**‘Get2Green’**

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**Carbon Emission Reduction Action Plan – May 2023 Review**

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

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|  | **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 15th November. *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.* | June 21 – *Achieved January 22’* | 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 | Explore and involve experts to support renewal of the HOWC Carbon Management Plan (CMP).  Target for CMP July 2022  Quarterly reporting of energy usage by building with prior year comparisons.  Involvement in emerging and established groups in Worcestershire / regional / National (EAUC) | Potential meeting in Dec21 via WLEP/PEEP WCC colleagues to explore potential funding / support to produce an evaluation of HoWC buildings.  *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.*  Various webinars/groups attended to date | July 22 – *Achieved Jan 22’* | 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.  *See above* | On-going from March 21 – *Achieved Jan 22’* | GREEN | Data Collection |
| 1.5 | Meet with leaders to set net zero target | Governor T & F group to approve reduction target and timeframe. *– 50 in 10 Agreed by Governor Task & Finish group – to go for approval at Main Governor meeting in May – to approve to sign the Global Climate Letter (now Race to Zero)* | 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. *– ‘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* | 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 – *Governors to conclude through T & F group.* | 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.  *THRIVE sessions delivered, BLC Content in production.* | Sept 21  *Achieved Nov 21* | 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)  Decision making by SLT/Corporation of priorities | Some strategies have begun, such as the reduction of college estates and Flexible Fridays, as well as encouraging changes in staff behaviours.  *Strategies include encouraging greener transport, switching off campaign and examination of hot spots to target physical changes to Estate.* | Sept 21 – *Strategies started but on-going focus.* | GREEN | Estates and Operations |
| 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]**

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|  | **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. S*taff 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.* | 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  *Get to Green theme in 2022 onwards college strategy. Capital resources will be allocated to projects based on investment/return [principle against carbon savings.* | 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.  *Oct 22 - A full campus review has been undertaken to identify 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.*  *Jan 23’ - We are building on the consultancy reports to amend the existing and create a new CR Action Plan and Estates Strategy, as part of our 2023 – 2025 College Strategy*  *May 2023 – Items to be included in new Estates review for 2023 onwards* | July 22 | AMBER | Estates and Operations |
| 2.5 | Apply for Salix finance loan to improve energy efficiency/reduce emissions  *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* | To be informed by approved Estates Strategy/CMP | *Oct 22- Two bids already won, that will help to identify possible changes and to support the installation of LED lighting.* | 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 meeting to talk of Councils plans, set for May 2022.  *Oct 22 - Some progress and links with WCC sustainable strategy have led to funding.*  *Jan 23 – New Worcester City Environment Network, now established – HoW College attending. Issues include CO2 reduction strategies across the City and local Heat Network.*  *May 23’ – Seeking to work with new Council given increased focus within City for sustainable initiatives.* | Jan 22 | AMBER | Partnerships and Engagment |
| 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.  *Oct 22 - Ability to adapt financial investments restricted by current economic background* | 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. | Nov 22’ - 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 23’ – More training built into new CPD day for March and now resources available through TEAMs and AQP Portal. May 23’ – College 3rd most number of educators pledged and 4th number of students in Country.* | Jan 22 | GREEN | Teaching, Learning and Research |

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

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|  | **Goal** | **Action** | **Progress** | **Date** | **Progress** | **Link** |
| 3.1 | Audit curriculum against SDGs using Responsible Futures Framework and accreditation | Review of all curriculum, starting with Study Programmes and then leading through to Adult provision for vocational skills, then Apprenticeships then HE, and finally Adult skills generally. | *Jan 2023 - Audit will use ETF’s new* [*Curriculum Mapping Tool*](https://www.et-foundation.co.uk/resources/esd/esd-resources/map-the-curriculum-tool/)*, which is free to use, rather than the Responsible Futures Framework (costs over £2000 per year)* | Sept 24 | AMBER | 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 | *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 awareness, and increasing bio-diversity across campus like the Tony Forest work.* | The Governors now receive two reports a year on carbon emissions and environment work – the SEC, this action  plan and a report on what actions around broader  environmental matters have occurred. Regular reporting.  These matters are further reviewed in the Audit Committee | Sept 22 | GREEN | Partnerships and Engagment |
| 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.  *May 23’ – College currently investigating Solar power and options for the addition of hydrogen use across campuses.* | Dec 24 | AMBER | Estates and Operations |
| 3.5 | Expand travel policy to reduce emissions from commuting to/from campus | Encourage staff and students to find alternative travel approaches. Where possible work with local councils to build cycling and walking networks to facilitate this.  Run regular “Travel Lite” days that encourage staff to explore alternative transport. Operationalise curriculum delivery and work models that reduce the need to travel onto campus for work or study | Internal survey shows that staff have substantially reduced their carbon footprint in relation to travel. Campus locations, underpin some of the necessity for staff and student travel. Where possible options to explore online delivery are being taken and Flexible Fridays, reduce campus-based and travel-linked Co2 emissions.  *Jan 23’ Staff and student mileage significantly reduced due to flexible Friday and WFH Policy.*  *May 23’ – Staff encouraged to reduce mileage through use of ICT. Travel Lite campaign starting in June 23’* | Dec 24 | AMBER | 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 Engagment |
| 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 |  | *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.*  *Jan 23 – AQPs have started work in HE to develop sustainability themes, including competition in Engineering around Sustainable Futures, still at relatively early age. Sustainability resources have been updated for THRIVE*  *May 23’ Included in recent CPD day and with good feedback, likely to be consistent feature of CPD offer to promote across college.* | Dec 24 | AMBER | Teaching, Learning and Research |
| 3.10 | Apply for Green Gown or AoC Beacon award |  | May 23’ – Application to be entered for the 2023 year by June 5th. |  | GREEN | Partnerships and Engagment |