



**CITY OF
WOLVERHAMPTON
COLLEGE**

Sustainability Strategy 2023 to 2029

Defining Green Futures



New floodlights at the college's Wellington Road campus has seen 16 metal halide floodlights on the artificial 3G pitches replaced with 12 energy efficient LED lights, which will reduce annual energy consumption by 48.9% and lead to a saving of approximately £5,500 per year.

The new lighting has a lifespan of around 25 years, compared to the previous system's average of five years, and a reduction in annual maintenance and replacement costs will save a further £1,334 per year.

The replacement will also lead to a CO2 reduction of 9,675kg per year, contributing to the college's sustainability strategy and commitment to becoming carbon net-zero by 2033.

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Executive Summary

City of Wolverhampton College (CoWC) is committed to the UK Government's Sustainability Strategy, which aims to achieve carbon net zero across all sectors by 2050. We recognise their assertion that the Education sector is absolutely key to this strategy and that we have an obligation to contribute and so are working towards a target of achieving carbon net zero by 2033, joining the declaration of a climate crisis.

We further recognise the importance of involving the young people who come to this college in our goals, ensuring that they understand the importance of their environment and natural surroundings, their individual affect upon it and how this determines the future of our natural resources and the wider global climate.

By engaging with and promoting an understanding the natural world around them, we will encourage our students to acknowledge the need for action and to understand the impact on their lives, and on the wider global community, of climate change. By enhancing this understanding through education, we aim to empower them to prepare for the challenges they will face and encourage them to develop the green skills they will need in the future.

Having joined with other organisations and made a declaration of a Climate Emergency in March 2023, this document sets out the first 5 years of the college's strategy and sets out the strategic aims and objectives for the achievement of carbon net zero by 2033. It outlines our ambition to achieve 'emerging' status by September 2023, becoming 'established' by academic year 2024-25 and 'leading' by 2027.



Introduction

In response to the Climate Emergency, the UK Government has set a target of achieving net carbon zero across all sectors by 2050. They have legislated to reduce carbon emissions by 78% by 2035, compared to 1990 levels. The Environment Act (2021) asserts the need to tackle climate change via nature-based solutions and the Government will soon set statutory targets for:

- Air quality
- Biodiversity
- Water
- Resource Efficiency
- Waste Reduction

There will also be a new target set to reverse the decline in species abundance by the end of 2030.

The Education Sector will play an essential role in this strategy, as it is young people who will be most affected by the impact of climate change in the years to come. UNESCO state that the DFE and Education Sector “have a joint responsibility for preparing children and young people for the challenges and opportunities they will face – with the appropriate knowledge, skills and pastoral care.”

As an FE college, we firstly have a unique opportunity to engage directly with young people in this process and to provide opportunities to broaden their knowledge about the world around them and to help them to understand the importance of nature, sustainability and the impact of, and causes of, climate change.

Towards this, the college will work with partners who share our ideals to actively promote green skills and jobs for the future.

Secondly, in all of our activities, we will consider the environmental impact we have as an organisation and as individuals, and work to reduce our carbon footprint, both in our direct activities, such as energy use, and in our indirect activities, such as how staff and students travel to college and the resources we use.

A survey will be carried out among staff and students in the Spring Term 2023, to gauge the current baseline understanding of the issue of climate change.

Background and Context – Where are we now?

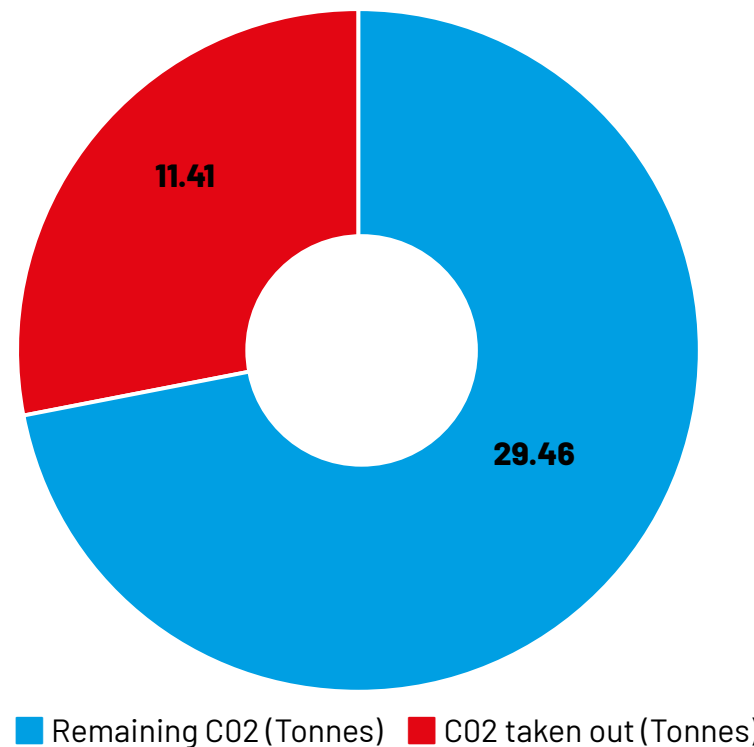
CoWC has declared a climate emergency, as at March 2023. However, before this declaration, we had already made consideration of reducing our carbon footprint. The activities of the Facilities and Estates team have been key towards moving to a more sustainable mode of operation. All of these activities are aligned to the strategic aims and values of the college, with the mantra of Defining Futures.

Since 2011, the college's carbon emissions across its existing campuses from gas and electricity alone have reduced by 34%. This is due strategies such as retrofitting lighting with LED and automatic timed switches and working to reduce waste overall. The college currently recycles, reuses and repurposes up to 97% of its waste (data from our Waste Management partner). The Pandemic has seen a reduction in business mileage, with many college and outside meetings now held online, reducing travel by 27.9%.

The college will soon also benefit from its planned move from its Paget Road campus, which is expected to save a further 279 tonnes of carbon emissions. The City centre location will also reduce the travel miles

required by many of its students, many of whom have to take two bus journeys currently to reach college.

Car Mileage Claim Reduction Post-Pandemic



2022 - **27.9% Reduction in business miles claimed**, when compared to averaged data 2018 and 2019

Strategic Aims – Where do we want to be?

Defining Green Futures



The Sustainability Timeline at Appendix 1 shows key stages of the journey we will embark upon to become a Leading organisation for climate within the next 5 years, as we strive for carbon net zero. This will form a major milestone in our 10 year plan to achieve our goal for sustainability.

Key Principles

The college recognises the need to join with the declaration of a Climate Emergency and will launch a campaign to kick start our strategy, 'Defining Green Futures'. This will be linked to our existing Strategic Aims and Values:

Student Engagement – our students will:

- participate in a fully embedded tutorial programme around sustainability, which will encourage them to respect their environment, both locally and globally, understanding their individual impact upon it and their own future
- be provided with the maximum opportunity to use sustainable travel options and they will actively discourage others from using unsustainable options
- be provided with relevant knowledge and information to enable them to make sustainable choices around their lives and careers
- empower themselves for the future by gaining the skills they will need for their sustainability and success

Student Success – our students will:

- become sustainability champions, spreading their knowledge across their communities to actively contribute to the reduction of the carbon footprint of their local area, as well as helping to drive the strategy forward in college.
- lead by example in the choices they make for their future and that of their families.

People engagement:

- Climate Steering Groups will be established, engaging people at all levels in the college, including unions and students. They will drive the strategy forward, establishing a network of sustainability champions.
- Staff will lead by example by encouraging sustainable choices and by engaging in the 'Don't Walk By' mantra
- Staff will travel to work in more sustainable ways, including car-sharing, or choosing greener transport/using public transport, wherever possible
- Staff will take individual responsibility, with targets set for them, and engage with the 'Defining Green Futures' strategy, becoming Sustainability Champions within their communities.

Business Success:

- Leaders will ensure there are clear actions in place, embedding sustainability across all college activities and operations.
- The college will strive for financial sustainability, by placing less reliance on fossil fuels and more on renewable energy sources.
- The college will forge external partnerships that maximise opportunities for sustainable development
- The college will continue its drive for sustainable procurement, ensuring that the purchasing of goods and services is ethical and socially responsible.

Who is Responsible?

All of our staff, students, visitors and contractors are responsible for environmental sustainability and for reducing carbon emissions and so must 'do their bit' individually, as well as collectively to respond to this emergency. Every member of staff will therefore have a sustainability KPI and, wherever possible, students, visitors and contractors will be encouraged to consider the choices they make in this regard. However, our Sustainability Strategy will be implemented and managed as follows:

Strategic Leads:

Climate Steering Groups:

Senior Managers:

Board of Governors:



Business Success

Every staff member will have a sustainability target to work towards and will understand their impact on the environment around them and take steps to reduce this impact. The college will award an annual 'Green/sustainability' prize for the staff member and/or team who have had the greatest impact on our journey towards net carbon zero.

The Estates and Facilities teams are responsible for the day-to-day management

of many of the areas that produce carbon emissions, led by The Head of Facilities and Procurement, but all staff will be required to commit to and participate in on-going energy reduction.

Waste and Recycling

The college already recycles or repurposes around 97% of its waste. There is full commitment to maintaining current recycling/reuse levels and working towards 100% on the basis of Remove, Reduce, Replace, Recycle, Reuse and Refill.

The college aims to reduce and/or eliminate single-use plastic and coffee cups by the end of 2023.

A large part of this will include the need to educate staff and students about recycling and about using the right bins.

Vaping is currently a growing trend among young people, who tend to use disposable vapes. The college will facilitate the recycling and responsible disposal of vapes by providing specific bins for this. If a young person is determined to vape, then they will be encouraged to move to using refillable



vapes, which are more sustainable.

Energy Efficiency / Decarbonisation

There are many ways in which carbon reduction can happen. The college employs over 550 staff and has over 7000 students. The way in which they choose to travel to work / study impacts hugely upon the local environment. The college will introduce strategies to encourage greener travel – including initiatives for car sharing (eg, reserved parking spaces for car sharers), and salary sacrifice schemes for electric bikes and/or cars. Fully secure bicycle parking will help in this encouragement.

LED lighting has been, and will continue to be, retrofitted and automatic switch-off timer systems will be installed, to ensure lights are not left on when rooms are unoccupied. The Don't Walk By campaign will also encourage staff to switch off lights when they are the last to leave a room and to take action if they see that a room is unoccupied to ensure that all lights and electrical items are switched off.

Opportunities exist for maximum efficiency with planned new buildings and heating

systems. The college will explore the options that have the least environmental impact and which maximise the opportunity to use recycled/repurposed resources, such as rainwater.

Retrofitting for greener, renewable fuels will take place, where possible. For our planned new buildings and campus, in partnership with the local authority, who share the aim for carbon net zero, options with the lowest environmental impact will be explored. Water efficiency will be highlighted, following the SHEF plan. This encourages using recycled water for heating systems, reducing water use overall and educating stakeholders to turn off taps properly (repairing these if they drip).

Many of the actions that can be taken will provide short-term wins that are low-cost yet will have a big impact on reducing the carbon footprint of the college.

Sustainable Movement

College vehicle fleet – we recognise that moving to an all-electric fleet is a key action that can be considered for future fleet vehicle replacement, aiming for 100% by 2033.

Car sharing scheme and incentives for this, such as reserved parking areas, will reduce

traffic and carbon emissions. Encouraging staff to think about moving to hybrid or electric cars, if they must drive, will also feature in our policies.

The college will continue to issue bus passes to students to encourage the use of public transport, rather than driving, but where driving is necessary, to encourage car sharing. Additionally, we will encourage staff and students to lead healthier lifestyles by cycling or walking to work, (providing secure lockup spaces to store bikes).



The college will continue to offer a Salary Sacrifice scheme for electric bikes for staff, to enable easier and more affordable access to these.

We will continue to locally source produce and resources to cut down the carbon footprint of travel and delivery.

Food Services

Some foods produce far higher carbon emissions than others, such as lamb, beef, cheese and chocolate. Educating people around this, offering alternative sustainable options, such as plant-based options, will help staff and students to make positive choices that enable them to take responsibility and reduce their own carbon footprint will contribute to a positive

behaviour change.

Unfortunately, food that is not consumed by the use-by date becomes food waste. The college will endeavour to work with local outreach programmes who can redistribute unsold items on a same-day basis. However, where this is not possible, our food waste is already sent to an anaerobic converter, contributing to the production of green fuels produced from food waste, and we work with our waste disposal partner to achieve this with the minimum environmental impact (for example, low food miles).

Wherever possible, locally sourced, seasonal foods will be used and the end product served will be produced in-house by staff and students. The college will reduce the carbon footprint of food items by choosing responsibly to reduce food miles. We will encourage people to make more sustainable choices by educating them (our sandwich packaging already contains carbon-footprint information) to promote a cultural behaviour change.



Supply Chain Management (Procurement)

Procurement at CoWC will be ethical and socially responsible, taking into account miles and resources, to reduce the carbon footprint of deliveries.

Student Success

Identify strategic lead(s) for Curriculum.

Carbon Literacy

The whole college community needs to develop a deeper understanding of what contributes to carbon emissions and how this can be reduced, to enable more sustainable choices and foster behaviour change, not only at college, but in the home. This will be an integral part of the college curriculum, via the Tutorial syllabus. Culture change requires a change in behaviours, which will be encouraged – particularly with the ‘Don’t Walk By’ mantra.

Global Citizenship

We will encourage staff and students to develop the understanding that climate change is everyone’s issue, but that poorer regions of the world are often more impacted by adverse weather due to the way the climate is affected by the global rises in temperature. Acknowledgement that we are all responsible for the part we play in this will be key. Pride in the city and the region for taking on responsibility for more sustainable lifestyles will be integral as we work with local partners towards this goal.

Global Citizenship courses will be available for all students during Tutorial sessions, as a minimum. This will empower them to face the challenges of the future and to be



ambassadors for their local communities, passing on the skills and knowledge they gain to live more sustainable lifestyles, moving towards net carbon zero, which in turn will benefit the global community.

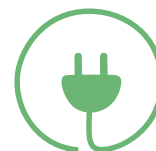
Core Values

Our key principles, as previously outlined, will drive our sustainability strategy, which can only happen with the engagement of all stakeholders. We will strive to empower our students to live healthy and sustainable lifestyles, respecting the environment around them and the global environment on which it impacts. The ultimate goal is to define green futures.

The ‘Don’t Walk By’ campaign, relaunched in February 2023, will empower students to take action to improve their college environment when needed and to help to reduce our carbon footprint, from ensuring that rubbish is placed in the correct bin for recycling, to ensuring everything is powered down and switched off at the end of each day.

People Engagement Climate Steering Groups

Climate Steering Groups will be set up to drive, monitor and record the college’s journey, with staff from all levels of the organisation, including Unions, and students, working in collaboration.



Community and Stakeholder Collaboration/ Partnerships

We acknowledge the commitment from the college to green technologies, along with our partners, as well as a determination to engage all stakeholders to collaborate on local student-led projects. The City Council is also working hard to achieve net zero, having set ambitious targets across the Wolverhampton and all opportunities to work together to meet our mutual goals will be explored.

Core Values

Our key principles, as previously outlined, will drive our sustainability strategy, which can only happen with the engagement of all stakeholders. We will strive to empower our staff to live healthy and sustainable lifestyles, respecting the environment around them and the global environment on which it impacts. The ultimate goal is to Define Green Futures by reducing the carbon footprint of both the college and the local area, and to empower college students to do the same throughout their lives.

The ‘Don’t Walk By’ campaign, relaunched in February 2023, will empower staff to take action when needed to reduce our carbon footprint, from ensuring that rubbish is placed in the correct bin for recycling, educating students to respect

their surroundings, to ensuring everything is powered down and switched off at the end of each day, particularly when they are the last to leave an area.

Behaviours

Culture change via the college's sustainability strategies will happen over time and how each person can contribute will be communicated on a variety of platforms. As behaviours change, each student and staff member will become an ambassador for the climate, educating and encouraging their friends and families to make more sustainable choices and decisions.

To further aid this, there will be a KPI set for all individual staff members around sustainability and all Tutors will be trained to embed sustainability into their teaching. All students will engage with their Tutorial sessions around sustainability and climate change. This will encourage them to think about their individual carbon footprint and how to reduce it in a socially responsible way. They may consider how they travel to work/study each day and choose a more sustainable option.

Switching electrical items off at the end of each day instead of leaving items, such as monitors, on stand-by, for example, will have an immediate effect in reducing the college's

carbon footprint. Ultimately, once the college achieves 'Leading' status, an application for a Green Gown or Beacon Award will be made.

Student Engagement Climate Steering Groups

The Sustainability Steering Group will include student representatives, who will play a full part in driving the Defining Green Futures strategy. This group will meet quarterly to measure the impact of the sustainability strategy. These meetings will inform an annual report to EMT and Governors.

The college Principal will sign the SDG Accord, demonstrating full commitment to the Responsible Futures Framework. All curriculum areas will be measured under this framework to encourage a move towards sustainability. This framework is assessed by students, under the Organising for Sustainability Movement. This will further help to drive the strategy for carbon net zero.

Community and Stakeholder Collaboration/Partnerships

Students will be actively encouraged to engage with community projects that promote sustainability and species diversity. This may be via volunteering or via college group projects and will focus on improvements to the natural environment



around them. They will be aware of their individual impact both upon this and upon the global climate and strive for a Greener Future.

Behaviours

The 'Don't Walk By' campaign, launched in February 2023, will encourage students to think about the environment around them, both at college and in their local communities, and their individual impact upon it, and ultimately, the global climate. They will be encouraged to take more pride in their surroundings, to recycle, repurpose or reuse everything and to respect their natural surroundings, striving for a greener future. To this end, they will also be encouraged to choose more sustainable options, including travel options to college and choices they make in the canteens, and will be aware of how their choices might reduce their individual carbon footprint.

Performance Reporting Performance Measures

Once in place, all staff sustainability KPIs will be measured regularly, allowing an accurate measurement of behaviours and whether targets have been met for carbon emission reduction.

Signing up to the Responsible Futures Framework, and measuring all curriculum areas against this, will allow us to gain

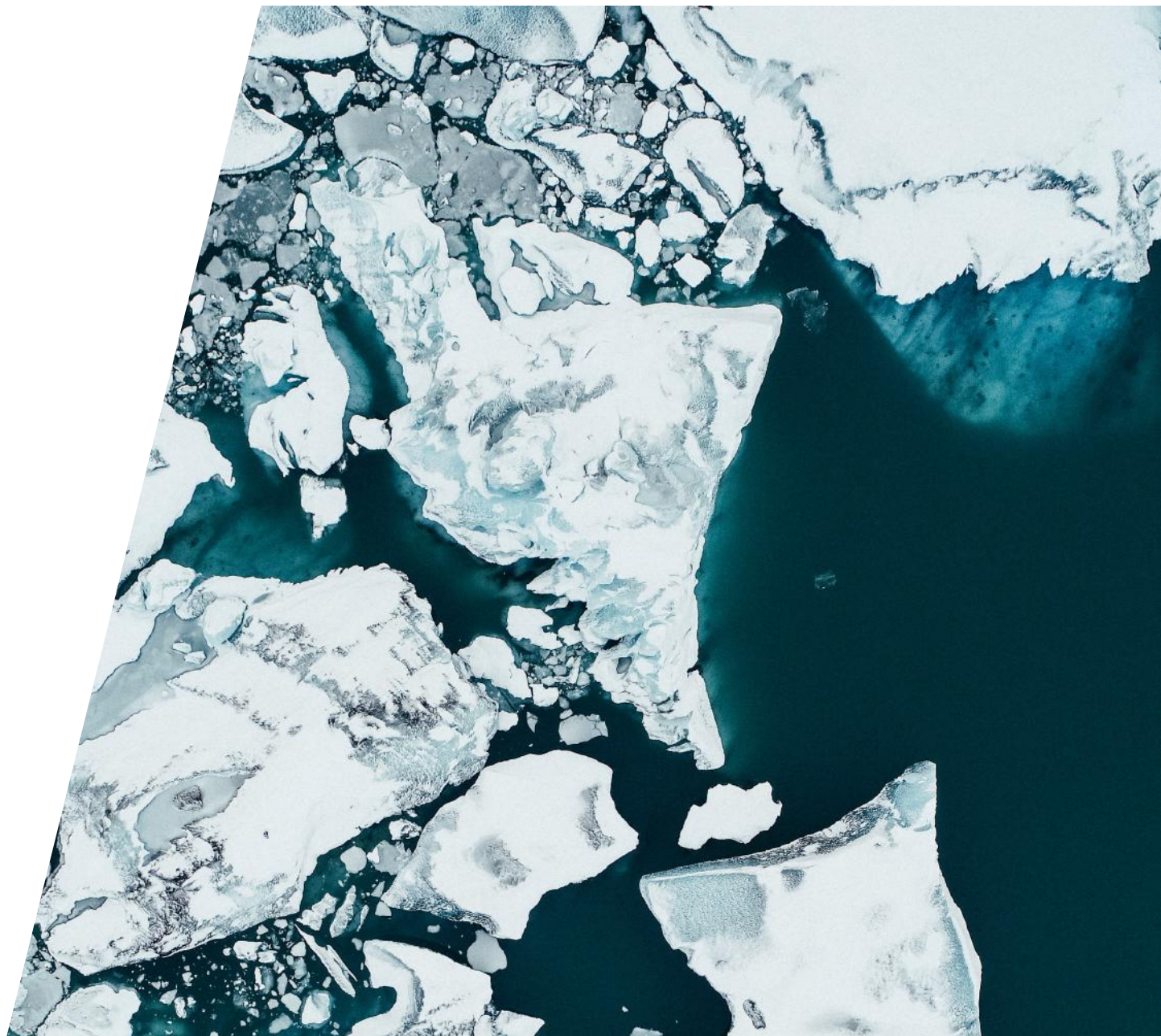
accreditation. This framework, part of the SOS – Students Organising for Sustainability movement, will allow regular external assessments (by students) of all progress made towards carbon net zero, and will be student-centred, demonstrating our commitment as an organisation to their Green Futures.

Additionally, we will regularly measure our Scope 1 and Scope 2 Carbon Footprint, both as an organisation and as individuals, incorporating methodology to measure Scope 3 emissions as soon as practicable. This will be measured against set targets and benchmarks throughout our journey.

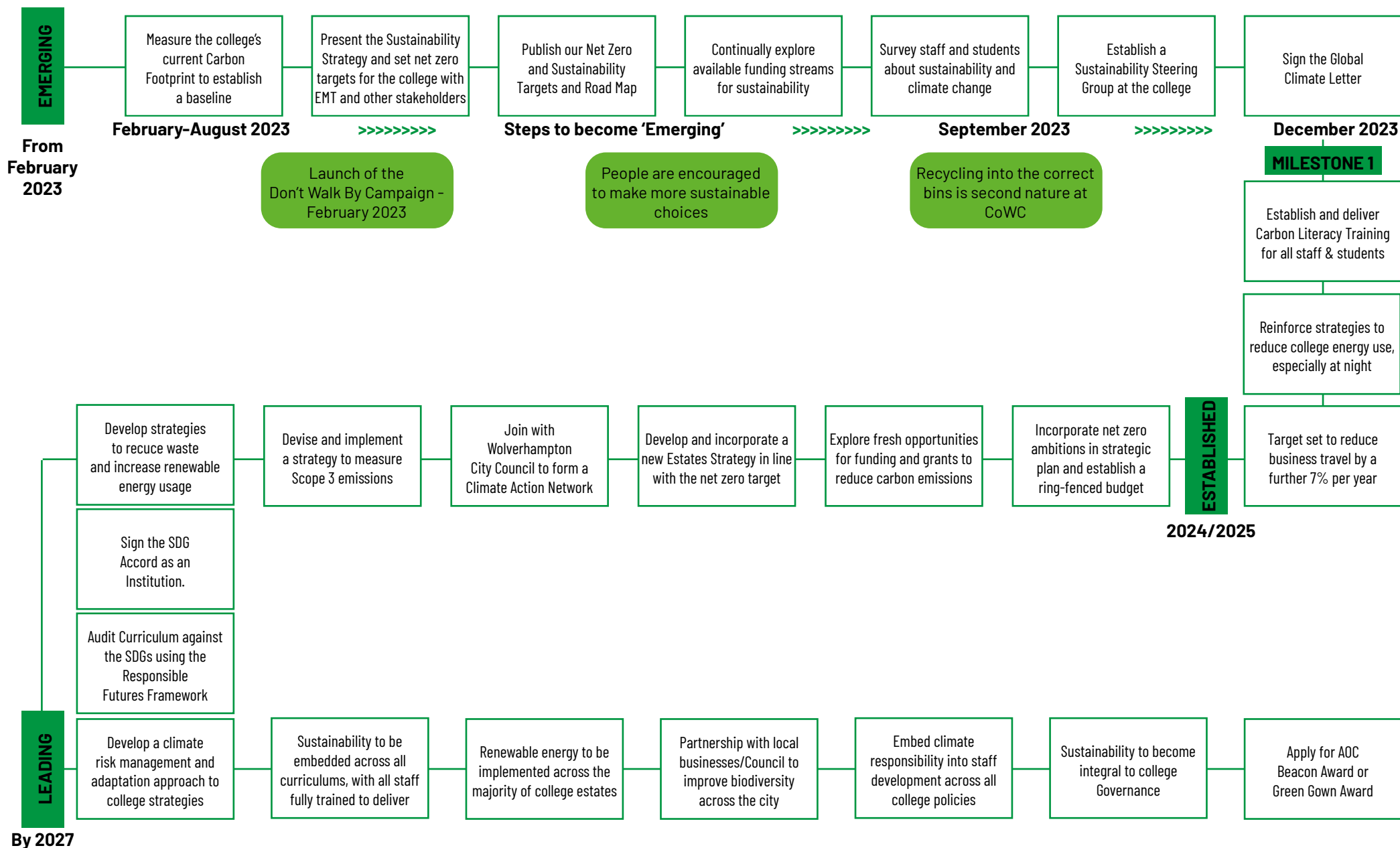


When will we review and report progress?

The Sustainability Steering Group will meet quarterly, to monitor and review all progress made against our targets and benchmarks, with an annual report to EMT and Governors.



Appendix 1 – Defining Green Futures Timeline



Appendix 2 – Defining Green Futures Action Plan 2023 to 2029

Defining Green Futures Action Plan – This sets out the actions and steps we will take within our Sustainability Strategy from 2023 to 2029 to implement our commitment to sustainable development and to the achievement of Carbon net-zero by 2033.

The plan is an ongoing plan, open to review, amendments and improvements, with a minimum annual review. As part of the drive for sustainability, we will conduct a baseline assessment of our environmental impact which will inform the targets we will work towards, e.g., carbon reduction towards net zero and a further increase in waste being recycled.

These targets will enable us to monitor and report on our progress against these milestones.

Strategic Aim	Objective	Action	Measuring Performance	Person Responsible	Timescale and Milestones	Progress Log
Governance	Achieve Action Plan Milestones	'Emerging' status gained commencing actions on this plan.	Progress Reports	All action owners	March 2023	
		Global Climate Letter signed	Signature added	Principal and Chief Executive	December 2023	
		'Established' status gained by academic year 2024 to 2025	Progress Reports	All action owners	2024/25	
		SDG Accord signed as an institution	Signature added	Principal and Chief Executive	2026	
		'Leading' status gained	Progress Reports	All action owners	2027	
		Apply for Green Gown / Beacon Award	Progress Reports	TBC	2029	

Strategic Aim	Objective	Action	Measuring Performance	Person Responsible	Timescale and Milestones	Progress Log
Business Success	Waste and Recycling	Conduct an audit of the segregation of waste streams, i.e., are the plastics, general waste, and paper recycling facilities being used correctly across all campuses.	Audit Findings	Catering and Operations Manager	May 2023	
		College to achieve at least 99% of waste diverted from landfill by August 2025.	Collection receipts of waste management companies	Estates Manager	August 2025	97% as at January 2023
		Are recycling bins suitable and do they provide clear guidance on what can be recycled?	Stakeholder surveys and feedback	H&S Manager and Estates Manager / Marketing	August 2023	Surveys to be issued in term 3 2023
Business Success	Energy Efficiency/ Decarbonisation	Run a staff energy awareness campaign for Defining Green Futures.	Stakeholder surveys and feedback	Head of Facilities and Procurement / Marketing	April 2023	Surveys to be issued in term 2 2023.
		IT to consider implementation of software or hardware that contribute to sustainability, including, for example, software that turns office computers off overnight.	Metered energy use	IT Manager	December 2023	Survey required of IT related energy consumption required.
	Sustainable Movement	Subsidise student use of public transport using the Learner Support Fund and actively encourage sustainable travel.	Breakdown of spend on public travel passes	Head of Student Entitlement	September 2023	
		Promote travel plans to staff which promote public transport, green technologies and car sharing. Reduce unnecessary travel between campuses (27.9% reduction already seen since Pandemic).	Staff travel surveys Business miles	HR Manager / Marketing	May 2023	Surveys to be issued in term 2, 2023.
		Use efficient vehicles throughout the College's fleet, moving towards hybrid and electrical fleet where possible over time.	Fuel receipts	Estates Manager	August 2023	To be reviewed at each financial year end.

Strategic Aim	Objective	Action	Measuring Performance	Person Responsible	Timescale and Milestones	Progress Log
	Food Services	Make more informed sustainable choices possible in the canteens, to contribute to college culture change. Raise sustainable choices made by 5% each year. Where possible, use locally sourced and in-season produce to reduce food miles and carbon footprint.	Food receipts Value for Money audit	Catering and Operations Manager	August 2023	Audit to be reviewed establish baseline 202. Review each financial year end.
Business Success	Supply Chain Management (Procurement)	Procure goods and services in a sustainable way. Ensure sustainable development is a factor included in tender evaluation criteria	Value for Money audit Require suppliers to have their own commitment to sustainable development Audit of approved supplier list criteria	Procurement Manager	August 2023	
Student Success	Carbon Literacy	Build sustainable development into the College Induction and Tutorial programme, and student handbook, promoting carbon literacy. Students actively encouraged to choose sustainable travel options when coming to college. Training devised and delivered for students around Carbon Literacy.	Tutorial Programme and student surveys	Head of Student Entitlement / Marketing	Launched September 2023 Launch January 2024	Survey to be issued term 2, 2023
	Global Citizenship	Build student awareness of their natural surroundings, locally and UK-wide, and their individual impact on it, together with how this further impacts the global climate, affecting others around the world.	Tutorial Programme and student impact surveys	Head of Student Entitlement	Launch January 2024	Survey to be issued term 2, 2023

Strategic Aim	Objective	Action	Measuring Performance	Person Responsible	Timescale and Milestones	Progress Log
	Core Values	Students will be actively empowered to be sustainability ambassadors, defining their green futures and those of the people around them. Green Technologies are central to the college's curriculum offer, keeping abreast of technological developments and preparing students for the challenges of the future.	Sustainability Ambassador Programme	Curriculum Leads / Marketing		
People Engagement	Sustainability Steering Group	Students and staff will work together to form, and be part of, the Sustainability Steering Group, to drive the Defining Green Futures strategy.	Meeting Minutes	Head of Student Entitlement / Health and Safety Manager	From October 2023	
	Community and Stakeholder Collaboration / Partnerships	Staff will be encouraged to give up one day a year to volunteer, focusing on Defining Green Futures to improve the local natural environment and encourage / restore species diversity.	Volunteer activity log	EMT	July 2023	
	Core Values	'Don't Walk By' campaign relaunched to encourage sustainable working, and respect for the environment, both at college and beyond, to define greener futures and strive for carbon net zero.	Active campaign	Health and Safety Manager / Marketing	February 2023	
	Behaviours	Every staff member will have a sustainability KPI and tutors will embed sustainability into their teaching, to encourage social responsibility. Equipment and lighting will be routinely switched off at the end of each day to reduce the carbon footprint of the college.	I-Trent report on Sustainability KPIs	Head of Human Resources	May 2023	
Student Engagement	Sustainability Steering Groups	The Sustainability Group will be set up to include student membership to drive the Defining Green Futures to respond to declared climate emergency. The college will sign the SDG Accord and work to the Responsible Futures Framework.	Meeting Minutes	Head of Student Entitlement / Health and Safety Manager	October 2023 August 2026	

Strategic Aim	Objective	Action	Measuring Performance	Person Responsible	Timescale and Milestones	Progress Log
	Community and Stakeholder Collaboration / Partnerships	Students will actively engage with community projects around sustainability and species diversity wherever possible and practicable, either by volunteering or via class activities/work experience. The college is the first choice for Green Technology partnerships and resulting courses, widening the curriculum offer and increasing market shares.		Curriculum Leads	September 2023	
Student Engagement	Behaviours	Students will actively choose more sustainable lifestyles and take pride in their college and their natural surroundings.	Awareness campaign for individual carbon footprint. 'Don't Walk By' impact Report	Marketing	September 2024	
Performance Reporting	Performance Measures	Regular measurement of staff sustainability KPIs will allow accurate measurement of behaviours and culture. Annual measurement of the college's Scope 1 and Scope 2 Carbon Footprint to gauge progress towards carbon net zero, with new methodology established to measure Scope 3 emissions as soon as practicable to gauge our Carbon Footprint. This will be measured against set targets and benchmarks, reviewed on an annual basis. Signing up to the Responsible Futures Framework, and measuring all curriculum areas from a baseline assessment and subsequently annually (engaging with the Students Organising for Sustainability movement) will demonstrate our commitment to our students' Green Futures, allowing students to assess our progress towards carbon net zero.	I Trent report Carbon Footprint data and energy ratings assessed. Scope 3 strategies devised for more accurate data. SDG Accord signed, with annual assessment under Responsible Futures Framework to gain Green Gown.	Head of Human Resources Facilities and Estates Team Staff and Students to provide data	From September 2024	
	Reviewing and Reporting Progress	Sustainability Steering Group to meet quarterly to monitor and review progress, with an annual report to EMT and Governors. Progress to be reviewed annually (January).	Meeting Minutes and Progress Reports			



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