

Annex ii: Swansea University: Sustainability Objectives, Targets and KSIs for 2021-2022

Objectives	EMS Key	Target	Key Sustainability Indicator	Responsible Persons/Teams
THEME 1: THE CLIMATE EMERGENCY				
1. Reduce carbon emissions from all sources whilst ensuring the University's core activities continue	CE1	Achieve an overall 5% annual reduction in scope 1 and 2 emissions to achieve a reduction of 100% by 2035 (70% by 2030) from 2015/16	<ul style="list-style-type: none"> Carbon emissions (tCO₂e) from the University estate pa (Scope 1 and 2) Carbon emissions (tCO₂e) per m² GIA pa 	John Llewellyn (Energy & Carbon Manager) and Teifion Maddocks (Sustainability Manager)
	CE2	Achieve an overall 2.5% annual reduction in scope 3 emissions to achieve a reduction of 50% by 2035 (35% by 2030) from 2015/16	<ul style="list-style-type: none"> Carbon emissions (tCO₂e) from University operations pa (Scope 3) 	John Llewellyn (Energy & Carbon Manager) and Teifion Maddocks (Sustainability Manager)
	CE3	Develop the Path to Zero concept to achieve a year on year reduction in emissions in line with the above	<ul style="list-style-type: none"> Coverage of Path to Zero interventions (Number of Faculties/PSUs) undertaken 	Sustainability Team
2. Reduce dependence on fossil fuel energy; moving towards more renewable or lower carbon energy sources	CE4	Increase KWh of electricity generated by onsite renewable sources year on year	<ul style="list-style-type: none"> KWh of electricity generated by renewable means pa 	John Llewellyn (Energy & Carbon Manager) and Teifion Maddocks (Sustainability Manager)
3. Reduce water use on the University estate	CE5	Maintain water consumption levels to less than 0.9m ³ /m ² in 2020/21	<ul style="list-style-type: none"> Water consumption per m² GIA pa 	John Llewellyn (Energy & Carbon Manager)
4. Implement sustainable design, construction and management practices in University new builds, renovations, refurbishments and existing estate	CE6	Incorporate sustainability innovation and energy-efficiency into all new builds, renovations and refurbishments	<ul style="list-style-type: none"> % of new build projects achieving at least BREEAM Excellent pa 	Projects, Technical Services and Sustainability Team
	CE7	Improve the average DEC score on our campuses year on year	<ul style="list-style-type: none"> Average Display Energy Certificate score pa 	John Llewellyn (Energy & Carbon Manager)
	CE8	Include the impacts of unavoidable climate change and associated weather events as a key risk in the EMS at a corporate, local and (new build) project level	<ul style="list-style-type: none"> Number of adaptation risks and opportunities identified pa 	Sustainability Team
THEME 2: OUR NATURAL ENVIRONMENT				
5. Encourage and support biodiversity and conservation on all University campuses	NE1	Review the 2020 – 2024 Biodiversity Action Plan, including specific targets, actions and KSIs	<ul style="list-style-type: none"> Swansea University Biodiversity Action Plan 2020-2024 reviewed and updated annually Number of new biodiversity projects/initiatives introduced pa 	Benjamin Sampson (Biodiversity Officer)
THEME 3: OUR WORKING ENVIRONMENT				
6. Embed more ethical and sustainable procurement practices throughout the University	WE1	Ensure that the University's sustainable procurement programme moves towards ISO20400 standard by the end of 2022	<ul style="list-style-type: none"> Number of actions implemented from WRAP Cymru Sustainable Procurement report – progress pa 	Teifion Maddocks (Sustainability & Staff Wellbeing Officer) and Angharad Marshall-Smith (Procurement Business Manager)
	WE2	University catering will offer services that meet high sustainability and ethical standards	<ul style="list-style-type: none"> % of catering outlets with Soil Association Food for Life served here gold or equivalent award and compliant with Corporate Health Standard gold award pa 	Sustainability Team and Catering Provider
	WE3	The University will fully review its Ethical Investment Policy by 2022, and look to extend current investment exclusions further than tobacco and fossil fuels, reviewing arms manufacturing and other sectors	<ul style="list-style-type: none"> EIP fully reviewed and associated SLT report produced – progress pa 	Sustainability Team and Finance

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7. Continually improve waste management practices at the University	WE4	Achieve a 70% diversion of waste from Energy from Waste (EFW) and landfill by 2025 in line with Welsh Government targets	<ul style="list-style-type: none"> % of waste diverted pa 	Fiona Wheatley (Waste & Recycling Officer), Victoria Lewis, Emily Ingram and Katie Horsburgh Environmental (Sustainability Officers)
	WE5	Continue to reduce the waste mass generated per full time equivalent (FTE) staff and student per year	<ul style="list-style-type: none"> % of waste reused, recycled and recovered pa 	Fiona Wheatley (Waste & Recycling Officer), Victoria Lewis, Emily Ingram and Katie Horsburgh Environmental (Sustainability Officers)
	WE6	Raise awareness of updated waste management practices at the University in staff, students, contractors, visitors and other stakeholders	<ul style="list-style-type: none"> Number of adverse events related to waste management pa 	Fiona Wheatley (Waste & Recycling Officer), Victoria Lewis, Emily Ingram and Katie Horsburgh Environmental (Sustainability Officers)
8. To reduce the impact of the University's environmental emissions, discharges and other outputs	WE7	Achieve full legal compliance on environmental emissions and discharges	<ul style="list-style-type: none"> Number of legal non compliances pa Number of new and updated wastewater consents in place 	Victoria Lewis, Emily Ingram and Katie Horsburgh Environmental (Sustainability Officers)
	WE8	Continue the roll-out of the LEAF Sustainable Labs programme to cover an increasing number of University laboratories	<ul style="list-style-type: none"> Number of labs awarded LEAF status (bronze/silver/gold) pa 	Victoria Lewis, Emily Ingram and Katie Horsburgh Environmental (Sustainability Officers)
THEME 4: OUR TRAVEL				
9. Minimise the negative environmental impact of University related travel and transport	OT1	Maintain gold level at our next Cycle Friendly Employer audit due in 2022 by continued engagement, communication and introduction of additional measures, including improved infrastructure and raising the level of Cycle to Work Scheme limit to enable more staff to acquire EV bikes for their commute	<ul style="list-style-type: none"> % increase in commuter cyclists pa % increase in Cycle to Work sign ups pa 	Jayne Cornelius (Sustainable Travel Coordinator)
	OT2	Promote the travel hierarchy and strongly encourage staff to follow it, through the newly procured travel booking services	<ul style="list-style-type: none"> Number of OFIs related to travel hierarchy in internal EMS audits 	Jayne Cornelius (Sustainable Travel Coordinator), Victoria Lewis, Emily Ingram and Katie Horsburgh (Environmental Sustainability Officers)
CROSS CUTTING ISSUES and GOALS				
Governance, Management, Decision-Making				
10. To support ongoing continuous improvement in the University's management of environmental impacts, aspects, opportunities and risks	GMD1	To work with faculty and PSU senior management as well as key area representatives to ensure that sustainability governance is embedded within their working systems alongside H&S and Resilience, establishing their full environmental impacts and developing associated sustainability action plans	<ul style="list-style-type: none"> Proportion of Faculties/PSUs with active Sustainable Action Plans (SAPs) 	Victoria Lewis, Emily Ingram and Katie Horsburgh (Environmental Sustainability Officers)
	GMD2	Continue to map all University activities to the UN SDGs for reporting purposes via the EMS, and allow the development and delivery of cross-university actions	<ul style="list-style-type: none"> Proportion of Faculties/PSUs with SDG maps in their Sustainable Action Plans (SAPs) 	Victoria Lewis, Emily Ingram and Katie Horsburgh (Environmental Sustainability Officers)
	GMD3	To continue to embed and improve the Environmental Management System across the University	<ul style="list-style-type: none"> Addition of new buildings/sites pa into EMS scope 	Victoria Lewis, Emily Ingram and Katie Horsburgh (Environmental Sustainability Officers)

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			<ul style="list-style-type: none"> Number of attendees at Network meetings 	
Learning, Capacity, Skills				
11. To support student employability, develop skills and knowledge via the sustainability programme of work	LCS1	Reconfigured Student Sustainability Award launched in 2020/21	<ul style="list-style-type: none"> Number of students signed up to the Sustainability Award pa 	Katie Horsburgh (Change Agent - Sustainability Officer)
	LCS2	Develop a carbon literacy toolkit, in-line with Path to Zero, to enable staff and students to reduce their impact from their own operations, their research, and the spaces they use on campus	<ul style="list-style-type: none"> Carbon Literacy Tool in development by end of 2020/21, to be launched in 2021/22 	Sustainability Team
Communication, Engagement, Involvement				
12. Induct, train and support staff, students and wider stakeholders to conduct their activities in an environmentally responsible manner	CEI1	Student and Staff engagement programme(s) for carbon reduction and wellbeing will evolve year on year - examples include the SWell engagement programme (or future adaptations of this programme), The Student Energy Project (TSEP) and Switch Off	<ul style="list-style-type: none"> Number of discreet corporate sustainability initiatives pa Numbers of staff involved in SWell and/or other initiatives pa 	Sustainability Team
	CEI2	Deliver the project Seventeen in schools and colleges across Swansea to raise awareness of the UNSDGs and the role that the University plays in their achievement	<ul style="list-style-type: none"> Number of participants in Seventeen project 	Victoria Lewis (Environment Officer)
Wellbeing and Human Health				
13. To improve University staff health and wellbeing	WH1	Achieve gold level of the Welsh Corporate Health Standard by end of 2020/21	<ul style="list-style-type: none"> Level of CHS achieved by July 2021 	Teifion Maddocks (Sustainability Manager) & University Health and Wellbeing stakeholders