

# Sustainability Engagement Action Plan

## **Background:**

Oxford Brookes University sustainability engagement strategy and action plan have been developed to meet the objectives of our environmental sustainability policies and strategies, our social responsibility framework, and integrate into the new University [2035 strategy](#). Delivering a culture of sustainable awareness, opportunities and engagement programs, in line with United Nations sustainable development goals and our guiding principles, confidence, enterprising creativity, connectedness, generosity of spirit and inclusivity will enhance the student and staff experience and create a behaviour change sustainability legacy.

## **Sustainability Engagement Strategy:**

### **VISION:**

To create a culture of sustainability awareness, opportunities and engagement programmes, enhancing student and staff experience and 'upskilling' our community to create a behaviour change sustainability legacy.

### **KEY DRIVERS:**

1. Maintain and enhance our reputation as a sustainable and socially responsible organisation.
2. Enhance the student and staff experience.
3. To 'upskill' our community to create a behaviour change sustainability legacy.
4. Aligning with the United Nations sustainable development goals and our guiding principles, confidence, enterprising creativity, connectedness, generosity of spirit and inclusiv

## **OBJECTIVES:**

- Create sustainability awareness, education and training among staff and students to create a behaviour change sustainability legacy.
- Deliver behaviour change programmes enabling staff and students to integrate sustainability into their workplace and everyday practices.
- Create engagement opportunities and support to our students and staff community.
- Create a collaborative sustainability led culture to deliver our guiding principles, through effective communication, empowerment of staff and students and creating confidence to share ideas and deliver initiatives.
- Specify, evaluate and deliver SMART targets and KPIs through an action plan. Progress and impact to be measured and reported at least annually.
- Offer oversight and involvement of students, staff, unions and key stakeholders in the strategic direction of our sustainability policies, strategies and action plans, through advisory and steering groups.
- Adopt best practice and create partnerships, locally and globally

## **Aims of the sustainability engagement action plan**

Oxford Brookes University sustainability engagement action plan has been developed to meet our wider environmental sustainability policies and strategies and to enable us to meet our strategic objectives and high level targets/KPIs. Compliance is ensured through annual internal and external compliance audits. Timebound targets/KPIs and actions, with established ownership are detailed in Annex 1.

This action plan will be reviewed annually by the Environmental Sustainability Team and signed off by the Estates and Campus Services senior leadership team.

**ECS SLT sign off date: 12/10/2023**

**ANNEX 1: SUSTAINABILITY ENGAGEMENT ACTION PLAN** (Key - EST = Environmental Sustainability Team)

Owner	Targets/KPIs	Actions 2023/24	Timeframe
<b>Objective 1: Create sustainability awareness, education and training among staff and students to create a behaviour change sustainability legacy.</b>			
EST/VCG	<ol style="list-style-type: none"> <li>1. Establish a new 'Education for Sustainable Development Working Group' and agree strategy and KPIs.</li> <li>2. New sustainability induction video.</li> <li>3. Annual Sustainability report.</li> <li>4. Monthly social media posts.</li> </ol>	<p><b>STUDENTS:</b></p> <ol style="list-style-type: none"> <li>1. Delivery of new 'Education for Sustainable Development Working Group' chaired by PVC for Education. Initial aims: <ul style="list-style-type: none"> <li>- Define what Sustainability means to OBU.</li> <li>- Establish common frame/s of reference.</li> <li>- Establish how we reach a shared understanding of sustainability amongst staff and students before we go about embedding it fully across the curriculum.</li> </ul> <p>Alignment with the new IDEAS (S = sustainability mindset) curriculum model and design tool that will support programme teams at Oxford Brookes</p> </li> <li>2. EST advisory role in the Sustainable and Resilient Futures RIKE network, sharing engagement opportunities with internal and external bodies.</li> <li>3. Create a new 'Sustainability at Brookes' induction video for all students and work with student services to create a sustainability induction information pack.</li> <li>4. Sustainability team presence at open and applicant days and arrivals week.</li> </ol>	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
	5. Annual review of SU's sustainability website.	5. Create a sustainable students section within the Brookes Union Student handbook. 6. Delivery of an annual sustainability report and associated 'bitesize' video to celebrate and communicate our annual sustainability achievements. 7. Deliver awareness and education campaigns in support of the OBU sustainability events (Obj 2). 8. Deliver at least monthly, sustainability related social media posts to support campaigns and engage students with our strategies, targets and sustainability projects. 9. Deliver and expand 'sustainability at Brookes' lectures, ISO14001 training, site tours and walkthroughs to reach a wider student body. 10. Create a 'living lab' approach to our environmental sustainability strategies (where practicable). 11. Continue to support the SU's development of their Sustainability webpages. 12. Work with Careers to offer sustainability related career pathways.	
EST	1. Sustainability induction, all new starters	<b>STAFF:</b> 1. Deliver a 'Sustainability at Brookes' staff Induction presentation to all new starters (as well as other staff members) 2. Deliver an 'annual sustainability report' and associated 'bitesize' video to celebrate and communicate our annual sustainability achievements.	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
	<ul style="list-style-type: none"> <li>2. Annual Sustainability report.</li> <li>3. Deliver ISO14001 training schedule.</li> <li>4. Annual update sustainability website.</li> <li>5. Monthly social media posts.</li> </ul>	<ul style="list-style-type: none"> <li>3. Continue to deliver ISO14001 training to relevant operational staff - to include (but not limited to) legislation updates, water, waste, energy, biodiversity, procurement, projects and catering strategies and targets and other more specific training i.e spills, waste where applicable.</li> <li>4. Continue to update and ensure efficacy of the '<a href="#">sustainability website</a>' (at least annually).</li> <li>5. Continue to support the delivery of the Sustainable and Resilient Futures, research, innovation and knowledge exchange network <a href="#">strategy</a>. Identify and establish links with any teaching staff/ researchers engaged in sustainability to identify possibilities for collaboration.</li> <li>6. Deliver awareness campaigns in support of the OBU sustainability events (Objective 2).</li> <li>7. Deliver at least monthly, sustainability related social media posts to support campaigns and engage staff with our strategies, targets and sustainability projects.</li> </ul>	
<b>Objective 2: Deliver behaviour change programmes enabling staff and students to integrate sustainability into the workplace and everyday practices.</b>			

Owner	Targets/KPIs	Actions 2023/24	Timeframe
EST	<ol style="list-style-type: none"> <li>1. Brookes Union Green Impact 'silver' status</li> <li>2. Sustainability Champion in all halls of residence.</li> <li>3. EST attendance at network meetings - officer/network/ SU involvement in 90% of sustainability events.</li> <li>4. OBU students auditors for Green Impact.</li> <li>5. At least 3 x university wide events.</li> </ol>	<p><b>STUDENTS:</b></p> <ol style="list-style-type: none"> <li>1. Market and communicate the Brookes Union green impact programme to students and work with the SU team to deliver a 'student focused' Green Impact Action Plan to achieve a 'silver' award.</li> <li>2. Deliver a new 'Green impact' halls of residence 'sustainable champions' green impact team and toolkit - to enable sustainable practices to be effectively communicated to all new students in residences. Including the delivery of waste training and engagement opportunities.</li> <li>3. Support the Brookes Union 'Environmental Network Officer' and network to deliver a programme of behaviour change initiatives to support the universities sustainability strategies. Attend meetings and deliver joint initiatives and campaigns.</li> <li>4. Support the sustainability related societies to deliver a programme of behaviour change initiatives to support the universities sustainability strategies.</li> <li>5. Support and train students to become 'Green Impact and Fairtrade accredited auditors' through SOS's IEMA accredited training programme.</li> <li>6. Deliver continued input and support into student related sustainability dissertations and projects.</li> <li>7. Work with the community engagement team to deliver sustainable best practice initiatives such as waste recycling, active travel, noise reduction and litter picking in collaboration with local partners.</li> <li>8. Work with the Social Responsibility team and the faculties to deliver joint initiatives, such as sustainability saturday.</li> </ol>	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
	6. Agree/sign-off an engagement budget	9. Agree/sign-off an engagement budget with allocated resources to include an allocation of resources for student-led sustainability projects.	
EST	<ol style="list-style-type: none"> <li>1. Green Impact teams - 5 x silver award, 5 x bronze award and 2 x new teams.</li> <li>2. 'Hedgehog Friendly campus' working group to achieve a 'silver award'.</li> <li>3. Addition of sustainability in the Brookes People Awards.</li> </ol>	<p><b>STAFF:</b></p> <ol style="list-style-type: none"> <li>1. Continue to deliver and expand the Green Impact Programme (status 2021/22 - 11 teams signed up, 5 teams awarded 'Bronze status') <ul style="list-style-type: none"> <li>- Work with 5 x 'bronze' status teams to achieve silver status.</li> <li>- Work with 6 x 'working towards' status teams to achieve a bronze award.</li> <li>- Deliver a 'lessons learned' workshop to improve on the 2021/22 programme and support staff.</li> <li>- Communicate and advertise the programme to achieve wider sign up and delivery. Review current teams and approach specific directorates to gain wider sign-up.</li> </ul> </li> <li>2. Support the LEAF Greening labs programme and initiatives.</li> <li>3. Support the 'Hedgehog Friendly campus' working group to achieve a 'silver award'.</li> <li>4. Measure and report progress.</li> </ol>	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
	4. Agree/sign-off an engagement budget	5. Celebrate success through the Brookes People Awards. 6. Work with the Social Responsibility team and the faculties to deliver joint initiatives.	
<b>Objective 3: Create engagement opportunities and support to our students and staff community.</b>			
EST	1. Deliver events as outlined in actions. 2. Share all engagement opportunities through our internal networks.	<b>STUDENTS &amp; STAFF:</b> <ol style="list-style-type: none"> <li>1. Ensure the communication and delivery of sustainability engagement events throughout the year to engage staff and students. To include, but not limited to the following: <ul style="list-style-type: none"> <li>- Big Green Week</li> <li>- Veguary</li> <li>- Waste weeks x 2</li> <li>- Fairtrade Fortnight</li> <li>- BHF 'End of Year campaign'</li> <li>- Earth Day</li> <li>- Active &amp; sustainable travel campaigns.</li> <li>- Support staff wellness week</li> <li>- Biodiversity walks and talks.</li> </ul> </li> </ol>	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
		<ul style="list-style-type: none"> <li>- Science fair.</li> <li>- Community engagement events.</li> <li>- Zero Carbon Oxford events.</li> <li>- COP27</li> <li>- Support the faculties in delivering sustainability related events (i.e sustainability saturday)</li> </ul> <p>2. Communicate local, regional, national and global engagement opportunities and support staff and student engagement in collaboration with the community engagement and social responsibility team.</p>	
<b>Objective 4: Create a collaborative sustainability led culture to deliver our guiding principles, through effective communication, empowerment of staff and students and creating confidence to share ideas and deliver initiatives.</b>			
EST	As above	Through the delivery of key actions as outlined in objectives 1-3	TBD
<b>Objective 5: Offer oversight and involvement of students, staff, unions and key stakeholders in the strategic direction of our sustainability policies, strategies and action plans, through advisory and steering groups.</b>			
EST	Delivery of student, staff and union representation on key groups.	<b>STUDENTS &amp; STAFF:</b> Key student, staff and trade union representation in the following steering groups and advisory groups: <ol style="list-style-type: none"> <li>1. Sustainability Steering Group - Oversees a provides directional guidance on the university's aspirations and their implementation university wide. This also includes a strategic review of our sustainability policies and strategies.</li> </ol>	TBD

Owner	Targets/KPIs	Actions 2023/24	Timeframe
		<ul style="list-style-type: none"> <li>2. Travel Advisory Group - whose purpose is to inform and influence the development and implementation of a fully integrated 'Sustainable Travel Strategy', which contributes to the Oxford Brookes University 2035 Vision.</li> <li>3. New Decarbonisation Advisory Group - TORs to be finalised.</li> <li>4. Project panels (where relevant) such as the Brookes Bus Project panel</li> <li>5. Deliver annual sustainability surveys</li> </ul>	
<b>Objective 6: Adopt best practice and create partnerships, locally and globally.</b>			
EST	<ul style="list-style-type: none"> <li>1. Annual signup to networks.</li> <li>2. 75% of OBU tendered suppliers to be active users of the NPA tool.</li> <li>3. Annual benchmarking &amp; reporting.</li> </ul>	<ul style="list-style-type: none"> <li>1. Take an active role in sector sustainability networks such as the EAUC, Sustainability Exchange, Universities UK, EAUC, SUPC, UN global compact network, HE sustainability network, Zero carbon Oxford Partnership etc</li> <li>2. Continue to deliver our net positive futures program and engage our suppliers.</li> <li>3. Benchmark behaviour change and engagement programs within the HE sector to assess relevance and adopt best practice.</li> <li>4. Explore Students Organising for Sustainability (SOS) 'Responsible Futures' programme and other engagement opportunities.</li> </ul>	TBD