

Staff and Student Engagement Strategy Sustainability Audit Report

Reporting Period: 2024/25

1. Leadership & Governance

This section audits governance structures, leadership engagement, and alignment with ISO14001 and EAUC frameworks.

Area	Target	Status (RAG)	Evidence	Actions
Environment Committee Meetings held	Thrice yearly		Meetings held in Oct / Feb / May with minutes available	Meetings timetabled each year by executive
Policy Review	Annual update		Policy online and dated.	Reviewed yearly and minutes
Roles & Responsibilities	Clearly defined		EMS documents are reviewed and audited annually	Forms part of ISO14001:2015 audit

2. Curriculum Integration

This section reviews embedding of sustainability within teaching and learning (EAUC alignment).

Area	Target	Status	Evidence	Actions
Courses with sustainability	100%		Many/ all courses have sustainability embedded into the course	Sustainability is embedded within the curriculum; however, it is not yet delivered through a fully integrated and holistic approach, and further development is required in this area
Staff training	Measured		Staff induction is undertaken but not relevant training	Investigate a training module or other areas of opportunity
Student outputs	Measured		Student Sustainability Awards and shows	Students coursework, collaborations, and events

3. Environmental Performance

This section evaluates AUB's operational sustainability performance (AUDE & ISO14001).

Metric	Target	Current	Variance	Actions
Carbon emissions	Net Zero by 2030	SNZ aims and targets	48% reduction against baseline for 50% target.	New version of SNZ in 2026 and annual report against this
Waste reduction	Year on year	Waste reduction can be seen in SNZ Annual Report	Approx. 19t lower than previous year	Ensure waste is reduced via procurement and reuse

Recycling rate	60% by 2027	SNZ Annual Report	15% lower than the target	Encourage recycling and make it easy to do so
Energy intensity	Reduction YoY	SNZ Annual Report	Will align with new SNZ version in 2026	Continue to improve technology and efficiencies on campus

4. Behaviour Change & Engagement

This section considers staff and student engagement and behaviour change initiatives.

Area	Target	Status	Evidence	Actions
Engagement rate	75%+		There is evidence of widespread engagement through creative practices and events	Need to investigate practices to better capture and measure this activity
Campaign delivery	Yearly		Campaigns on various sustainability activities are undertaken each year e.g., Fairtrade	Need to investigate practices to better capture and measure this activity
Green champions	Active network		Is due to be discussed in Environment Committee in 2025/26.	Will discuss in committee and progress from here

5. ISO14001 Compliance & Improvement

This section tracks audit compliance, non-conformities and continuous improvement.

Area	Requirement	Status	Evidence	Actions
Internal audits	Completed annually		Internal audits for ISO14001:2015	Continued improvement and audit
Non-conformities	Closed		Internal audits for ISO14001:2015	Continued improvement and audit
Corrective actions	Tracked		Internal audits for ISO14001:2015	Continued improvement and audit

6. Risk & Opportunity Log

This section identifies key risks and opportunities relating to sustainability delivery.

Risk/Opportunity	Impact	Likelihood	Mitigation	Owner
These are listed in Internal Audit and EMS review	These are listed in Internal Audit and EMS review	These are listed in Internal Audit and EMS review	These are listed in Internal Audit and EMS review	These are listed in Internal Audit and EMS review