Sustainability Action Plan 2023

**Overarching Goals:**

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

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# Governance and Goal Setting

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

|  |  |  |
| --- | --- | --- |
| **Objectives** | **Actions** | **Status** |
| * 1. **Develop a broad vision of St. Anne's in 2035**
 |
| * + 1. Develop and publish an Environment & Sustainability strategy
 | * Bring to GB for approval TT22 Wk8.
* Publish on the website.
 | Complete |
| * + 1. 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
 | CompleteCompleteTermlyTT23 |
| * 1. **Set out a governance structure to achieve this**
 |
| * + 1. Agree the governance oversight of Environmental & Sustainability matters
 | * Detailed in the College Environment & Sustainability strategy paper.
 | Complete & reviewed by GB in TT23 |
| * 1. **Monitor and share progress**
 |
| * + 1. Develop and publish an annual sustainability report
 | * Bring first report to governing body for approval.
* Publish on the website
 | Complete TT23 Wk8By Sep 23 |
| * + 1. Develop a dashboard to visualise progress and data
 | * Publish on the website
 | Gas and Electricity consumption published. |

**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** | **Scope** | **Status** |
| --- | --- | --- | --- |
|  |
| * + 1. Align with internationally recognised principles for responsible investment.
 | * Require our fund managers to align with the:
	+ [UN Principles for Responsible Investment](https://www.unpri.org/signatories)
	+ [The Oxford Martin School Principles for Climate Conscious Investment](https://www.oxfordmartin.ox.ac.uk/publications/oxford-martin-principles-for-climate-conscious-investment/)
	+ [The UN Guiding Principles on Business & Human Rights](https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf)
 | 3 | Complete |
| 1. Incorporate environmental-related risks into management decisions in coordination with University and Collegiate working groups
 | * Include a specific environment/ sustainability risk with the St Anne’s College risk register.
* Review the risk annually.
 | 3 | CompleteTT23 |
|  |
| * + 1. Review College Investment policies
 | * Produce a Responsible Investment Policy
* Review the policy every 3-years
 | 3 | CompletedTT23 |
| * + 1. Ensure that our fund manager and day-to-day banking is in line with our 2035 goals.
 | * TBC
 | 3 | TBC |
|  |
| * + 1. Raise funds for sustainability related projects.
 | * £5M fundraising target set for Bevington Road regeneration.
 | 1, 2, 3 | By TT25 |
| * + 1. Include sustainability into Giving Day and Community Week.
 | * Collaborate with JCR and MCR
 | 2, 3 | HT24 |
| * + 1. Invite donations from alumnae through an annual article in the Ship Magazine.
 | * JCR and MCR Environmental Reps will write an annual article
 | 2, 3 | 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** | **Scope** | **Status** |
| --- | --- | --- | --- |
|  |
| * + 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.
* Receive detailed costs for the plan
* Programme packages of work
 | 1, 2 | CompleteCompleteBy TT24 |
| * + 1. 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.
* Complete trial of remotely controlled radiator valves.
* Purchase further smart sensors
* 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.
 | 1,2 | Nov 23~40% completeBy Sep 25Complete100 more by end of FY22/23CompleteIterativeComplete |
|  |
| * + 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 |
| * + 1. Reduce surface water runoff from buildings
 | * Establish rainwater harvesting systems on new developments and refurbishment projects.
 |  | On target for Bev Rd |
|  |
| * + 1. Increase recycling
 | * Increase the visibility and labelling of bins. Ht 23 not 22
* Ensure all students have access to a recycling bin in their accommodation.
 |  | By HT22HT23 ? By MT22 |
| * + 1. Reduce food waste
 | * Increase the visibility and labelling of bins. HT 23 not 22
* Ensure all students have access to a food waste bin in their common rooms and accommodation. HT23
* Ensure all dining hall and catering waste is disposed correctly.
 | 3  | By HT22By MT22complete |
| * + 1. Reduce total waste
 | * Provide incentive for the use of student’s & staff own containers for takeaway in the dining hall.
* Establish water fountains or accessible tap water stations.
* 10% decrease in paper use
 |  | CompleteWork in progressBy TT23 |
|  |
| * + 1. Have a minimum requirement of 25% Biodiversity Net Gain on new developments.
 | * Specification for future feasibility studies.
 |  | Agreed for future developments |
| * + 1. Require all new builds to meet Passivehaus rating/criteria.
 | * Specification for future feasibility studies.
 | 2 | In-line with University policy |
|  |
| * + 1. Complete a biodiversity baseline audit and perform subsequent annual audits.
 | * Complete first baseline audit
* Develop a strategy for improvement
 |  | Completed – waiting for final report.By HT24 |
| * + 1. Increase biodiversity rich areas
 | * 20% increase in pollinator-friendly areas
* Develop a mapped plan of potential green corridors with other Colleges
 |  | By TT25 |
| * + 1. Install bird feeders, bat boxes, insect hotels, log piles
 | * 10% year-on-year increase
* Join Oxford Plan Bee
 |  | Review TT23 |
| * + 1. 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
 | 3 | 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** | **Scope** | **Status** |
| --- | --- | --- | --- |
|  |
| * + 1. Identify, record and report the annual carbon and biodiversity impact of food.
 | * Produce first report for Council and GB.
 |  | By TT24 |
| * + 1. 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.
* Deliver a Low carbon Formal Hall
* Deliver a low carbon College Ball
 | 3  | Report in TT23Both delivered in HT23 |
| * + 1. 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
* Position the vegetarian and vegan options first on all menus
* Work with suppliers to enable us to report on ingredients’ provenance in menus
* Promote sustainable catering and local food producers
 | 3 | By MT23Achieved for breakfast & STACs. Work in progress for other meals.CompleteOngoingOngoing |
| * + 1. 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 |
|  |
| * + 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.
 | 2, 3 | By TT23By TT25By 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** | **Scope** | **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.
 | 3 | By TT24By TT23 |
| **5.2** Reduce the carbon impact of deliveries to College | * Trial a cargo bike delivery scheme for student & staff personal mail
 |  | By MT23 |

**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** | **Scope** | **Status** |
| --- | --- | --- | --- |
| * 1. **Understand the impact of travel within the College community**
 |  |  |
| * + 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.
 | 2, 3 | TBC |
| * + 1. Develop capability for virtual participation at conferences
 | * Upgrade College conference facilities.
* Increase the capability of our in-house AV support.
 | 1, 2, 3 | By TT23By TT23On target for both |
| * + 1. Review conditions for travel grants
 | * Provide incentives for green travel.
* Develop a Green travel charter.
 | 3 | TBC |
| * + 1. Provide easier access to international students for accommodation over the vacation period to prevent the need for long haul flights
 | * Revise accommodation policy.
 | 3 | By TT24Align with completion of Bev Rd project |
| * + 1. Encourage and enable flexible working and working from home.
 | * Introduce a flexible working from home policy.
* Improve technological support.
 | 3 | Complete |
| * + 1. 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.
* Cycle to work scheme for staff.
* Discounted bus-pass scheme for staff
* EV lease scheme for staff
* Reduce College car parking spaces
 | 3 | OngoingTBCCompleteCompleteBy MT23 |
| * + 1. Switch College van and equipment to electric
 | * Install EV charging infrastructure.
 | 1, 2 | 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** | **Scope** | **Status** |
| --- | --- | --- | --- |
| **7.1. People**  |  |  |
| * + 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
	+ Pay Oxford Living Wage
 | 1, 2, 3 | CompleteComplete |
| * + 1. Environmental nudges
 | * + Produce regular communication updates promoting positive choices.
 |  | Ongoing |
| **7.2. Thinking** |  |  |
| * + 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
		- Host OU Innovation Environment Event in HT23
		- Host SU Environment Workshop HT23
		- Develop a taught Masters degree to consider energy efficiency and sustainability.
 |  | TBC |
| * + 1. Include an environmental workshop in staff induction and a once-off for current staff
 | * + - Develop workshop
 |  | TBC |
| * + 1. Include an environmental workshop in Fresher’s week
 | * + - Develop workshop
 |  | TBC |
| **7.3. Research & Teaching** |  |  |
| * + 1. Share sustainability-related opportunities for internships and training courses to all staff and students
 | * + - Develop a monthly newsletter
 | 3 | 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.

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