identify</i>	July 22	AMBER	Estates and Operations

			<i>de-carbonisation opportunities, renewable energy options and behaviour modifications to impact on carbon emissions. A full report on the steps to take is planned for December 2022.</i>			
2.5	Apply for Salix finance loan to improve energy efficiency/reduce emissions <i>Oct 22 – Changed to - Apply for Salix finance loan and other bid and collaboration projects as are available and suitable to improve energy efficiency/reduce emissions. Work will be on-going</i>	To be informed by approved Estates Strategy/CMP	<i>Oct 22- Two bids already won, that will help to identify possible changes and to support the installation of LED lighting.</i>	After July 22	GREEN	Estates and Operations
2.6	Set and implement targets to reduce waste on campus by 50-75%	Staff groups and survey to contribute ideas. Good waste management in place currently	A new waste collection provision is split between 'General Waste' and 'Paper & Card' streams, which will now be expanded to cover 'Food' and 'Dry Mixed Recycling' (DMR). This will increase recycling rates and reduce waste to landfill.	Sept 22	AMBER	Estates and Operations
2.7	Implement new travel policy to reduce long-haul aviation travel	All long haul travel, is not seen as advisory at this stage. Any request will be significantly examined.		Achieved	GREEN	Estates and Operations
2.8	Establish climate action network with local council	Establish contacts with key groups and contacts at local councils to see how we can attend sessions or inform them of college plans.	Contact made with WCC, but little direct response at this stage. Some further contact with Sustainability Officer who wishes to attend future	Jan 22	AMBER	Partnerships and Engagment

			meeting to talk of Councils plans, set for May 2022. <i>Oct 22 - Some progress and links with WCC sustainable strategy have led to funding.</i>			
2.9	Develop fossil fuel divestment plan	Review of energy contracts ahead of expiry point for alternative tariffs. Cost implications and how Green "Green" Tariffs actual are.  Review current investment across college portfolio. Investigate degree of control the College has over investments (LGPS) Identify possible alternative options, include potential implications. WCC are researching how to zero carbon investments	Expiry of majority of contracts are Sept 23.  LGPS review outside of college hands.  <i>Oct 22 - Ability to adapt financial investments restricted by current economic background</i>	July 22	AMBER	Partnerships and Engagment
2.10	Participate in Global Goals Teach-in	Examine scheme and identify if this is a potential activity for staff or students.	90 staff have participated in training on integrating sustainability into their teaching and 70 have signed the Global Goals Tech in. Very positive feedback on training	Jan 22	GREEN	Teaching, Learning and Research

### Stage 3 - We Are: Advancing [Leading]

	Goal	Action	Progress	Date	Progress	Link
3.1	Audit curriculum against SDGs using Responsible Futures Framework and accreditation				Choose an item.	Teaching, Learning and Research
3.2	Develop climate adaptation/climate risk management approach	The Risk Register has been adapted to account for likely climate-based impacts and costs of possible mitigations and impacts.		Oct 22	GREEN	Partnerships and Engagment
3.3	Incorporate sustainability into governance arrangements	<i>Two annual reports will update Governors on progress towards target, potential capital investment and Estate developments as well as the broader activity of the Eco group in raising</i>	The Governors now receive two reports a year on carbon emissions and environment work – the SEC, this action	Sept 22	AMBER	Partnerships and Engagment

		<i>awareness, and increasing bio-diversity across campus like the Tony Forest work.</i>	plan and a report on what actions around broader environmental matters have occurred. Regular reporting. These matters are further reviewed in the Audit Committee			
3.4	Implement renewable energy on a part of/all of the estate		A full site consultancy and review of energy use across all campuses and potential opportunities for renewable energy projects has taken place, this will inform future planning for installations. However, the first focus of that work is to reduce wasted energy use which is expected to make around a 30% reduction in CO2 emissions. A cost benefit analysis of renewable energy options will be undertaken as part of this.	Dec 24	AMBER	Estates and Operations
3.5	Expand travel policy to reduce emissions from commuting to/from campus				Choose an item.	Estates and Operations
3.6	Work with local community/council/businesses to improve local biodiversity		The College is now well-perceived by local councils and recognised for the work it is doing. This means that it is contacted for a variety of projects incl. Hedgehog Friendly Campus, a new Worcester Wildlife Walk and bio-diversity on campus.	Sept 22	GREEN	Partnerships and Engagement

3.7	Share carbon footprint data collection approach as model to other colleges		The College has joined the College's West Midlands Sustainability Group that shares good practice across institutions. We will share our reporting model, approach to staff awareness and other factors.		GREEN	Data Collection
3.8	Embed climate responsibility into staff development	See above about Global Goals Teach in – Sessions also being run or how to reduce energy drain from digital resources being kept for long periods of time.	Themes and sessions on climate and sustainable education are now be part of all CPD programmes.		GREEN	Partnerships and Engagment
3.9	Train teaching staff to incorporate sustainability into curriculum for all courses		<i>Oct 22 – We have created a team of Sustainable Education Champions, that represent nearly all departments. We will use this and college CPD to develop the incorporation of sustainability for all courses. The THIRIVE materials ensure all 16-18 students do this. The next focus is Apprentices, and Higher Education students.</i>	Dec 24	AMBER	Teaching, Learning and Research
3.10	Apply for Green Gown or AoC Beacon award				Choose an item.	Partnerships and Engagment