


















Environmental, Social and Governance (ESG) Sustainability Strategy 2035













Environmental, Social and Governance (ESG) Sustainability Strategy 2035 Targets and Actions

Targets have been carefully derived to support university strategic goals and shall be reviewed from time to time.

KPI	Baseline	Target for 2029/30	Target for 2035	Owner	Sustainable Development Goal (SDG)	Actions
Total Scope 1 and 2 carbon emissions *University Level 1 KPI ref 9	21/22 emissions: 8,779.5 tCO ₂ e	16% reduction from 21/22 baseline	35% reduction from 21/22 baseline	Chief Financial Officer	  	<ul style="list-style-type: none"> - Manage the Walsall Decarbonisation Project to ensure delivery of heat pumps and solar pv to save over 1000 tCO₂e each year. - Work with the Asset Management and Maintenance Team to ensure that maintenance programmes support carbon reduction targets. - Work with Programme Manager and Project Managers to ensure the Estates Masterplan supports carbon reduction targets. - Seek funding opportunities for carbon reduction measures. - Work with Transport team to ensure new fleet vehicles are electric or a sustainable alternative
Renewal of Race Equality Charter and Athena Swan *University Level 1 KPI ref 13	REC: Bronze Athena Swan: Bronze	Athena Swan Silver mark REC Silver mark	Athena Swan Silver mark REC Silver mark	Chief People Officer	 	<ul style="list-style-type: none"> - See the Race Equality Charter Action Plan – Race-Equality-Charter-Action-Plan-22-23.pdf
Recycling from University student accommodation, teaching and admin buildings.	2023-24 recycling rate: 23%	30%	35%	Chief Financial Officer	 	<ul style="list-style-type: none"> - Work with waste contractors to complete waste stream audit. - Work with campus operations to ensure clear segregations of waste to support recycling. - Promote recycling to university staff and students and support initiatives to recycle, re-use, repair or donate.

Sustainable Construction & Refurbishment	Not previously tracked	100% new build and 50% major refurbishment contractors certified to Code of Considerate Practise	100% new build and major refurbishment contractors certified to Code of Considerate Practise	Chief Financial Officer	   	<ul style="list-style-type: none"> - Work with Procurement and the Capital Projects Team to ensure that targets are being set with contractors and measure their effectiveness.
Supporting Biodiversity by increasing vegetation and nature habitats on site	2023-24: 40 new trees were planted	50 new plants/trees planted at the university and 10 nature habitats	60 new plants/trees planted at the university and 10 nature habitats	Chief Financial Officer	 	<ul style="list-style-type: none"> - Manage an engagement programme to plant new vegetation at the campuses with staff and students and to create new habitats for wildlife.
Sustainable procurement: ESG Inclusion in University tendered contracts	2023-24: All University tendered contracts included minimum 2.5% ESG Scoring	All University tendered contracts include minimum 10% ESG Scoring	All University tendered contracts include minimum 12.5% ESG Scoring	Chief Financial Officer	 	<ul style="list-style-type: none"> - Updated Sustainable Procurement and Ethical Sourcing Policy approved by December 25. - Update ESG questions and work with procurement to ensure scoring is allocated to align with target. - Continue to review and publish the Ethical Investment Policy periodically (through the Finance and Investment Committee) to ensure that it remains fit for purpose.

Responsible Water Consumption	2023-24 consumption 100,570 m ³	Reduce water consumption by 5%	Reduce water consumption by 10%	Chief Financial Officer	  	<ul style="list-style-type: none"> - Work with the Asset Management and Maintenance Team to embed water reduction into maintenance programmes - Work with Programme Manager and Project Managers to embed water reduction into the Estates Masterplan programme.
Sustainable Catering	2% plant-based meals available September 2024 620,759 disposable items purchased 2023-24	5% plant-based meals available 10% reduction in disposable items purchased	10% plant-based meals available 15% reduction in disposable items purchased	Chief Financial Officer	  	<ul style="list-style-type: none"> - Catering to ensure that menu updates include plant based meals in line with targets. - Catering to promote reusable cups and eating in and booking events with crockery to reduce disposables.
Sustainable Education	Not currently measured	Inclusion of sustainability during revalidation of university courses to embed 'Sustainable Environmental, Social and Governance' for students.	Creation of Sustainability Digital Badge for students	Pro Vice Chancellor Academic Leadership and Student Experience	 	<ul style="list-style-type: none"> - Work with the course re-validation panels from 2025 onwards to include ESG. - Work with the Academic Development and Success Team to create Sustainability Digital Badge. - Track the numbers of Students engaging in Sustainable Education.
Community involvement and university engagement	Not currently measured	To be set in 2026 following a review of the 2025 engagement.	To be set in 2026 following a review of the 2025 engagement.	Chief Financial officer		<ul style="list-style-type: none"> - Collaborate with the University Community – including the Students Union, the Chaplaincy, and Course leaders - to organise events and volunteering initiatives and activities to support engagement with Sustainability.
Improve the University ranking in the People and Planet League	2024 People and Planet League Ranking Class: Fail Score: 10.5% Ranked 147 th .	To be set in 2026 following a review of the 2025 positions.	To be set in 2026 following a review of the 2025 positions.	Chief Financial officer		<ul style="list-style-type: none"> - Report energy and carbon data to HESA and on website annually. - Update website to support People and Planet League methodology - Track university rankings.

This is a live document under periodic review.

Approval and version control

Version	1.0	Author / Owner	Charlotte Connor and Zainab Own
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Review Date			