



University of  
**Salford**  
MANCHESTER



# Sustainability Annual Report 2023-24

**Draft 1.4 November 2024**

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# 1. Sustainability Strategy Overview

- / By establishing a Sustainability Office and University Sustainability Board, we have expanded our capacity and capability to enable us to implement the cross-institutional change envisaged in our Sustainability Strategy.
- / The team have been working on developing a new strategy, which will be finalised in 2024-25. This has been based on a position paper and consultation including colleague and student focus groups which established the goals and principles for the strategy.



- / The emerging strategy identifies three key areas of work. The first is Sustainable Campus, which considers the major issues of net zero, waste, water and biodiversity; the second is Sustainable Impact, which considers the contribution of wider University activities, such as research, teaching and enterprise to addressing global challenges, and finally, Sustainable Communities, which explores how we engage with our wider stakeholders as a Civic University to drive sustainability more widely.



To create a Sustainable Campus



To enable a Sustainable Impact beyond our campus



To support Sustainable Communities

- / Fundamental to making the University more sustainable are the key principles by which we deliver. We will commit to **embedding sustainability**, making sustainable decision-making business as usual for the University. We will work **collaboratively** both inside and outside the university. We will focus on **knowledge sharing** and the celebration of good practice across the University, as well as supporting those with good ideas in their implementation. The strategy reflects our commitment to delivering high level metrics but recognises that the contribution we can make as a university is much wider.

# 1a. Sustainability Strategy Overview

- ✓ The new team has built on the expertise in Estates to take a wider view of sustainability in the University. We have established a number of initiatives to actively deliver sustainability against our goals, as well as showing the commitment of the university to place sustainability as a strategic priority.
- ✓ Our data shows that through the work we have been doing in partnership with Estates we are on track with performance in energy, carbon and biodiversity but recognise we have more to do with supporting the circular economy and sustainable travel.
- ✓ Current performance areas overview for 2023-24



|         | Environmental Management | Energy, Water & Carbon | Waste            | Sustainable Travel | Sustainable Construction | Sustainable Purchasing | Biodiversity     | Communication & Engagement |
|---------|--------------------------|------------------------|------------------|--------------------|--------------------------|------------------------|------------------|----------------------------|
| 2023-24 | On track<br>✓            | On track<br>✓          | Work to do<br>—  | Work to do<br>—    | On track<br>✓            | Work to do<br>—        | On track<br>✓    | Work to do<br>—            |
| 2022-23 | On track<br>✓            | On track<br>✓          | No progress<br>✗ | No progress<br>✗   | On track<br>✓            | Work to do<br>—        | No progress<br>✗ | No progress<br>✗           |

# 1b. Sustainability Strategy Overview

- ✓ The **People and Planet University League** was published in Dec 2023. We maintained our first class position although dropped slightly to 15<sup>th</sup> (from: 9<sup>th</sup> in 2022/23, 12<sup>th</sup> in 2021/22 and 64<sup>th</sup> in 2019). This year we saw increases in the Sustainability Staff and Ethical Investment sections as a result of strengthening our sustainability governance and publishing a formal, public commitment to exclude investments in fossil fuels. We also continue to score strongly in Environmental Policy and Strategy and Auditing and Management Systems, Carbon Management and Education for Sustainable Development. Despite decreases in the performance section, we have slightly increased our overall score from 70.3% to 70.9%.
- ✓ A review of our investment portfolio has confirmed that there is no current investment in fossil fuels or arms companies. A specific exclusion has been added to our Treasury Management Policy to ensure future **ethical investment** includes actively screening out for investment companies which are involved in explicit environmental damage, such as organisations involved in the production and distribution of fossil fuels and the manufacture and sale of armaments to military regimes.
- ✓ Two projects shortlisted for **Green Gown Awards 2023**. The Virtual Peel Park project was shortlisted in the 'Digital Features' category and Gwen Riley-Jones in 'Sustainability Champion of the Year' category for her work as the Socially Engaged Photographer in Residence at the University.
- ✓ Student Voice: **SOS-UK Sustainability Skills survey** 2022-23 results: 269 UoS student respondents – 80% feel proud of Salford's efforts to reduce its environmental impact, 86% agree that sustainability skills and knowledge are important to gain through their studies. **Student Voice workshops**: suggest we need to make sustainability action more visible to students and provide more, diverse opportunities for active involvement.



80%

feel proud of Salford's efforts to reduce its environmental impact

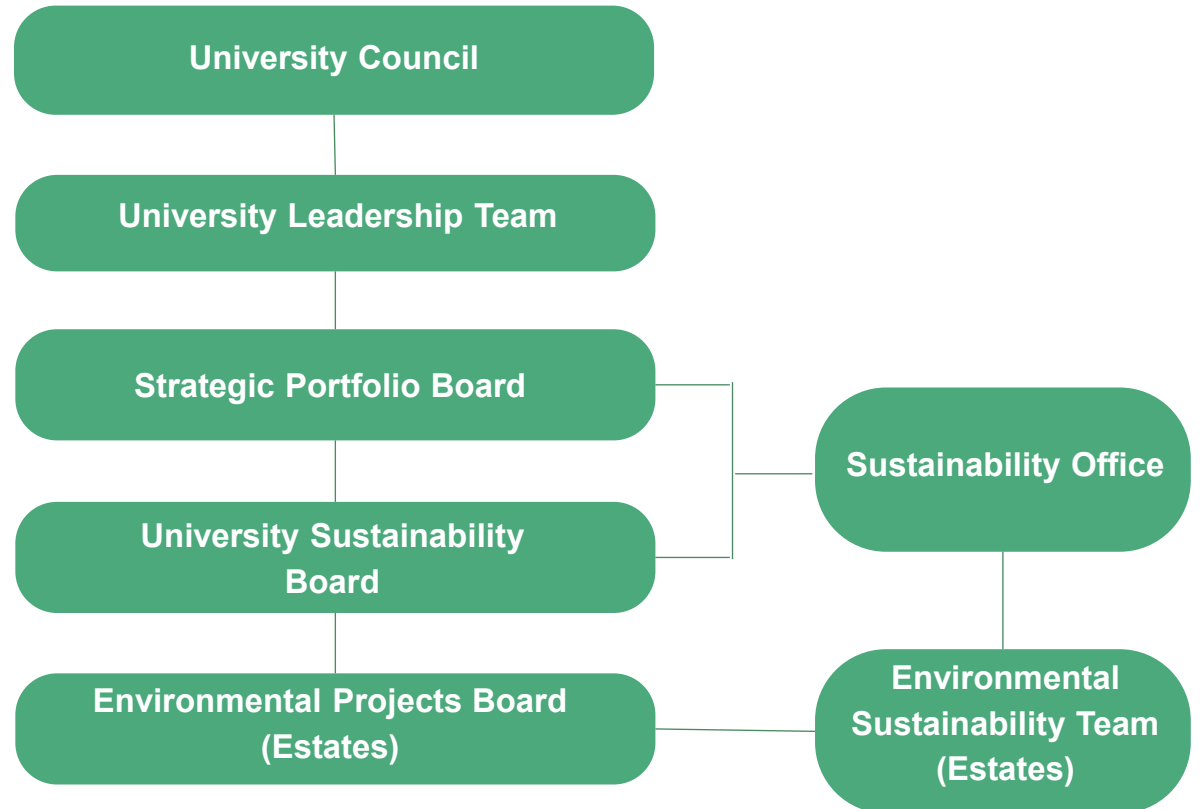


86%

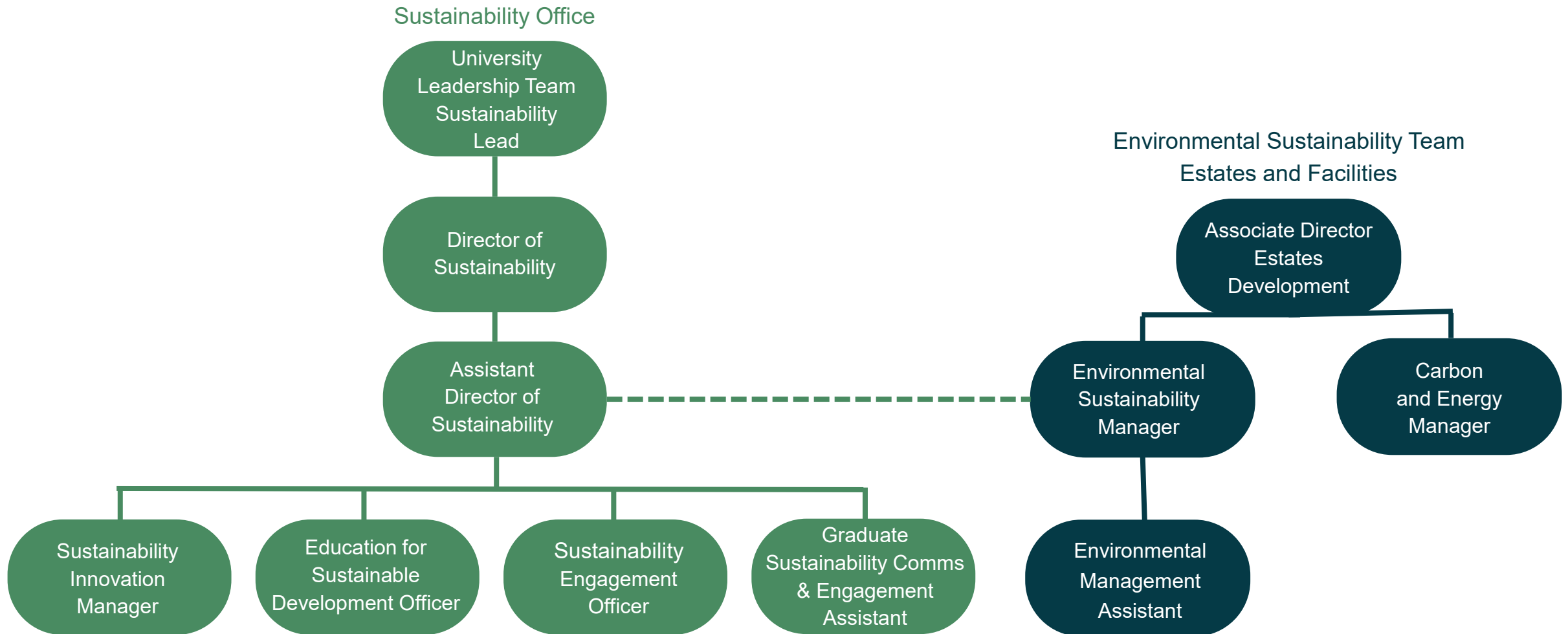
agree that sustainability skills and knowledge are important to gain through their studies

## 2. Sustainability Strategy Governance

- **University Leadership Team**  
Overall oversight
- **Strategic Portfolio Board**  
Reporting and oversight
- **University Sustainability Board**  
Reporting, prioritisation and strategic delivery
- **Environmental Projects Board**  
Campus operations sustainability delivery



# 3. Sustainability Team





# 4. Environmental Sustainability Highlights 2023-24



**Maintained a 70% reduction  
in scope 1 and 2 carbon  
emissions since 2005/6**



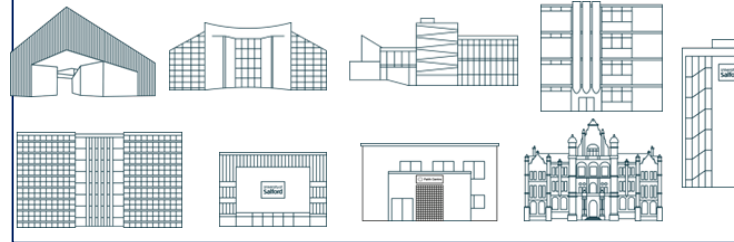
**25% improvement in energy  
efficiency**  
(kWh/m<sup>2</sup>) (from 2016/17)



**47% waste recycled**  
**48% reduction in waste**  
(kg per staff & student FTE)  
(from 2018/19)



## Buildings Decarbonisation Plan



**15<sup>th</sup> place**



# 5.1 Environmental Management

Achieved



| Our Goals   | Our Performance 2023/24                                      |
|---|--|
| Maintain ISO 14001 and ISO 50001 certification                            | Achieved – maintained certification                          |
| Reduce pollution risk   | Achieved – zero pollution incidents                          |
| Maintain compliance with environmental legislation and other requirements | Achieved – zero major non-conformities related to compliance |

## Our Progress

- EEMS Internal audit July 2024 and external ISO Surveillance audit September 2023 (zero non-conformities and only 1 opportunity for improvement)



2024/25 Plans

- Maintain ISO certifications
- Review scope (currently Estates)

# 5.2 Energy, Water and Carbon

On-Track



## Our Goals

Net Zero Carbon by 2038 (Scope 1 and 2 reductions: 81% by 2030, 96% by 2038)

Improve energy efficiency –158\*kW/m<sup>2</sup> by 2030

\* (adjusted to ISO performance data)

Reduce water consumption – 20% reduction from 2018/19 by 2025

## Our Performance 2023/24

On Track – 71% reduction since 2005/6

Achieved – 158kW/m<sup>2</sup>, 25% reduction since 2016/17

Work to do – 9% reduction since 2018/19

## Our Progress

- Buildings Decarbonisation Plan and Net Zero Carbon Tool created
- Clifford Whitworth decarbonisation retrofit completed
- Energy gain share internal fund established to fund energy projects
- Building Management System and data points improvements: >£250k energy savings identified between April and October 2023
- Water consumption target missed: increases due to new buildings in operation including microbrewery, an underground leak identified in Jan 24 and essential maintenance on the swimming pool requiring it to be drained/refilled

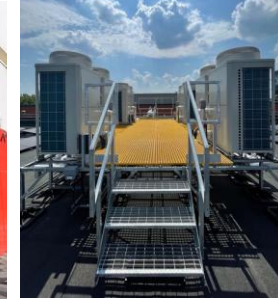
## 2024/25 Plans

- Progress Buildings Decarbonisation Plan (approval and phase 1 funding) and maintain Net Zero Carbon Tool
- Review and update energy efficiency target
- Develop water conservation plan
- Establish Science Based Target when framework available
- Maintain Scope 3 emissions reporting and consider target setting for key areas
- Develop climate resilience and adaptation plan including water management and resilience

# 5.2.1a Decarbonisation

## Clifford Whitworth Decarbonisation Retrofit Project

The £1.2M decarbonisation project on Clifford Whitworth building completed in August 2023. The project, part-funded by the Public Sector Decarbonisation Scheme (~£800k), included the replacement of a gas boiler with electrically powered air source heat pumps, building fabric improvements, LED lighting upgrades and installation of solar photovoltaics. The project will remove 98% of gas use and is expected to result in carbon savings of 150 tonnes per year and financial savings of £30,000 per year.



**ENERGY  
HOUSE  
LABS**



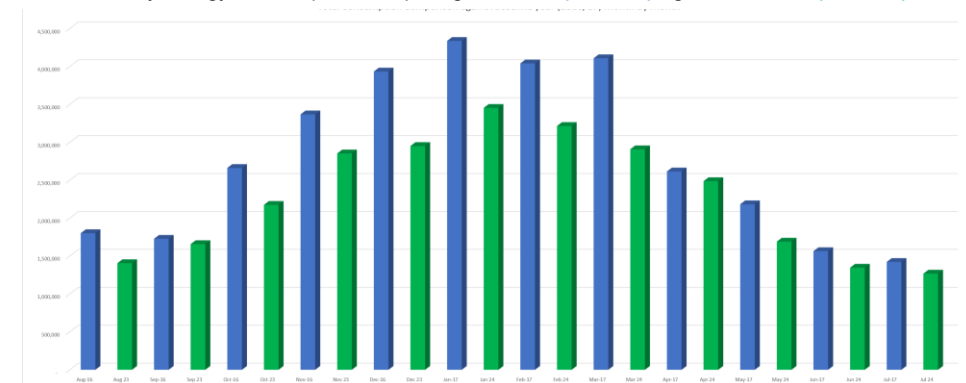
## Joule House Heritage Building Decarbonisation Case Study

The decarbonisation of the University's heritage buildings presents specific challenges due to the listed status and restrictions imposed on the alteration of fabric. Using Joule House as a case study, utilising the expertise of Energy House Labs, a SEE undergraduate project and in conjunction with Salford City Council's Conservation Officer, research has been carried out to determine what methods can improve the building's energy performance. During the last twelve months we have determined that Joule House can be heated effectively on lower boiler flow temperatures not only saving gas but showing it is "heat pump" ready. Similarly different methods of secondary glazing and airtightness have been evaluated and modelled to show the improved energy performance. These methods can then be replicated in Peel and The Old Fire Station, our other heritage buildings.

## Energy Efficiency

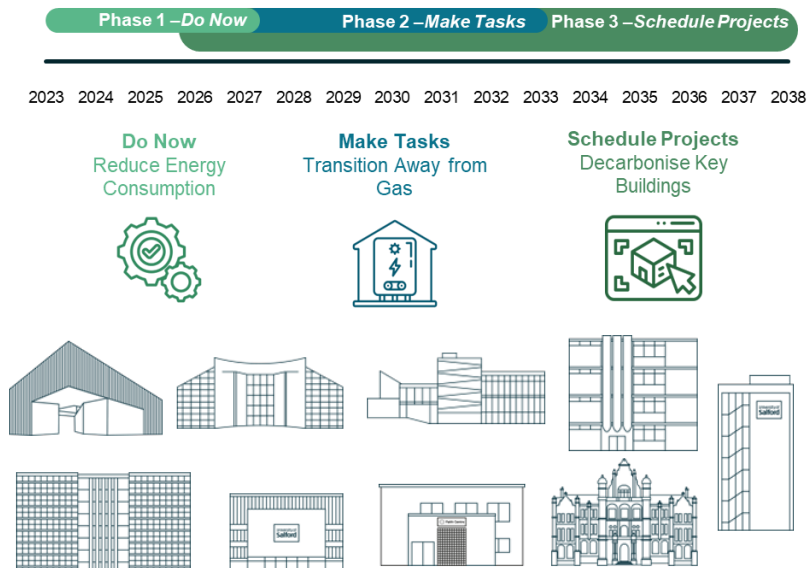
Through the effective use of building analytics software, data monitoring has enabled the identification and removal of unnecessary electricity and gas consumption. This has resulted in a 40% reduction in gas against our 2016-17 baseline year (13% reduction from previous year) and only a 6% increase in electricity use compared to the 2016-17 baseline (1.4% increase from previous year), despite a 10% increase in floor area and three new all electric buildings coming into operation. In 2023 a gain share was implemented whereby reductions made by energy interventions would be quantified and a portion of the calculated savings shared with the Sustainability Team to reinvest in further energy saving reductions. This has included funding for further sub-metering, building management system upgrades and insulation projects.

Monthly energy consumption comparing **baseline (2016-17)** against **current (2023-24)**



# 5.2.1b Decarbonisation

## Buildings Decarbonisation Plan



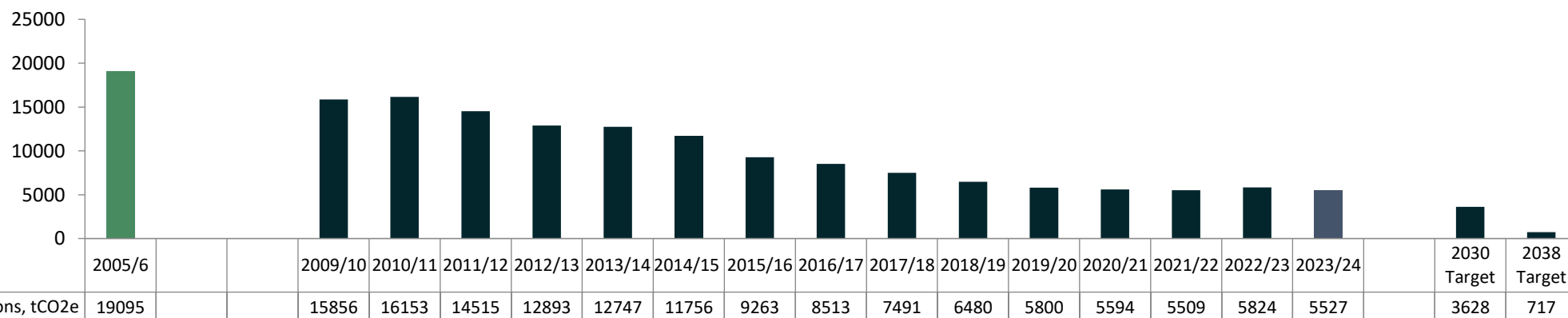
In 2023-24 we completed our Buildings Decarbonisation Plan - A costed plan (costs available internally only) as to how we will replace existing, fossil fuel-reliant, systems with low carbon alternatives such as heat pumps, electric heating, or other low-carbon fuel sources within our estate through integration of energy efficiency measures that reduce overall heat and energy demand – a whole building approach.

To decarbonise in scope 1 and 2, the University of Salford must reduce its total energy consumption, eliminate its reliance on gas across campus, and implement a whole-building approach for its major energy-intensive buildings, now and into future developments.

Our framework includes the following types of projects:

- **Energy Efficiency:** upgrades to Building Management System – controls and hardware, lighting upgrades
- **Renewable Energy Generation:** installation of solar photovoltaic panels on roof spaces
- **Electrifying Heat:** transition from gas to electric Air Source Heat Pumps for heating and domestic hot water
- **Fabric Improvements:** includes both light and major fabric improvements aligned to the transition from gas

## Total Scope 1 and 2 Carbon Emissions, tCO2e



# 5.3 Waste

Work to do



| Our Goals  | Our Performance 2023/24   |
|--|---|
| Reduce waste disposal – 12% reduction from 2018/19 by 2025 | Achieved – 48% reduction since 2018/19 (kg per staff and student FTE) |
| Increase waste recycled – 65% by 2025                      | Behind Schedule – 47%   |
| Eliminate avoidable single use plastics                    | Not Achieved – progress made but data not available                   |

## Our Progress

- 5 tonnes of waste avoided, £16k saved and £8k donated through reuse from a 6-month project by our Circular Economy Intern
- Food waste recycling introduced
- Recycling target: priority is waste hierarchy which means some materials are reduced or reused rather than recycled, an increase in food waste recycling has helped maintain current recycling rate despite an increase in volume of waste from previous year due to increased activity on campus

## 2024/25 Plans

- Review waste reduction and recycling targets based on sector benchmarks
- Review current waste strategy in the context of circular economy approach
- Progress with Surfers Against Sewage plastic free programme
- Further develop reuse programme



# 5.3.1 Supporting the circular economy

## WARP-IT & Reuse

In July we reused £11,113 worth of furniture and over half went to charities. We saved 5503 KG of CO2 equivalent by reusing furniture - which is the same emissions as flying from Manchester to London 92 times!

Most importantly we have donated equipment to worthy causes - for example this hospital bed to Ukraine.



Sustainability  
at the University  
of Salford

## WARP-IT & Reuse

A few months ago we worked with a colleague to support their community project - Friendship Blossoms Alleyway Garden. Our landscape team donated four large timber planters, several hanging baskets, and a street sign adorned with their Friendship Blossoms logo. This project is an amazing use of space and they've created a beautiful neighbourhood.



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## WARP-IT & Reuse

You may recognise these chairs from the Health School; we had a major surplus but instead of throwing them away we donated them to charity. Now 107 chairs are being sent to schools in Gambia. If not for the reuse network - Warplt - we would've disposed of them, instead we have saved 3902 KG CO2e and they are going to people who really need them.



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## WARP-IT & Reuse

Some lucky students in schools across Manchester may be getting free labcoats... Some colleagues in SEE have reached out to schools in Swinton, Salford and Stockport to donate 340 brand new labcoats.



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at the University  
of Salford



Warp It is a customisable online peer to peer redistribution network for organisations. Warp It provides an internal and external platform to facilitate individuals in an organisation to share or give surplus items to individuals inside the same organisation in the first instance but also outside of the organisation.

This Photo by Unknown  
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# 5.4 Travel

Work to do



## Our Goals

Improve facilities for cyclists on campus: 500 cycle spaces by 2025

Support use of EV by staff and students: increase number of EV charge points

Increase use of EV on campus by Estates: 20% of Estates fleet EV by end 2025

## Our Performance 2023/24

Not Achieved – 412

Achieved – 9 public maintained

Achieved – 10 Estates electric vehicles (41%)

## Our Progress

- Funding obtained for additional e-cargo bike
- Increase in Estates Electric Vehicles
- Cycle Friendly Employer Gold Award
- Funding obtained for visitor cycle parking: target for cycle spaces missed due to delay in installation
- Support for Cycling UK accessible active travel programme – hosting one of two GM hubs on campus



## 2024/25 Plans

- Establish Sustainable Travel Group
- Travel Survey
- Review Sustainable Travel Plan including:
  - Car Park Management Strategy development
  - EV Charging Strategy development
  - Active Travel facilitation plan
- Establish Business Travel targets

# 5.4.1 Supporting sustainable travel



## New E-cargo Bike and Trailer

The Sustainability Team was successful in gaining funding from TfGM for an electric cargo bike and trailer. This is useful for moving up to 200kg of equipment across campus and negates the need to book a vehicle and driver to shift smaller loads. The electric trailer also has the advantage of being able to detach and be brought further into the building of destination. Energy House Labs have found this extremely useful for moving equipment between their labs on Peel, Frederick Road and Crescent Campuses. The funding also included bike skills training for staff to use the cargo bike including members of the Security Team.

## University Campus Hub Site for Cycling UK Inclusive Experience

Cycling UK's exciting new programme, the Inclusive Cycling Experience, funded by the Motability Foundation, supports disabled communities in Greater Manchester and Inverness to start cycling.

The scheme offers free try-out sessions and non-standard cycle loans to enable people to consider cycling as an active travel option for everyday journeys. The University is one of two Greater Manchester hubs offering the scheme.



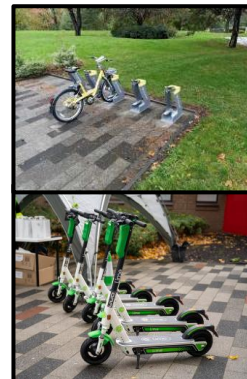
Photo from Cycling UK, 2024



# 170k

## Journeys on the 50 bus in 2023-24

The University facilitates free travel for University students and colleagues between Adelphi Campus and MediaCityUK.



**E-Scooters and Bee Bikes available for hire on University Campus**

# £4000

**Threshold for the Cycle to Work Salary Sacrifice Scheme for staff to facilitate purchase of e-bikes**

# 5.5 Sustainable Purchasing

Work to Do



## Our Goals

To develop and apply an ethical and sustainable procurement system to ensure social and environmental impacts of purchases are appropriately considered

- Achieve flexible framework Level 4 in all areas
- All estate tender evaluations to include sustainability

## Our Performance 2023/24

Not Achieved – no progress

At Risk – some excellent examples but improved monitoring required

## Our Progress

- Some good examples of sustainability in Estates and DIT purchasing to use as case studies across University
- Delay in progress due to capacity within the Sustainability and Procurement Teams to develop Responsible Procurement Strategy

## 2024/25 Plans

- Continue Estates engagement and monitoring
- Secondment agreed to support development and launch of University Responsible Procurement Strategy
- Continue engagement with EDI team

# 5.6 Sustainable Construction

On-Track



## Our Goals

All construction projects to meet sustainable construction policy requirements

## Our Performance – 2023/24

Achieved – current projects on track

## Our Progress

- Sustainable Construction Framework developed and approved
- Sustainable Construction workshop with Estates Projects Team
- Tenders all evaluated on their sustainability responses
- Sustainability Office representation on majority of Project Boards
- Sustainability Team representation on design team meetings

## 2024/25 Plans

- Sustainable Construction Workshop with Capital Projects Team
- Sustainability Office representation at Project Boards
- Increase engagement with smaller projects
- Increase focus of Net Zero Carbon
- Post Occupancy Evaluations



# 5.6.1 Sustainable construction practice



Updated and approved in 2023-24, the University Sustainable Construction Framework provides the context for sustainability in our construction projects to drive for adoption of best practice for sustainable design, construction and post occupancy management within the HE sector and ensure our own practices are aligned with our position as a leading institution for teaching and research in the built environment and energy as well as our sustainability commitments.



- New Health Clinic Building
- Completion target August 2026
- Health and wellbeing hub, home to healthcare courses such as podiatry, prosthetics and orthotics, sports rehab, occupational therapy and sport science as well as a community focus for public services
- All-electric
- BREEAM excellent
- WELL Gold standard



- New Greater Manchester Institute of Technology (GMIoT) Building
- Led by the University of Salford, with Wigan & Leigh College as the lead Further Education (FE) partner, the GMIoT brings together a number of colleges and employers in the city region.
- Cutting-edge spaces to support learning, including flexible digital labs, a prototyping workshop and ICT studios
- All-electric, low carbon design
- Bio-solar roof, green living wall supported by rainwater harvesting

# 5.7 Biodiversity

On Track



## Our Goals

Protect and enhance the natural habitats and biodiversity on the University estate (Policy Commitment)

To maintain Green Flag status (Objective)

## Our Performance 2023/24

Achieved

Achieved

## Our Progress

- Platinum Hedgehog Friendly Campus Award May 2024
- Successful Green Flag Award Jul 24
- Relocation of GMIoT and Residences projects protects campus green space/biodiversity
- Landscape and Biodiversity Policy Statement published



## 2024/25 Plans

- More specific objectives to be set around protection / enhancement of green spaces and biodiversity including baselining of existing spaces
- Consider Nature Positive Universities programme
- Development of Public Realm Project Board with Biodiversity Workstream



# 5.7.1 Biodiversity on campus



- We are pleased to have been successful in our **Hedgehog Friendly Campus Platinum Award!**
- Our team ran events across campus during Hedgehog Awareness Week including a hedgehog house workshop with our Maker Space team, litter picks, roadshow and a charity bake sale. Across the year over 90 people have taken part in our hedgehog friendly litter picks. As part of our HFC Platinum plan project, the Sustainability Team also engaged with three schools across Greater Manchester delivering presentations and footprint tracking workshops.
- We are also pleased to have our campus recognised as one of the best green spaces in the UK by receiving a prestigious **Green Flag Award!**
- The application included a mystery shop visit by a Green Flag Award judge. The feedback provided said that the campus was a high quality, welcoming, safe and well managed site that met the needs of all users. The site demonstrated physical and operationally innovative ways on how to manage greenspaces sustainably.

# 5.8 Community Engagement

Work to do



## Our Goals

Increasing engagement with students and staff at the University with sustainability

Increasing the influence of the Green Impact initiative at the University

## Our Performance 2023/24

Achieved – 3364 engagements compared to target of 1500

Work to do – programme active with 7 teams, 338 colleagues and students engaged

## Our Progress

- 100 events, over 3000 engagements
- Green Impact: 7 teams, 15 student auditors trained
- Student projects: 1 placement, Wildlife Documentary live brief, 1 dissertation, Plastic Free Live brief
- Annual Graduate Sustainability Communications role introduced, partnership with USSU
- Successful Go Green Salford 2023-24: 20 events, over 500 engaged students, colleagues and local community included gardening, guided walks, pop-up stalls, litter picks and wildlife surveys

## 2024/25 Plans

- Green Impact: increase engagement
- Increase in engagement with the School of Health and Society
- Increase communication related to Sustainable Impact and Sustainable Communities goals
- Maintain and develop relationship with the SU
- Support the ESD work (Responsible Futures)



# 5.8.1 Engaging our community



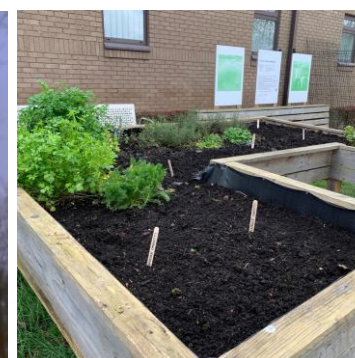
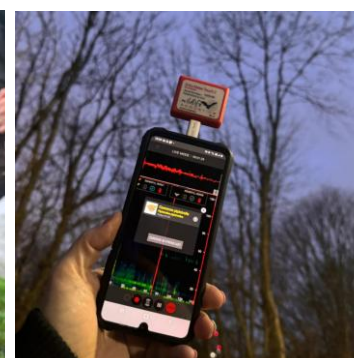
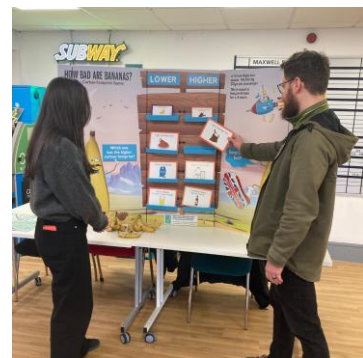
**Go Green Salford** our key sustainability engagement programme, took place in March 2024. We engaged over 500 students, staff and local community across over 20 events which included gardening, guided walks, pop-up stalls, litter picks, and even wildlife surveys. One of the programme highlights was the Bioblitz in partnership with Salford Ranger Team. The programme was coordinated by our Graduate Sustainability Communications Officer.



**Green Impact** is a sustainability programme run internationally by SOS-UK where staff work in teams to complete sustainability actions to receive different levels of award. In 2023-24 7 staff teams participated, directly involving over 50 colleagues to complete almost 500 positive sustainability actions and projects. At the end of the cycle student auditors are trained to assess and determine the award levels. This year 12 Salford students received IEMA Approved auditor training and audited at least one team to confirm awards in the 2022-23 cycle.



**Graduate Sustainability Communications role.** This year saw the launch of an annual role for University of Salford graduates to work in partnership with Salford SU to support the delivery of sustainability related communication and engagement activities. Their work has created additional opportunities for students to engage with sustainability including partnership events with Salford SU and supporting the development of a sustainability academic society.



# 5.9 Teaching, Learning and Research

On Track



## Our Goals

- Continuing to share our environmental sustainability experience and challenges through guest lectures
- Offering our environmental sustainability challenges as live briefs for students
- Encourage and support the implementation of a living laboratory on the campus showcasing sustainability solutions

## Our Performance 2023/24

- Achieved – 10 guest lectures and live briefs, 2 student projects
- Ignition Living Lab ongoing

## Our Progress

- Signed up to the SOS-UK Responsible Futures framework and began development of an Education for Sustainable Development (ESD) strategy aligned with this
- Joined the GM Civic University Board Green Skills Working Group
- Carried out sustainability curriculum mapping of Salford Business School to determine an ESD baseline
- Salford Business School reaffirmed commitment to Principles of Responsible Management Education (PRME)

## 2024/25 Plans

- Establish an Education for Sustainable Development Working Group
- Continue working towards Responsible Futures accreditation and finalise an ESD strategy
- Determine ESD baseline for SHAS, SAMCT and SSEE
- Initial benchmarking submission to THE Impact Ranking

# 5.9.1 Education for Sustainable Development



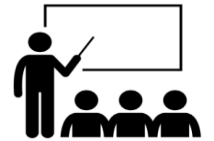
## Responsible Futures

**Responsible Futures** is an ESD framework and accreditation mark run by SOS-UK, which facilitates partnership working between the institution and SU. The programme provides actions, advice, and support. We are using the framework to steer our ESD work and to develop an ESD strategy. The ESD Officer has been working towards actions in the framework, and we have greatly developed our partnership working with the SU on ESD and sustainability more widely.

The Sustainability Office provided extensive feedback as part of the Education and Employability Strategy consultation, relating to ESD and how it is fundamental to the strategy. A draft Terms of Reference for an ESD Working Group was written and presented to the University Sustainability Board, with Claire Hamshire, Associate Pro Vice-Chancellor Education & Student Experience agreeing to chair the group.

The first action in the framework relates to surveying students about their attitudes towards and expectations on sustainability. This was achieved by promoting the SOS-UK led Sustainability Skills Survey, which 269 Salford students completed in 2023-24. Key findings include that 83% agreed that sustainable development is something which all courses should actively incorporate and promote, and 70% agreed that sustainable development is something all course tutors should be required to incorporate within their teaching.

Another Responsible Futures action is to carry out a curriculum review or audit to determine an ESD baseline, which was completed for Salford Business School in 2023-24, which also supported their PRME submission. Working with SOS-UK we conducted student-led curriculum mapping audits, which involved training students and paying them to review module specifications against ESD criteria with SOS-UK producing a report of the results.



**83% believe sustainable development is something which all courses should actively incorporate and promote.**



The ESD Officer has been developing links with colleagues across all Schools and relevant professional services to help progress ESD, including delivering presentations and workshops for colleagues and providing bespoke support. This included a workshop on ESD as part of the Learning and Teaching Festival and a LTEC Spotlight session on 'Meeting industry needs: quality and meaningful Education for Sustainable Development'. Carbon Literacy training was arranged for staff in July 2024, delivered by SOS-UK. The ESD Officer has also been supporting SBS to develop their own Carbon Literacy course that will initially be embedded into all SBS PGT programmes.

The Responsible Futures framework also includes actions relating to careers teams. An ESD workshop for Library, Careers and Enterprise was delivered by the Sustainability Office in October 2023 and wider communications during Green Careers Week in November. A 'Careers for the Future' workshop delivered by Change Agents was arranged for the Careers Team and others who guide and support students, to help them understand the changing nature of work and the new career opportunities that the shift towards sustainability and the transition to net zero will bring. The Sustainability Office also delivered a 'Careers in the green industry' session for students.

The Assistant Director of Sustainability and Education for Sustainable Development Officer were invited to join the GM Civic University Board Green Skills Working Group. The purpose of the Group is to address the skills gap in the city region and an initial action has been to carry out green skills mapping, to identify pathways within our universities for people to train and retrain to deliver the green skills needed in Greater Manchester.





## 5.9.2 Research and Knowledge Exchange Spotlight:

**PRME** Principles for Responsible  
Management Education



We aim to address environmental challenges and ensure a sustainable future for generations to come by developing strategies to support a resilient and balanced coexistence between humanity and the natural world.

Our work in this theme explores cross cutting issues around the conservation of biodiversity, responsible resource management, and the development and testing of technologies that minimise ecological impact. This output of this research includes studies on energy use in homes, green infrastructure and urban planning, the impact of sound on the natural environment, and the development of policies and practices that contribute to the overall wellbeing of the planet.

Through collaborative partnerships with policy and business, we are supporting efforts to conserve biodiversity, reduce carbon emissions, adapt to changing climate conditions, and promote resilience in the face of climate-related challenges. This work correlates particularly to the United Nations' Sustainable Development Goals on Affordable and Clean Energy (SDG7), Climate Action (SDG 13), Life Below Water (SDG 14), and Life on Land (SDG 15).

Read the full [UoS PRME SIP \(Sharing Information on Progress\) Report](#).



Bringing together leading academics, policy makers and industry partners, the CSI focus is on pioneering developments in digital transformation and sustainability, connected by a 'golden thread' of change management and Innovation.

Embedded within Salford Business school, CSI operates a multi-disciplinary approach, partners accessing the service will have the opportunity to connect with experts from across the University, promoting a collaborative approach which is particularly powerful in addressing multifaceted challenges and driving meaningful, sustainable change.

Businesses can access expert advice on sustainable practices, support in developing strategies to achieve carbon neutrality and access to world leading facilities such as Energy House 2.0 and other research centres.

[The Centre for Sustainable Innovation \(CSI\) - Centre for Sustainable Innovation](#)

**See further information on [sustainable research and knowledge at University of Salford](#)**



# 6. Sustainability Risks

|   |   | Risk Level<br>(after mitigation) |
|---|---|----------------------------------|
| <b>Business Resource</b>                            | Insufficient business resource available to deliver sustainability related actions and projects. This relates to the Sustainability Team and from the resource dependencies from the wider business.                                    | Medium                           |
| <b>Communications and Engagement</b>                | Poor communication and engagement leading to lack of buy in, support and ability to land individual project and wider programme benefits  | Medium                           |
| <b>University Reputation</b>                        | University not meeting sustainability commitments e.g. GMCA Net Zero Carbon commitment, Single Use Plastics pledge  | Medium                           |
| <b>Non-compliance</b>                               | Not complying with environmental legislation  | Medium                           |
| <b>Impacts of Climate change on the institution</b> | Climate change impacts forecast e.g. increased rainfall and extreme weather events, could disrupt University business operations such as travel to/from the University, building use, business travel, international student travel etc | High                             |
| <b>Technology and infrastructure</b>                | Constraints on implementation of low carbon technologies and activities resulting in lack of progress with net zero targets   | Medium                           |
| <b>Scope 3 Carbon</b>                               | University not meeting scope 3 carbon objective   | Medium                           |

# 7a Environmental Sustainability Performance

| Impact Area              | Objective   | Key Performance Indicator  | Baseline Year                     | 2021-22                   | 2022-23                  | 2023-24                  | Target/date                                      | Performance 2023/24 |
|--------------------------|---|--|-----------------------------------|---------------------------|--------------------------|--------------------------|--|---------------------|
| Environmental Management | Maintain ISO 14001 and ISO 50001 certification                                | ISO 14001 and ISO 50001 certification  | N/A                               | Achieved re-certification | Maintained certification | Maintained certification | Maintained certification                         | Achieved            |
| Environmental Management | Reduce pollution risk (emissions & discharges) to land, water and groundwater | Number of pollution incidents  | N/A                               | 0                         | 0                        | 0                        | 0 annually                                       | Achieved            |
| Environmental Management | Maintain compliance with environmental legislation and other requirements     | Number of major non-conformities related to a breach in compliance obligations   | N/A                               | 0                         | 0                        | 0                        | 0 annually                                       | Achieved            |
| Energy, Water & Carbon   | Net Zero Carbon by 2038   | % reduction of scope 1 and 2 carbon emissions                                    | 2005/06<br>19,095t                | -71%                      | -69%                     | -71%                     | 81% reduction by 2030<br>Net Zero by 2038        | On Track            |
| Energy, Water & Carbon   | Improve energy efficiency   | kWh energy consumed per m2 gross internal floor area (ISO data))                 | 2016/17<br>212kWh/m2              | 185 kWh/m2                | 171 kWh/m2               | 158 kWh/m2               | 25% reduction<br>158kWh/m2 by 2030               | Achieved            |
| Energy, Water & Carbon   | Reduce water consumption  | L of water used per staff & student FTE (% reduction from baseline shown)        | 2018/19<br>3.55L/FTE              | -10%                      | 0% *updated figure       | -9%                      | 10% reduction<br>By end 2024/ 2025 from 2018/19  | On Track            |
| Waste Management         | Reduce waste disposal   | Total operational waste, tonnes<br><br>Kg waste produced per staff & student FTE | 2018/19<br><br>661t<br>34.4kg/FTE | 385t<br><br>17.16 kg/FTE  | 407t<br><br>16.97 kg/FTE | 483t<br><br>18.03 kg/FTE | Maintain below 500 tonnes per year               | Achieved            |
| Waste Management         | Increase waste recycled   | % waste recycled   | 2016/17<br>38%                    | 47%                       | 48%                      | 47.2%                    | 50% by end 2024/25                               | Work To Do          |
| Waste Management         | Eliminate avoidable single use plastics                                       | Plastic Free Community requirements  | 2019/20                           | N/A                       | N/A                      | N/A                      | Become SAS Plastic Free Community by end 2025/26 | Not Achieved        |

# 7b Environmental Sustainability Performance

| Impact Area              | Objective  | Key Performance Indicator  | Baseline Year    | 2021-22             | 2022-23             | 2023-24             | Target/date  | Performance 2023/24 |
|--------------------------|--|--|------------------|---------------------|---------------------|---------------------|--|---------------------|
| Sustainable Procurement  | Develop and embed sustainable purchasing policy in Estates   | Flexible Framework Self Assessment<br>All Estates tender evaluations to include sustainability | 2016/17          | 65% complete        | 65% complete        | 65% complete        | Meet level 4 in all areas of the Flexible Framework                                | Work To Do          |
| Sustainable Construction | Ensure sustainability considered within construction through implementation of the sustainable construction policy | % of construction projects meeting sustainable construction policy requirements                | 2018/19          | 75%                 | 100%                | 100%                | 100% of construction projects meeting sustainable construction policy requirements | Achieved            |
| Travel & Transport       | Improve facilities for cyclists on campus  | Number of cycle parking spaces   | 2016/17<br>410   | 379                 | 379                 | 412                 | Undertake Travel Surveys<br>Update Sustainable Travel Plan to review target        | Not Achieved        |
| Travel & Transport       | Support use of Electric Vehicles by staff and students   | Number of Electric Vehicle charge points on campus   | 2016/17<br>6     | 5                   | 9                   | 9                   | Maintain number of EV charge points on campus                                      | Achieved            |
| Travel & Transport       | Increase use of Electric Vehicles on campus by Estates   | % Electric Vehicles in estates fleet   | 2016/17<br>0%    | 19%                 | 41%                 | 41%                 | 50% of Estates fleet by end 2024/2025  | Achieved            |
| Community Engagement     | Increase influence of Green Impact at the University   | Number of staff/students influenced in Green Impact  | 2023/24<br>338   | N/A                 | N/A                 | 338                 | Increase in number of staff/students influenced yr on yr by 5%                     | Work To Do          |
| Community Engagement     | Increase engagement with staff and students at the University with sustainability                                  | Number of staff/students engaged with sustainability campaigns & events                        | 2020/21<br>1,499 | 3236                | 1107                | 3364                | Increase in number of staff/students Engaged by 5% each year                       | Achieved            |
| Biodiversity             | Maintain Green Flag Award  | Green Flag Award   | 2018/19          | Green Flag Achieved | Green Flag Achieved | Green Flag Achieved | Maintain Green Flag Award annually   | Achieved            |



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