

1 Annex ii: Swansea University: Sustainability Objectives, Targets and KSIs for 2019-2020

Objectives	Key	Target	KSI	Plan (further reference)	Responsible Person
Lower carbon					
1. Reduce energy consumption and associated carbon emissions whilst ensuring the University's core activities continue	C1	Reduce absolute carbon emissions (Scope 1 and 2) from buildings (energy) by at least 35% by 2025/26 based on 2015/16 baseline	Carbon emissions (tCO ₂ e) from the University estate pa Carbon emissions (tCO ₂ e) per m ² GIA pa Further KSIs (including Scope 3) included as part of the Carbon & Resource Management Plan	Swansea University Carbon & Resource Management Plan	John Llewellyn (Energy & Carbon Manager)
2. Reduce dependence on fossil fuel energy; moving towards more renewable or lower carbon energy sources	C2	Increase KWh of electricity generated by onsite renewable sources year on year	KWh of electricity generated by renewable means pa	Swansea University Carbon & Resource Management Plan	John Llewellyn (Energy & Carbon Manager)
3. Reduce water use on the University estate	C3	Maintain water consumption levels to less than 0.9m ³ /m ² in 2019/20	Water consumption per m ² GIA pa	Swansea University Carbon & Resource Management Plan	John Llewellyn (Energy & Carbon Manager)
4. Implement sustainable design, construction and management practices in University new builds, renovations and refurbishments	C4	Incorporate sustainability innovation and energy-efficiency into all new build projects	% of new build projects achieving at least BREEAM Excellent pa	Swansea University Carbon & Resource Management Plan	Fiona Nixon (Head of Projects) and Project Officers
	C5	Improve the average DEC score on our campuses year on year	Average Display Energy Certificate score pa	Swansea University Carbon & Resource Management Plan	Fiona Nixon (Head of Projects) and Project Officers and John Llewellyn (Energy & Carbon Manager)
Minimal waste					
5. Continually improve waste management practices at the University	W1	Increase diverted waste proportion to 70% by end of 2019/20 in line with the University's WMP	% of waste reused, recycled and recovered pa Further sub-KSIs are included as part of the updated 2020 Waste Management Plan	Swansea University Waste Management Plan	Fiona Wheatley (Waste & Recycling Officer) and Hayley Beharrell and Emily Ingram (Environmental Officers)
	W2	Raise awareness of updated waste management practices at the University in staff, students, contractors, visitors and other stakeholders	Number of adverse events related to waste management pa Further sub-KSIs are included as part of the updated 2020 Waste Management Plan	Swansea University Waste Management Plan	Fiona Wheatley (Waste & Recycling Officer) and Environmental Officers
Biodiverse campuses					
6. Encourage and support biodiversity and conservation on all University campuses	B1	Review and rewrite the 2020 – 2024 Biodiversity Action Plan, including specific targets, actions and KSIs	Swansea University Biodiversity Action Plan 2020-2024 developed, published and managed Number of new biodiversity projects/initiatives introduced pa Further sub- KSIs included as part of the Biodiversity Action Plan	Swansea University Biodiversity Action Plan	Ben Sampson (Biodiversity Officer)

Sustainable travel					
7. Minimise the negative environmental impact of University related travel and transport	T1	Increase the proportion of all staff to regularly chose to commute sustainably (non-car) by July 2020	% of staff commuting sustainably over 75% of the time (feeding back via SWell and Staff Travel Surveys) pa	Swansea University Sustainable Travel Plan	Jayne Cornelius (Sustainable Travel Coordinator)
	T2	Increase the number of Ride Leaders and Guided Rides offered to students/staff to encourage commuting and campus to campus journeys by bike	% increase in commuter cyclists pa % increase in Cycle to Work sign ups pa	Swansea University Sustainable Travel Plan	Jayne Cornelius (Sustainable Travel Coordinator)
	T3	Increase the proportion of students that commute sustainably (non-car) to two-thirds by July 2020	% of students commuting sustainably for over 75% of their journeys (feeding back via Student Travel Surveys) pa Further sub-KSIs included as part of the Sustainable Travel Plan	Swansea University Sustainable Travel Plan	Jayne Cornelius (Sustainable Travel Coordinator)
Positive Procurement					
8. Embed more ethical and sustainable procurement practices throughout the University	P1	Ensure that the University's sustainable procurement programme moves towards ISO20400 standard by the end of 2021	Hold internal Sustainable Procurement standard ISO20400 audits across Central and Local procurement functions by end of 2020	Swansea University Sustainable Procurement Plan	Teifion Maddocks (Sustainability & Staff Wellbeing Officer) and Owen Cullen (Deputy Head of Procurement)
	P2	Complete actions identified in MSA statement 2018/19 by end of 19/20	% of actions in MSA statement completed by end of July 2020		Teifion Maddocks (Sustainability & Staff Wellbeing Officer) and Owen Cullen (Deputy Head of Procurement)
	Sustainable Food				
	P3	Achieve Soil Association Bronze as a minimum at all eligible Campus Catering outlets by July 2020	% Bronze standard achieved	Sustainable and Healthy Food Action Plan/ Catering Strategy	Victoria Lewis (Sustainability Officer) & Mark Cheeseman (Catering Manager)
Wellbeing and Health					
9. To improve University staff health and wellbeing	WH1	Achieve Gold level of the Welsh Corporate Health Standard by end of 2019/2020	Level of CHS achieved by July 2020 A number of sub-KSIs are included as part of the Corporate Health Standard Action Plan	CHS Action Plan	Teifion Maddocks (Sustainability & Staff Wellbeing Officer) & University Health and Wellbeing stakeholders
Culture and Community					
10. Induct, train and support staff to conduct their activities in an environmentally responsible manner	CC1	At least 60% of staff registered on the University's Sustainability engagement portal (SWELL) by July 2020 Increase % staff engaged with SWell on a weekly basis	Number of staff registered on Engagement portal pa % of SWell users active on a weekly basis	Swansea University Sustainability communications & engagement plan	Teifion Maddocks (Sustainability & Staff Wellbeing Officer) and Victoria Lewis (Sustainability Officer)

11. To raise awareness of sustainability issues and to communicate sustainability achievements to students, staff and other stakeholders	CC2	To hold at least 50 sustainability events, workshops or campaigns for students and staff in 2019/20	Number of discreet corporate sustainability initiatives pa	Swansea University Sustainability communications & engagement plan Annual Sustainability Calendar Annual Sustainability training plan	Sustainability Team
12. To reduce the impact of the University's environmental emissions and discharges	CC3	Achieve full legal compliance on environmental emissions and discharges	Number of legal non compliances pa No. of labs awarded LEAF status (bronze/silver/gold) pa	Swansea University EMS Action Plan	Hayley Beharrell and Emily Ingram (Environmental Officers)
13. To support ongoing continuous improvement in the University's management of environmental aspects	CC4	To continue to embed and improve the Environmental Management System across the University	Addition of new buildings/sites pa into EMS scope Proportion of Colleges/PSUs with discreet Sustainable Action Plans (SAPs) A number of sub-KSIs are included as part of the University's annual Environmental Management System (14001) Action Plan	Swansea University EMS Action Plan	Hayley Beharrell and Emily Ingram (Environmental Officers)
Knowledge and skills					
14. To support student employability, develop skills and knowledge via the sustainability programme of work	KS1	At least 650 students signed up and undertaking extra curricula sustainability activities in year 2019/20	Number of students signed up to the Sustainability Award pa	Swansea University Sustainability communications & engagement plan	Teifion Maddocks (Sustainability and Wellbeing Officer), Victoria Lewis (Sustainability Officer) and Rhia Cullen (Environment and Sustainability Assistant), Hayley Beharrell and Emily Ingram (Environmental Officers)
	KS2	At least 15 students achieving the Sustainability Award in year 2019/20	Number of students graduating with a Sustainability Award on their Higher Education Achievement Report (HEAR) pa A number of sub-KSIs are included as part of the Sustainability Communications & Engagement Plan	Swansea University Sustainability communications & engagement plan	Victoria Lewis (Sustainability Officer) and Rhia Cullen (Environment and Sustainability Assistant), Hayley Beharrell and Emily Ingram (Environmental Officers)