Sustainability Action Plan 2022

Overarching Goals:

1. **Carbon Net-Zero 2035.**
2. **Biodiversity Net-Gain 2035.**

Contents

1. Governance and Goal Setting

Status: Achieved On-Track Close-to-Track Off-Track

Objectives	Actions	Status
1.1. Develop a broad vision of St. Anne's in 2035		
1.1.1. Develop and publish an Environment & Sustainability strategy	• Bring to GB for approval TT22 Wk8. • Publish on the website.	Complete
1.1.2. Set out a Carbon – Net Zero 2035 Sustainability Action Plan with 5-year targets and actions	• Bring to GB for approval. • Publish on the website by Sep 22 • Reviewed termly by Environment Committee • Reviewed Annually by Council & GB	Complete By Nov 22 Termly TT23

1.2.	Set out a governance structure to achieve this		
1.2.1. Agree the governance oversight of Environmental & Sustainability matters	• Detailed in the Environment & Sustainability strategy paper.	Complete
1.3.	Monitor and share progress		
1.3.1. Develop and publish an annual sustainability report	• Bring first report to governing body for approval. • Publish on the website	By TT23 Wk8 By Sep 23
1.3.2. Develop a dashboard to visualise progress and data	• Publish on the website	By Sep 23

Our Progress

- The first draft of the Environment & Sustainability strategy is complete.
- We are regularly meeting with other Colleges in the DBC/EBC groups to progress goals.

Challenges

- To achieve our goals, we are going to require significant investment and changes to the way we operate many of our activities. We will need to influence many of the organisations we work alongside as well as those that support and supply us. **We do not yet fully understand the detailed implications but it is essential that we commit to making a start.**

2. Finances and Investment

Objective	Actions	Status
2.1.	**Join external efforts or partnerships**	
2.1.1. Align with internationally recognised principles for responsible investment.	• Require our fund managers to align with the: ▪ UN Principles for Responsible Investment ▪ The Oxford Martin School Principles for Climate Conscious Investment ▪ The UN Guiding Principles on Business & Human Rights	Complete
2.2. Incorporate environmental-related risks into management decisions in coordination with	• Include a specific environment/ sustainability risk with the St Anne's College risk register. • Review the risk annually.	Complete TT23

University and Collegiate working groups		

2.2.	**Improve College finances**	
2.2.1 Review College Investment policies	• Produce a Responsible Investment Policy • Review the policy every 3-years	Achieved TT23
2.2.2 Ensure that our fund manager and day-to-day banking is in line with our 2035 goals.	• TBC	TBC
2.3.	**Engage with alumnae and donors**	
2.3.1 Raise funds for sustainability related projects.	• £Target set for Bevington Road regeneration.	By TT25
2.3.2 Include sustainability into Giving Day and Community Week.	• Collaborate with JCR and MCR	HT23
2.3.3 Invite donations from alumnae through an annual article in the Ship Magazine.	• JCR and MCR Environmental Reps will write an annual article	TBC

Our Progress

- Our Responsible Investment Policy was one of the first in the Collegiate group and was co-produced with input from the student body.

Challenges

- It can be difficult to find accurate, transparent information about the operation of financial institutions; we must not accept the existence of policies as proof of sustainability but require evidence of compliance with these policies.

3. Estates

Objective	Actions	Status
3.1. **Energy**		
3.1.1. Continue to increase renewable energy	• Produce a decarbonisation masterplan to inform priorities of work to reduce reliance on fossil fuels and propose options for renewable energy systems.	By TT23 Wk8 (first draft received MT22)
3.1.2. Reduce energy consumption	• Produce dashboard data to show usage and to track trends. • Change to 100% LEDs. • Ensure heating can be controlled in all rooms.	Nov 22 ~40% complete By Sep 25

	• Complete trial of remotely controlled radiator valves. • Reduce the heating default temperature. • Educate all students on how to reduce energy wastage. • Complete trial to see if all College IT can be switched-off at end of each day.	HT23 By Oct 22 By HT23 By HT23
3.2. Water		
3.2.1. Reduce water usage	• Produce dashboard to benchmark data and monitor trends. • Install 100% low-flush toilets • Identify and resolve leaks • Install taps that turn off automatically in communal bathrooms and toilets	Work in progress – dates TBC
3.2.2. Reduce surface water runoff from buildings	• Establish rainwater harvesting systems on new developments and refurbishment projects.	On target for Bev Rd
3.3. Waste		
3.3.1. Increase recycling	• Increase the visibility and labelling of bins. • Ensure all students have access to a recycling bin in their accommodation.	By HT22 By MT22
3.3.2. Reduce food waste	• Increase the visibility and labelling of bins. • Ensure all students have access to a food waste bin in their common rooms and accommodation. • Ensure all dining hall and catering waste is disposed correctly.	By HT22 By MT22 complete
3.3.3. Reduce total waste	• Provide incentive for the use of student's own containers for takeaway in the dining hall. • Establish water fountains or accessible tap water stations. • 10% decrease in paper use	Complete Work in progress By TT23
3.4. New Developments		
3.4.1. Have a minimum requirement of 25% Biodiversity Net Gain on new developments.	• Specification for future feasibility studies.	TBC
3.4.2. Require all new builds to meet Passivehaus rating/criteria.	• Specification for future feasibility studies.	In-line with University policy

3.5. Land and Biodiversity		
3.5.1. Complete a biodiversity baseline audit and perform subsequent annual audits.	• Complete first baseline audit	By Sep 23
3.5.2. Increase biodiversity rich areas	• 20% increase in pollinator-friendly areas • Develop a mapped plan of potential green corridors with other Colleges	By TT25
3.5.3. Install bird feeders, bat boxes, insect hotels, log piles	• 10% year-on-year increase • Join Oxford Plan Bee	Review TT23
3.5.4. Stop using peat-based compost and reduce/eliminate the use of harmful chemicals, pesticides, fertilisers etc by 2025.	• Identify all peat and chemical substances used by Sep 2022 • Reduce their use by 50% by May 2023 and 100% by May 2025	TBC

Our Progress

- The JCR and MCR pooled funds to purchase 1x hedgehog box, 1x insect box, and 2x bird boxes in May 2022.

Challenges

- We will have to roll-out infrastructure improvements slowly due to limited funds.

4. Catering and Events

Objective	Actions	Status
4.1. Reduce impact of food ingredients		
4.1.1. Identify, record and report the annual carbon and biodiversity impact of food.	• Produce first report for Council and GB.	By TT24
4.1.2. Reduce carbon emissions from food.	• Increase the proportion of vegetables, and reduce the amount of meat and fish in individual dishes. • Reduce % of meat consumption. • Reduce % of beef provision. • Increase the provision of vegetarian and vegan meals.	Report in TT23

4.1.3. Improve uptake of low-carbon food options	• Introduce 'low carbon' Mondays meal options. • Develop a traffic light system to measure and display the impacts of meal choices	By HT23 Achieved for breakfast. Work in progress for other meals.
	• Position the vegetarian and vegan options first on all menus • Work with suppliers to enable us to report on ingredients' provenance in menus	Complete ongoing
4.1.4. Ensure 100% of food products are Fairtrade (or equivalent) certified	• Identify how much of current food procurement is Fairtrade compliant. • Identify areas for improvement	By TT23
4.2. **Reduce impact of food transport**		
4.2.1. Reduce travel miles of food	• Work with suppliers to identify how much of our food is sourced locally (within 30mi) • Create a herb garden to provide ingredients for the kitchen • Work with our suppliers to reduce the number of food deliveries and influence the carbon efficiency of their vehicle fleets.	By TT23 By TT25 By TT25

Our Progress

- We already offer vegan and vegetarian options at all meals.
- We already adjust the menu to be more local and seasonal.

Challenges

- Reporting on the annual carbon and biodiversity impact requires extra resourcing which is challenging to fund.

---

5. Procurement & Resources

Objective	Actions	Status
5.1. Ensure all procurement decisions advance overarching goals	• Develop a Green Procurement policy. • Develop a Green code of conduct for our suppliers to adhere to.	By TT24 By TT23

Our Progress

- We already source food ingredients locally.

Challenges

- We may be contractually-bound to some obligations which limit our ability to act.

---

6. Transport and Travel

Objective	Actions	Status
6.1. Understand the impact of travel within the College community		
6.1.1. Identify how much air travel the College is responsible for.	• Measure essential air travel. • Measure discretionary air travel. • Identify ways of reducing air travel that does not contribute to College core aims and priorities. • Publish a list of nudges for individuals to consider.	TBC
6.1.2. Develop capability for virtual participation at conferences	• Upgrade College conference facilities. • Increase the capability of our in-house AV support.	By TT23 By TT23 On target for both
6.1.3. Review conditions for travel grants	• Provide incentives for green travel. • Develop a Green travel charter.	TBC
6.1.4. Provide easier access to international students for accommodation over the vacation period to prevent the need for long haul flights	• Revise accommodation policy.	By TT24 Align with completion of Bev Rd project
6.1.5. Encourage and enable flexible working and working from home.	• Introduce a flexible working from home policy. • Improve technological support.	Complete
6.1.6. Reduce car use	• Provide support to the DBC/EDC Travel & Transport sub-committee. • Include maps and information on sustainable transport options on the St Anne's website.	Ongoing TBC
6.1.7. Switch College van and equipment to electric	• Install EV charging infrastructure.	By TT25

Our Progress

- We already have well-developed technological supports as result of COVID-19.

Challenges

- Conferences are a key part of academia, and provide valuable networking opportunities.

---

7. Community

Objective	Actions	Status
7.1. People		
7.1.1. Recruit staff with positive attitudes to our environmental goals	• Include a phrase in all job descriptions and the accommodation contract to ensure everyone is responsible	By HT23
7.1.2. Environmental nudges	• Produce regular communication updates promoting positive choices.	Ongoing
7.2. Thinking		
7.2.1. Host College seminars and events, speakers and discussions on the environment	• Development Office to track alumnae events • JCR and MCR to track student events	TBC
7.2.2. Include an environmental workshop in staff induction and a once-off for current staff	• Develop workshop	TBC
7.2.3. Include an environmental workshop in Fresher's week	• Develop workshop	TBC
7.3. Research & Teaching		
7.3.1. Share sustainability-related opportunities for internships and training courses to all staff and students	• Develop a monthly newsletter	TBC

Our Progress

- We already have a large alumnae community working in environmental-related roles.

Challenges

- Attendance at events can be lower with environmental events, as noted in JCR and MCR events, so strategic promotion must be a key part of event planning.

END OF DOCUMENT