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<b>Student Engagement</b>	Continue to raise awareness of the climate emergency within our membership base and inspire student action. Facilitate change through Green team events and competitions. Students at the student ideas process, sustainability course reps, Sustainability Officer, Sustainability Committee and survey data.
<b>Intersectional Sustainability</b>	Our priority for the Green Team 2020/21 programme is to ensure it is truly intersectional in its approach. We will be exploring with students related issues such as inequalities (of gender, race collaboratively, we will also work to embed sustainability into our Liberation Campaigns (Black Lives Matter, Black History Month, LGBT+ History Month, International Women's Week and Dis that address these intersections. We are also mindful of the importance of confronting our own privileges and being reflective in order to create activity that is inclusive, accessible and relevant.
<b>Responsible Consumption</b>	Continue to improve our operational processes and therefore our offer to our students, through continually reviewing supply chains, commercial offer and our negative environmental impact as an organisation. national lockdowns, ensure financial viability alongside progressing ethical and environmental targets.





Section Heading	Action	Specific	Measurable	Appropriate	Timeline
Strategy	Develop 5 year sustainability strategy, linked to SU Strategy plan 2022, taking sustainability ambitions into new strategic plan phase. Linked to UWE sustainability 2030 strategy.	Creation of a 5 year SU specific sustainability vision, driven by student feedback from sustainability survey, NUS Skills survey data and focus groups (ensuring diversity of student input).	Strategic plan has been passed by Board of Trustees.		Apr-21
Student Engagement	Increase course rep engagement with ESD Agenda: Creation of sustainability department reps within course rep structure. Increase training and knowledge for Course Reps to effectively challenge the University and support the ESD agenda: improving engagement in sustainability at Rep Conference.	1. Sustainability, Academic Resources, Diversity & Inclusivity are the three areas that the Department reps are working on. 2. Each of the areas has specific training from UWE Bristol corresponding teams to make sure they know what they can do and who to work with.	Achieve re-accreditation of NUS/SOS-UK Responsible Futures in partnership with UWE Bristol.	 	May 2021 audit date for Resp. Futures









<p><b>Student Engagement</b></p>	<p>Improve students' emotional resilience surrounding climate change through running climate anxiety cafes. These will also be offered to University and SU staff (in separate sessions to the students). These will be a relaxed space (virtually) for students to explore their emotions surrounding the climate and ecological crises.</p>	<ol style="list-style-type: none"> <li>1. Develop an outline plan for running climate anxiety cafes</li> <li>2. Trial one during Green Week in November and then review feedback</li> <li>3. Run sessions regularly throughout semester 2</li> <li>4. Research climate anxiety and create resources for students to use after the sessions</li> </ol>	<p>Feedback at workshops</p>	 	<p>November 2020: trial a climate anxiety at Green Week January - May 2021: run regular sessions throughout the term</p>
<p><b>Student Engagement</b></p>	<p>To support the 2020/2021 student Sustainability Committee to lead a behaviour change campaign -Let's Talk Trash</p>	<ol style="list-style-type: none"> <li>1) Regular meetings to be supported by staff</li> <li>2) Project management and effective campaign training to be delivered by the old committee in a handover session/social</li> <li>3) One key campaign run and evaluated</li> <li>4) AGM in May</li> <li>6) Committee members supported to run a series of smaller 'one-off' events</li> <li>7) Committee to speak at a Green Team event</li> </ol>	<p>Survey of committee pre and post to see knowledge and skills development</p> <ol style="list-style-type: none"> <li>1. Committee meetings held once per fortnight (and increase from one per month)</li> <li>2. Committee campaigns launched – (Impact assessment will be delivered for each one)</li> <li>3. Committee events run – (Impact assessment will be delivered for each one)</li> <li>4. Run a successful AGM with a handover in the spring term</li> <li>5. Number of positions filled for 19/20 in March/April election – Goal: 10 to include at least one student from the Faculty of Business and Law, and one Glenside student and one and City Campus student</li> <li>6. Number of green socials run by committee: 5 (to follow meetings)</li> <li>7. Create a series of committee social media posts/videos/articles to promote work to other students (monitor number of hits)</li> </ol>	  	<p>October 2020: Successful AGM January 2021: Headline campaign theme decided, market research survey to identify key focus areas and creation of campaign plan March 2021: Campaign Events week (16) April 2021: Evaluate campaign May 2021: Handover</p>
<p><b>Student Engagement</b></p>	<p>Increase the number of clubs and societies engaged with Greener Futures Programme by 10%</p>	<ol style="list-style-type: none"> <li>1. Review of 2020 uptake.</li> <li>2. Rework criteria and submission process based on feedback.</li> <li>3. Launch of Greener Futures Programme 2020 with SU Opportunities and Presidents.</li> <li>4. Support groups signed up to complete their workbook with workshops.</li> <li>5. Run Mid-Year Competition to improve engagement throughout the year</li> <li>6. Greener Futures Awards presented at Sports and Societies Awards May 2021.</li> </ol>	<p>Monitored through uptake and submissions via the Green Team, liaising with relevant elected officers to push the promotion of this.</p>	 	<p>Review January 2021 for additional push for sign ups in Refreshers (8th February week) and reminder of the things required to obtain points.</p>

<p><b>Student Engagement</b></p>	<p>Progress SU Period Poverty Campaign</p>	<ul style="list-style-type: none"> <li>• Sustainable period products: student trial project</li> <li>• Run period product workshops</li> <li>• Working across the SU and University to reduce/eliminate/address period poverty among UWE students</li> </ul>	<ul style="list-style-type: none"> <li>• Improving students' knowledge about the full range of period products available</li> <li>• Increase the number of students choosing/considering sustainable period products</li> <li>• Increase sales of menstrual cups in SU shop</li> <li>• Improve student diversity and representation within the period conversation</li> </ul>		<p>February and March 2021 sessions</p>
<p><b>Student Engagement</b></p>	<p>Drive forward new drugs harm reduction work, building on alcohol social norms as part of new pilot Alcohol and Drugs Accreditation, supporting inclusive campus culture agenda.</p>	<ol style="list-style-type: none"> <li>1. Creation of the A&amp;D working group, review drugs survey data.</li> <li>2. Creation action plan and KPIs, based on data.</li> <li>3. Creation of communication timeline for alcohol interventions and drug harm reduction information dissemination</li> </ol>			<p>December 2020 creation of working group, monthly meetings until audit data May 2021</p>
<p><b>Intersectional Sustainability</b></p>	<p>Raise awareness - what is intersectional sustainability?</p>	<p>Creation of a video with VP Community and Welfare and promote throughout Block 0 and welcome.</p>	<p>Video is uploaded to YouTube. Capture watched stats.</p>		<p>September 2020</p>

<p><b>Intersectional Sustainability</b></p>	<p>Environmental racism events to raise awareness of this topic as part of our "Green Week"</p>	<p>During Green Week: Climate Action 2020 run a Climate Justice panel talk in collaboration with UWE Sustainability Team. This will explore what climate justice means and how BME voices are coming together and being amplified in the environmental movement today. The talk will be chaired by Jane, our Vice President for Education. We will also collaborate with The Students' Union Presidents team to make the event part of their Celebrating Black Excellence campaign. This will ensure our sustainability events are integrated into existing liberation campaigns.</p> <p>Commission Minds of POC to run Environmental Racism training for the sustainability committee, sustainability course reps, part-time officers and Presidents. Build on the knowledge gained in this session to embed intersectional sustainability into semester 2.</p>	<p>Attendance at the event and feedback.</p>	  	<p>October 2020</p>
<p><b>Intersectional Sustainability</b></p>	<p>Ensure intersectionality in SU liberation campaigns.</p>	<ol style="list-style-type: none"> <li>1. Support Presidents to run Celebrating Black Excellence Campaign, mapped to SDGs</li> <li>2. International Womens Week/CBE collaboration on natural hair series</li> <li>3. CBE collaboration on food waste through cookalong activity</li> <li>4. Work with sustainability committee and disabled students officer to create blog post for Disability History Month</li> </ol>	<p>Blog posts published / case studies to showcase each liberation campaign.</p>	  	<p>Throughout 2020-2021</p>
<p><b>Responsible Consumption</b></p>	<p>Improve our reporting of the Students' Union's negative environmental impact through introducing tracking of food miles.</p>	<p>EPOS/Finance to create new system of tracking deliveries from depot and best estimate of food miles to help us understand negative impact and create future strategies for reduction.</p>	<p>EPOS Data</p>	 	<p>January - April 2021</p>

<p><b>Responsible Consumption</b></p>	<p>Improve wastage recording accuracy through EPOS system, driving further waste intervention strategies</p>	<p>1. Investigate the potential for recording catering wastage through tills. 2. Process Union 2 wastage as returns rather than wastage. Report on the data quarterly.</p>	<p>Wastage data from EPOS system.</p>	 	<p>Jul-20</p>
<p><b>Responsible Consumption</b></p>	<p>Maintain the reduced level of printing in Finance</p>	<p>1. Introducing paperless software where appropriate. Online expenses introduced to permanent staff Aug 18. Expand online processes to other areas such as clubs and societies for payment vouchers October 2020. 2. Creation of new RAG Fundraising payment and records system, reducing payments vouchers for charitable donations being paid in or out.</p>	<p>Prior norm of 18000 finance prints/year was reduced to 6000/year. This is to be maintained. IT to read finance coded prints from the system. For the wider company, the budgeted spend on printing and appropriate stationery was £10.2k for 17/18 (based on historical spending) with an actual spend of £8.2k.</p>	<p>Paper and Ink Usage</p>  	<p>Measured every April</p>
<p><b>Responsible Consumption</b></p>	<p>Reducing overall meat consumption, and only serving better products is beneficial for the environment, our health, for land use, animal welfare and social justice.</p>	<p>Auditing the current mix of meat vs vegetarian and vegan food options in both the bar and retail (due to covid closure of bars food options). Work towards serving 50% less meat on a yearly target basis. Aiming for 10% reduction/increase of non meat options and sales. Review provision of better meat includes organic and/or pasture-fed livestock sources.  The Better by half road map calls for the serving of 50% less but better meat, dairy and fish compared to current levels. It provides a useful resource for actions to take within food service and food retail.</p>	<p>EPOS system figures to be compared YOY.</p>	 	<p>Bi-annual reviews</p>

<p><b>Responsible Consumption</b></p>	<p>Divestment Campaign progress: sustainable finance practices statement (divestment)</p>	<ol style="list-style-type: none"> <li>1. Review the finance/investment regulations with the Sustainability Committee representatives.</li> <li>2. Present discussions at the F&amp;GP committee/Board.</li> <li>3. Creation of divestment statement in collaboration with Assistant Vice Chancellor for Environment and Sustainability and Chief Financial Officer at UWE</li> <li>4. Publish statement on website and promote to students via newsletters and social media</li> </ol>	<p>Creation of new statement</p>	<p>Banking and investments policies &amp; regulations</p> 	<p>December 2018 &amp; February 2019 F&amp;GP meetings to hold planning and action discussion before 18/19 year end.</p>
<p><b>Responsible Consumption</b></p>	<p>Increase purchasing and sale of Fairtrade products across commercial areas by 5% on previous academic year</p>	<ol style="list-style-type: none"> <li>1. Review current offer in commercial areas, purchasing and sales, and identify areas to improve promotion or increase the range of Fairtrade products.</li> <li>2. Review products from NUS and engage the Sustainability Committee in product selection as needed.</li> <li>3. Work with Marketing on Fairtrade Fortnight campaigns and year-round promotion.</li> <li>4. Work with Marketing to display items in The Shop in the most attractive and informative way.</li> <li>5. Evaluate the impact of these interventions.</li> </ol>	<p>Fairtrade product sales value 2018/19 v 2019/2020 v 2020/2021</p>	 	<p>01/03/2021</p>
<p><b>Responsible Consumption</b></p>	<p>The union has a policy on freebies and giveaways.</p>	<ol style="list-style-type: none"> <li>1. Internal meeting to review the current processes in place on giveaways (marketing, commercial, engagement) in regards to sourcing and single-use plastic</li> <li>2. Improve the formal process which guides the union to reduce certain types of giveaways and reviews and monitors this e.g. single-use plastic items.</li> <li>3. Communicate the policy and related guides to all staff and student groups reduce where appropriate freebies in favour of environmentally friendly alternatives.</li> </ol>	<p>Creation of new policy, case studies of reduction</p>		<p>Review October 2021, policy passed March 2021</p>

<p style="text-align: center;"><b>Energy Reduction</b></p>	<p>Reduce usage of cloud storage by 15% this academic year.</p>	<ol style="list-style-type: none"> <li>1. Training with UWE Bristol IT academics on Green IT principles</li> <li>2. Audit current cloud storage systems, whether powered by renewables or a mix, and current storage usage</li> <li>3. Engage staff on a focus period of reducing saved documents on UWE cloud storage system, transforming into energy savings</li> <li>4. New policy passed to secure this approach on a yearly basis</li> </ol>	<p>Reduction in cloud storage - report data. Policy in place.</p>	  	<p>January - April 2021</p>
<p style="text-align: center;"><b>Energy Reduction</b></p>	<p>Reduce utilities consumed in SU Buildings by 20% this academic year.</p>	<ol style="list-style-type: none"> <li>1. Review all consumption of The Students' Union's buildings and identify trends.</li> <li>2. Training from UWE on new data system to see live energy usage</li> <li>3. Create staff engagement activity for reducing utilities usage on site and when working from home</li> </ol>	<p>UWE Estates utilities data - reduced</p>	  	<p>Jan 20- April 20</p>
<p style="text-align: center;"><b>Staff Culture</b></p>	<p>Make our thank you's ethically sourced and electronic</p>	<p>Creation of a handbook of options for managers and staff to select from and guide more environmentally friendly rewards.</p>	<p>Creation of handbook, VOICE Committee aware and in use.</p>		<p>Production Nov 2020, for use immediately</p>
<p style="text-align: center;"><b>Staff Culture</b></p>	<p>Improve staff awareness of sustainability and organisation sustainability goals through continuous review of new starter process and inductions.</p>	<p>Creation of a new sustainability induction video for all new starters to watch. Review sustainability induction session to reflect new strategy vision,</p>	<p>Video produced and used in new starter induction, watch rates.</p>		<p>February 2021 completion</p>







on students' areas of concern around sustainability, and  
2019/2020 Sustainability Committee.  
ity. We will ensure to reach out to our liberation groups

e heart of driving our agenda forward, through the

s, income, health) and social justice. Through working  
sustainability Awareness) and will create collaborative events  
nt.

ation. In a covid secure university environment and local and

Staff Responsible	Outcome April 2021
Rachel Colley: Community Manager	
Representation Department	

<p>Community: Student Sustainability Engagement Coordinator</p>	
<p>President: Sustainability Officer and Sustainability Committee Community: Student Sustainability Engagement Coordinator</p>	
<p>Community: Student Sustainability Engagement Coordinator Opportunities: Societies Development Coordinator Presidents: VP Sport &amp; Health and VP Sacs &amp; Comms</p>	

<b>Community: Student Sustainability Engagement Coordinator</b>	
<b>Community: Community Manager and Residences Community Coordinator Opportunities: Opportunities Manager Presidents: VP Sport &amp; Health and VP Com and Welfare</b>	Link to action plan
<b>Community: Student Sustainability Engagement Coordinator</b>	<a href="https://www.youtube.com/watch?v=MedgC88JiQI&amp;list=PLeklt75nl-kSM7fFRSL9KfCYXNfjscojg&amp;index=7&amp;t=5s">https://www.youtube.com/watch?v=MedgC88JiQI&amp;list=PLeklt75nl-kSM7fFRSL9KfCYXNfjscojg&amp;index=7&amp;t=5s</a>

<b>Community: Student Sustainability Engagement Coordinator</b>	One attendee commented "really glad to see a diverse range of voices for the event - has much more impact than a non-diverse group".
<b>Community: Community Projects Coordinator</b>	
<b>Finance: Michael Blades and Harry Stone</b>	Included in negative environmental impact register.

<b>Commercial: Paul Dingley</b> Finance: Michael Blades	
David Sheldon (IT manager) & Michael Blades (Finance Manager)	
<b>Commercial: Paul Dingley</b> Finance: Michael Blades	

<p>Michael Blades (Finance Manager) Support: Student Sustainability Engagement Coordinator</p>	
<p><b>Commercial: Paul Dingley</b> Finance: Michael Blades</p>	
<p><b>Marketing Co-ordinator:</b> working with all departments</p>	

David Sheldon (IT Manager)	
Buildings: Donna Prince	
HR Manager	Production of handbook
HR & Recruitment Co-ordinator Community Support	