**Sustainability Plan 2015-20**

As part of its commitment to Corporate Social Responsibility (CSR), outlined in the Strategy Map associated with the Strategic Plan, the University has developed a Sustainability Plan which sets out its priorities and targets for environmental sustainability.

The Plan is owned and monitored by Environment Committee, and progress is reported regularly to the Estates Committee of the Board of Governors. A supporting document, giving the background to the Plan, is also available.

ISO14001, the international standard for environmental management, is currently being revised. The University has considered the requirements of ISO14001:2004 in preparing this Plan, but the primary focus is on improving efficiency and securing benefits for the University. This may in turn provide a sound basis for a future application for ISO accreditation.

There are five immediate areas of focus

* + - **Minimising carbon emissions**
    - **Managing the use of finite resources**
    - **Reducing emissions associated with travel**
    - **Managing the estate efficiently**
    - **Developing staff awareness and engagement**

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|  | **Objective / target** | **Areas of Focus** | **2014/15 Activity** | **Future Activity** |
| **Minimising carbon emissions** | To reduce emissions per head by 40% against 2005/06 levels (from 0.56 tonnes to | Introduce sub- metering to determine usage by building, and target reductions  Introduce post-project benefit realisation testing  Identify further energy-savings through advances in technology | Progress the introduction of sub-metering  Develop a system for post-project testing  Review opportunities for Salix funding | Maintain regular measurements and consider initiatives to reduce carbon usage by building / team  Monitor success of all carbon reduction projects  Develop investment plan for sustainability |
| **Managing the use of finite resources** | To send 0% of waste to landfill  To increase recycling to 75% of waste  To reduce water usage per head (in m3 by 10% by 2020)  To reduce the cost of water usage (in m3 by 10% by 2020)    Reduction of paper costs from by 10% per head by 2020 | Improve recycling across the University  Ongoing leak surveys with ADSM (water and energy efficiency experts).  Analysis of water systems  Regular audits of water usage  Manage the use of paper, and consider digital alternatives | Continue to work with SCAG to develop recycling opportunities  Progress the introduction of sub-metering for water  Gather information on paper usage by sub-group and identify possible areas of improvement | Consider opportunities for internal recycling  Ensure recycling is made simple and accessible for all  Consider initiatives to reduce water usage  Consider initiatives to reduce paper usage |
| **Reducing emissions associated with travel** | Successful implementation of Travel Plan  Calculation and reduction of Scope 3 emissions | Reduction in single person car occupancy  Consider alternatives to face-to-face meetings  Reduce emissions from University travel | Introduce new travel plan for 2015/16  Monitor and manage car park usage  Work with BU and First Bus to ensure travel opportunities for AUB are fit for purpose  Develop policy and process to measure Scope 3 emissions | Continue to work to reduce single person car occupancy, and identify initiatives to support this  Ensure public transport opportunities remain fit for purpose  Implement policy and process to measure and reduce scope 3 emissions |
| **Managing the estate efficiently** | To maintain NIA for teaching per student below 3.5m2, and remain the most efficient of the identified sub-group of specialist institutions in both NIA for teaching per student and GIA per head  To maintain a space utilisation figure above 20%  Ensure buildings (new and existing) are sustainable  Maintain carbon emissions for new developments below equivalent emissions for alternative residential use | Ensure that the estate is used efficiently, whilst meeting the needs of the curriculum  Use utilisation data to support future planned developments and to identify priority concerns  All developments (upgrades or new buildings) to be sustainable, and maintain lower emissions than alternative, residential use | Undertake comprehensive review of space utilisation and identify pinchpoints / variations by course | Develop comprehensive utilisation / space allocation policy or approach  Develop bank of data on space usage to inform future estate developments  Ensure that sustainability is a formal part of the plans for any proposed estates development project, and monitor its implementation |
| **Developing staff awareness and engagement** | To establish environmentally sound behaviour as the norm, improving performance against targets in each priority area | Use policy and procedure to establish environmentally responsible behaviour as normative  Ensure all staff and students are aware of the commitment to sustainability, and adopt this as part of their own values | Support implementation of new Procurement Policy  Review all other policies which have direct carbon implications  Consider how best to champion sustainability  Work with SU to engage with students | Consider initiatives or mechanisms which can influence staff and student behaviour  Consider awareness raising activities or campaigns and their likely impact  By monitoring performance against targets, identify areas where achievement is disappointing and develop targeted activity |

The Arts University Bournemouth is committed to the provision of a working and learning environment founded on dignity, respect and equity where unfair discrimination of any kind is treated with the utmost seriousness. It has developed and implemented an Equality and Diversity Plan to guide its work in this area. All the University's policies and practices are designed to meet the principles of dignity, respect and fairness, and take account of the commitments set out in the Equality and Diversity Plan.  This policy has been subject to an equality analysis to ensure consideration with regard to the provisions of the Equality Act 2010.

Date of last EA review: 09/2016