



St Mary's  
University  
Twickenham  
London

## **Sustainability and Environment Strategy**

**2020 – 2025**

## **1. Introduction**

This Strategy sets the basis for developing our key sustainability objectives from 2020 until 2025 under the following ten headings:

- a) Staff engagement
- b) Education
- c) Worker's rights
- d) Building works, refurbishment and maintenance
- e) Emissions & discharges
- f) Biodiversity
- g) Travel and transport
- h) Waste management
- i) Food
- j) Water

At the time of this Strategy's inception, we already have some policies and procedures in place. However, we recognise that we need to make greater efforts with sustainability and the environment. This Strategy is the first step in our improvement journey and will have regard to sector targets and good sustainability practice.

## **2. Responsibilities**

Responsibility for implementing this Strategy ultimately rests with the Chief Operating Officer. The majority of actions will be with by the Director of Estates and Campus Services, supported by subject matter leads within his team.

This Strategy's objectives and achievements will regularly be reported to the University's Operating Board with an annual update to the University Executive Committee and Board of Governors.

## **3. Policies and strategies**

This Sustainability Strategy derives from our Environmental and Sustainability Policy. It is (or will be) supported by additional policies and sub-strategies including but not limited to:

- Biodiversity policy
- Sustainable food policy
- Sustainable procurement policy
- Equal access to education policy
- Strategy for student and staff engagement
- Strategy for education for sustainable development
- Carbon Management Plan
- Green Travel Plan

#### **4. Organisation**

Appendix A shows an indicative approach to sustainability and the environment. This will be subject to amendment and development as the strategy progresses.

#### **5. Deliverables**

Appendix B sets out our key strategic areas and the associated deliverables.

#### **6. Queries and information**

Any queries regarding this Strategy should in the first instance be sent to [sustainability@stmarys.ac.uk](mailto:sustainability@stmarys.ac.uk)

Anthony McClaran

Jo Blunden

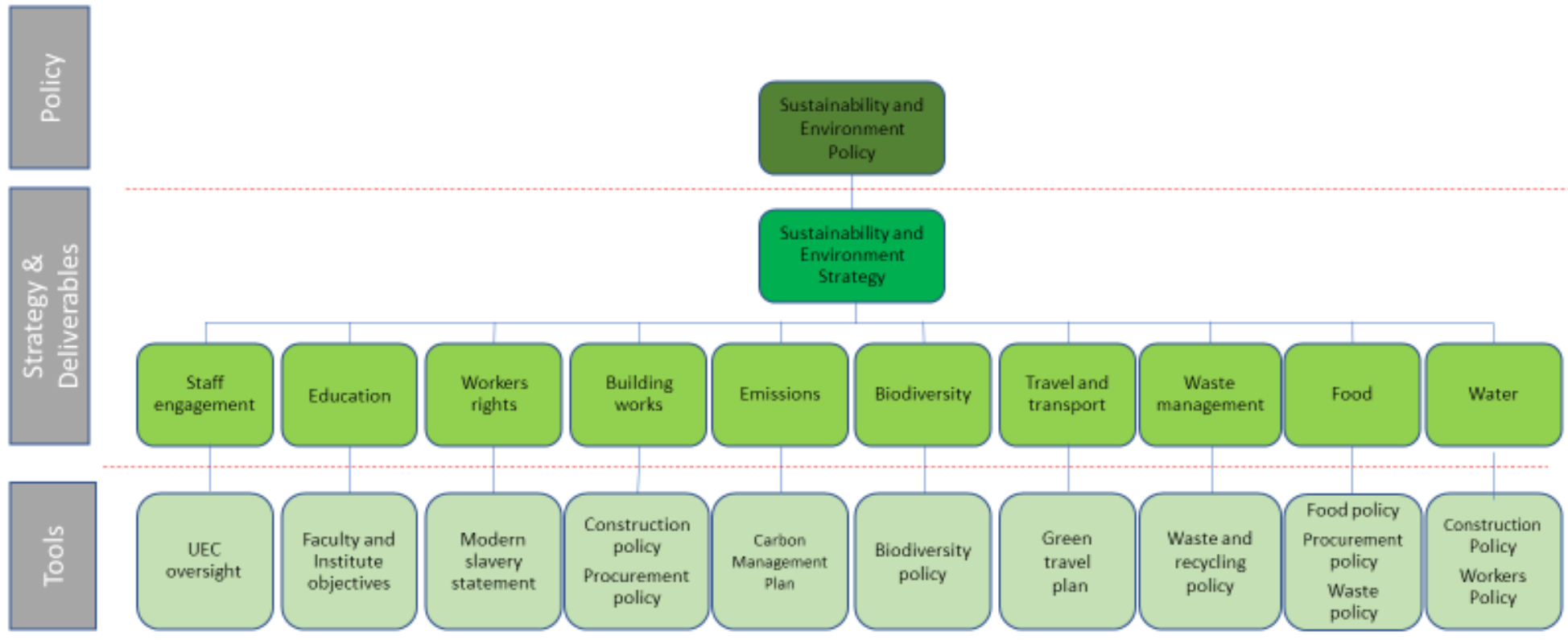
Vice-Chancellor

Chief Operating Officer

Last updated: 1<sup>st</sup> June 2023

Next update: 1<sup>st</sup> June 2024

## Appendix A – Indicative organisation



## Appendix B – Deliverables

### a) Staff engagement

**Strategic objectives:** *Ensuring certain employees in key departments will be allocated various initiatives in the area of sustainability. These initiatives will form part of their key objectives.*

Deliverables	Timescale	Owner
A member of the University Executive Committee will be assigned a set of responsibilities relating to sustainability.	Spring 2021	Vice-Chancellor
The names and job titles of the employees, together with the areas of responsibilities relating to sustainability, will be clearly identified on the University's website.	Spring 2023	Chief Operating Officer
Key staff to set baseline performance for each area of engagement	Spring 2021	Chief Operating Officer
Publish and promote sustainability policies on internal and external websites.	Spring 2021	Director of Estates & Campus Services
Reintroduction of the Sustainability Group chaired by a member of the Senior Leadership Team.	Autumn 2021	Chief Operating Officer

### b) Education

**Strategic objective:** *Greater inclusion of biodiversity within the course content of UG and PGCE teacher training courses.*

Deliverables	Timescale	Owner
Education for sustainability will be provided as part of their induction to life on our campuses.	Spring 2024	Director of Student Operations
Progress formally introducing and recognising biodiversity in respect of course content when engaging in action plans for all courses.	Spring 2024	Provost
Staff involved in sustainability research may be acknowledged through the academic promotion guidelines.	Spring 2023	Provost

### c) Worker's Rights

**Strategic objective:** *Ensuring that pay and benefits are fair, appropriate and transparent*

Deliverables	Timescale	Owner
Continue to regularly review both pay and benefits to ensure all staff are rewarded fairly.	Ongoing	Director of Human Resources
Put sustainability and ethical trading as a factor for choosing new suppliers.	Autumn 2023	Chief Financial Officer

### d) Building works, refurbishment and maintenance

**Strategic objective:** *Managing the University's estate by considering appropriate sustainable construction, energy and water efficiency opportunities in the design, modification, and refurbishment of new and existing facilities and maintenance practices where practical.*

<b>Deliverables</b>	<b>Timescale</b>	<b>Owner</b>
Consider the whole life costs for new or replacement mechanical, electrical and building design, including considerations of suitable sustainable technologies and renewable energy options.	Ongoing	Director of Estates & Campus Services
Introduce sustainable technologies wherever possible as an upgrade or replacement to existing installations.	Ongoing	Director of Estates & Campus Services
Ensure future developments on campus do not negatively impact biodiversity and ideally enhance it.	Ongoing	Director of Estates & Campus Services
Wherever possible, we will use contractors and suppliers from Richmond and neighbouring boroughs.	Ongoing	Director of Estates & Campus Services
New buildings will be constructed to exceed the energy performance requirements of Building Regulations (Part L) and be informed by BREEAM Excellent and LEED energy certification.	Ongoing	Director of Estates & Campus Services

## **e) Emissions**

***Strategic objective: Using the energy necessary to heat and power our buildings as efficiently as possible and reducing the amount of energy derived from fossil fuels.***

<b>Deliverables</b>	<b>Timescale</b>	<b>Owner</b>
Optimise energy management to reduce net carbon emissions	Ongoing	Director of Estates & Campus Services
Heat and power usage will fall annually	Ongoing	Director of Estates & Campus Services
Generate 5% of its energy from renewable sources.	Spring 2025	Director of Estates & Campus Services
CO2 Emissions will reduce by 7% by 2023 from a 2021 baseline of 2,747 tCO2e.	Spring 2025	Director of Estates & Campus Services

## f) Biodiversity

**Strategic objective:** *Maintain and enhance our landscapes through monitoring and protecting the species found within them, providing well managed access to our landscapes for students, staff and visitors.*

Deliverables	Timescale	Owner
Maintain and enhance our trees, shrubs and planting, introducing new species where possible.	Ongoing	Director of Estates & Campus Services
Protect and enhance our woodland settings, encouraging wildlife to settle.	Ongoing	Director of Estates & Campus Services
Reduce the use of artificial pesticides and herbicides on hard and soft surfaces.	Ongoing	Director of Estates & Campus Services

## g) Waste management

**Strategic objective:** *Minimise the impact of waste on the environment by promoting and facilitating the consideration of the waste hierarchy (reduce, reuse, recycle, recover, dispose) whilst diverting waste away from landfill where possible and managing waste in a responsible and compliant manner.*

Deliverables	Timescale	Owner
Maintain and actively progress a University Waste Strategy.	Autumn 2023	Director of Estates & Campus Services
Promote paperless committees and meetings.	Autumn 2022	Chief Operating Officer
Use Information Technology sustainably through use of energy efficient hardware, reducing paper and ink usage.	Ongoing	Chief Information Officer
Recycle over 10% of its waste materials.	Ongoing	Director of Estates & Campus Services
Less than 5% of waste will be sent to landfill.	Ongoing	Director of Estates & Campus Services



## h) Travel and Transport

**Strategic objective:** *Encourage sustainable transport through provision and promotion of infrastructure and incentives including and measures to reduce the need to travel.*

<b>Deliverables</b>	<b>Timescale</b>	<b>Owner</b>
Increase promotion and provision of alternatives to car use, ensuring improved access cycle maintenance, cycle security and cycle purchase with routine evaluation of impact undertaken.	Ongoing	Director of Estates & Campus Services
Improve washing and shower facilities for general use.	Ongoing	Director of Estates & Campus Services
Increase provision of electric vehicle infrastructure with access to charging points at all University car parks.	Ongoing	Director of Estates & Campus Services

## i) Food

**Strategic objective:** *Serve healthy food prepared with minimum harm to nature and human resources as well as ensuring food and packaging waste is minimised.*

<b>Deliverables</b>	<b>Timescale</b>	<b>Owner</b>
Promote meat-free alternatives across its catering outlets including daily options.	Ongoing	Director of Estates & Campus Services
Avoid foods derived from endangered species by using Marine Stewardship Council certified fish.	Autumn 2021 Achieved but ongoing	Director of Estates & Campus Services
Ensure that 100% of its meat is Red Tractor assured.	Autumn 2021 Achieved but ongoing	Director of Estates & Campus Services
Source 100% of its eggs from free range sources	Autumn 2021 Achieved but ongoing	Director of Estates & Campus Services
Provide and promote opportunities for food grown on our campuses.	Spring 2024	Director of Estates & Campus Services
Work towards Fairtrade University status.	Achieved	Director of Estates & Campus Services
Expand use of recyclable or compostable food packaging and significantly reduce catering waste to landfill.	Ongoing	Director of Estates & Campus Services

## **j) Water**

**Strategic objective:** *Manage our water so that the absolute minimum is used and use rain water for landscaping activities.*

<b>Deliverables</b>	<b>Timescale</b>	<b>Owner</b>
Achieve annual reductions in its water use.	Ongoing	Director of Estates & Campus Services
Install low flow devices and auto shut off devices to all outlets.	Winter 2024	Director of Estates & Campus Services
Invest in Smart Metering to identify excess water usage and leaks.	Winter 2024	Director of Estates & Campus Services