STRATEGY ACTION PLAN

THEME	ACTION	TARGETS/IMPACT	SLT/CLT LEAD	TIMESCALE (TERM/YEAR) e.g. 1-2022/23 3-2024/25	MONITORING AND REPORTING	RISK
1. **Race to Zero – Net Zero by 2030**	**1.1** Reduce Demand of utilities	• Reduce total Scope 1 and 2 carbon emissions arising from energy consumption by 70% by 2025-26 against the baseline year 2013-14. • Reduce water consumption against 2016/17 base year (19,233 M3) by 15% by 2025/26.	Shabir Ismail/Shaun Curtis	2025/26	Sustainability Committee	
2. **Upskill staff on sustainability**	**2.1** Roll out Carbon Literacy Training to staff and students	• Over 90% of staff to complete a refined training package.	Shabir Ismail/Shaun Curtis	2022/23	Sustainability Committee	
3. **Electrification of vehicle fleet**	**3.1** Replace combustion engine vehicles with electric alternative Install electric charge points	• All Leicester College run vehicles to be electric	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	
4. **AoC Sustainability Roadmap**	**4.1** Work through the AoC Roadmap with the aim of becoming a leading College.	• Become an established College by December 2022 • Become a leading College by April 2025	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	
5. **Energy Use**	**5.1** Assess options available to increase on-campus renewable energy generation and produce feasibility studies and quotes through which SALIX funding can be applied for.	• Continue to procure 100% of our bought-in electricity through Pure Green resources backed by a Renewable Energy Guarantees Origin (REGO) certification.	Shabir Ismail/Shaun Curtis	Ongoing	Sustainability Committee	

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	5.2 Continue to utilise and roll out more smart technology such as BMS (Building Management Systems) through which energy use can be monitored and amended instantly, reducing potential consumption. **5.3** Continue to upgrade and enhance existing building services infrastructure to improve sustainability and energy performance; **5.4** Identify and seek funding for building fabric improvement such as façades, glazing and insulation that are more efficient and will affect the reduction of energy consumption. **5.5** Complete annual out of hours' energy surveys to analyse where wastage can be reduced. To be completed at least once per academic year per building.					
6. **Waste management**	**6.1** Reduce waste sent to landfill from all College sources by being efficient in use of our resources	• Reduce waste to landfill to 5% from current level of 7%	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	

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	and in reusing and recycling unwanted materials **6.2** Ensure waste contractors have smart technology in place to enable the College to monitor amount of waste produced/amounts sent to landfill/amounts diverted from landfill. **6.3** Promote recycling on campuses, ensuing benefits are widely known.					
7. **Water Management**	**7.1** Work to reduce total water consumption **7.2** Investigate and look to join the AquaFund Grant Scheme to deliver reduced water consumption. **7.3** Install water control devices and more automated meters to better understand trends in water usage and to enable benchmarking, monitoring and target-setting.	• Reduce water consumption against 2016/17 base year (19,233 M3) by 15% by 2025/26. Usage from 2020/21 showed a 5% decrease on this level.	Shabir Ismail/Shaun Curtis	2025/26	Sustainability Committee	

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	7.4 Install grey water and rainwater harvesting systems where possible, with a particular focus on new developments.					
8. **Sustainable Procurement**	**8.1** Assess all potential suppliers on their environmental policies such as ISO 14001, and continually monitor our major suppliers on their environmental policies and practices. **8.2** Work with major suppliers to develop and share, where appropriate, environmental policies and minimise the supplier base to reduce the College's carbon footprint. **8.3** Support staff to understand the environmental impact of purchases, considering the whole life cycle cost of equipment and services	•	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	
9. **Sustainable Construction and Refurbishment**	**9.1** Plan for our next major proposed refurbishment, in B Block APC to be BREEAM Very Good **9.2**	• For larger scale construction projects >£1 Million, the output specification is to be adhered too where applicable.	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	

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	Design refurbishments with the 'sustainable classroom' in mind where students through QR codes will have the ability to understand more the sustainable items used in each study space. **9.3** Design buildings and infrastructure with low-cost, low-frequency maintenance and easy access to space, plant and equipment **9.4** Optimise passive design features, such as increasing daylight and natural ventilation and reducing heating and mechanical cooling, and increase the wellbeing of students, staff and visitors through improved building design. **9.5** Maximise low and zero carbon technologies such as solar photovoltaic and ground source heat pumps where possible **9.6** Carry out life cycle cost analysis of construction and refurbishment on all projects to					

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	ensure that sustainability considerations are taken into account **9.7** Benchmark all construction and refurbishment projects against ambitious external environmental performance certifications such as the Output Specification 2021 and BREEAM.					
10. Catering	**10.1** Work to develop and implement a sustainable food policy **10.2** Use innovative menus and promote meat-free meals to reduce the amount of meat used in college catering including specialist events such as 'Meat Free Mondays', 'Wellbeing weeks', and 'Plant Week' **10.3** Work with our suppliers to reduce the use of unsustainable catering supplies **10.4** Work with suppliers to ensure that all meat supplied in the College is Red **10.5**	• 100% of takeaway packaging in Food Inc's to be recycled or compostable by end of 2022	Shabir Ismail/Shaun Curtis	2022/23	Sustainability Committee	

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	Tractor certified and BRC Accredited, and our packaging/ disposables are FPA registered **10.6** Continue to replace plastic and single-use items throughout catering operations, for example by reducing the amount of disposable plastic cups available and giving incentives for people to use their own refillable cups					
11. Travel	**11.1** Update Sustainable Travel policy by 2022 **11.2** Provide staff and students with innovative virtual and video conferencing tools to advance collaboration and increase conference participation, while reducing the need to travel **11.3** Provide incentives for low-carbon travel, for example participating in the government's Cycle to Work Scheme and Smart Go Travel **11.4** Improve data collection on staff and student travel	• The Leicester College fleet to be fully electric by the end of this strategy • Install electrical charging points at all main campuses (minimum of 2 x per site)	Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	

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	11.5 Promote the use of public transport and active travel to and from campuses, including improving cycle facilities, and engage with local councils to identify opportunities for improvements to transport options between and around our campuses including park and ride schemes and LCC E-Bike scheme. **11.6** Replace existing College vehicles with low emission alternatives where possible for use on campus and between campuses. **11.7** Install and then increase electric vehicle charging points for staff and visitors. **11.8** Assess feasibility in staff inter-campus bus returning and if this is, to be fully electric.					

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12. Governance and Management	**12.1** Scrutinise minutes of the Sustainability Committee including having representation on this from the Senior Leadership Team. Ensure that annual reports are developed to assist in monitoring progress and decision-making. **12.2** Ensure that sustainability is an integral part of decision-making at all levels, including long-term academic and financial planning. **12.3** Benchmark our sustainability performance against national and institutions where possible.		Shabir Ismail/Shaun Curtis	2024/25	Sustainability Committee	
13. Curriculum	**13.1** Implement student awareness/education on sustainability as part of PD programme **13.2** Implement all staff training to raise awareness and support staff to embed environmental practice	• Students to complete a form of Sustainability awareness • Each curriculum area to be represented by an Environmental Champion.	Debi Donnarumma/Lee Barrett	2022/23	Sustainability Committee	

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	13.3 Develop network of collaborative external relationships to collate and share examples of good practice **13.4** Appoint Environmental Champions across programme areas **13.5** Review resources and materials across the college and share good practice					