



# Strategy 2030: Sustainability Strategy

A. Alignment to Strategy 2030			
		Primary	Secondary
<b>Strategic Pillars: Sustaining and progressing....</b>	Research excellence		✓
	Transformative learning experiences		✓
	An excellent student experience		✓
	A thriving Welsh language and bilingual environment		✓
<b>Transformational themes: Strengthening and promoting...</b>	Economic, social, and civic impact		✓
	Global reach		✓
	Health and wellbeing		✓
	People and talent		✓
<b>Underpinned by...</b>	Institutional sustainability	✓	

B. Alignment to Corporate Risks	
CR15	Inadequacy of institutional strategic direction
CR29	Strategic direction and operational activities inconsistent with sustainable development goals

C. Governance	
Strategy period	2021-2025
Strategy review arrangements	The strategy will be reviewed annually by the Sustainability Strategy Group and the outcomes will be reported to the Executive.
Last reviewed	The initial strategy was reviewed and approved by the Executive on 9 <sup>th</sup> February 2022.

D. Introduction	
Sustainability at the heart of Bangor University, as portrayed in our vision statement in our plan, Strategy 2030:	
<p><i>“A globally connected University, realising opportunities for success through transformative, innovative, impact-driven research and teaching, with a <b>focus on sustainability</b>: safeguarding the environment, revitalising society’s health, and promoting economic, social, bilingual, and cultural vibrancy.”</i></p>	
As a University community, we must act in a manner which ensures that the needs of our students, staff and local community are met, without compromising the ability of those in the future to meet their own needs.	
We all want Bangor University to do well: to educate and inspire the next generation, conduct leading research, be a great employer, and to take an active role in the community. We also want it to be around for at least another 140 years: we want it to be sustainable. To achieve this, the University needs to use all	

manner of resources now, and ensure similar resources are still available in the coming decades. If Bangor University can balance the use of all the resources it needs now with its long-term requirements, it will have achieved the fundamental goal of sustainability.

Sustainability at Bangor University is therefore wide-reaching, and it involves everything: from the health and well-being of its staff, to recycling in its student accommodation; from the content of the curriculum to its research activities. This strategy highlights the ambition of Bangor University, and the key actions it must take, to become accepted as the leading university for sustainability, across all its activities. We want to be *the* University of choice for those who want to make the world a more sustainable place and make a real difference.

## E. Objectives

### 1. Defining Sustainability: Economic, social, environmental, and cultural

Alongside sustainability of natural resources, we also require sustainability in social, economic and cultural matters: aspirations laid out in the Welsh Government's Well-being of Future Generations (Wales) Act 2015, and the United Nations' Sustainable Development Goals.

Bangor University has already been recognised with various awards for its commitment to sustainability, we have increased recycling, reduced waste, use green energy, and are electrifying our vehicle fleet. When it comes to society and culture, we are a proud bilingual university, are committed to eliminating gender bias, and developing a more inclusive culture across the University community. Economically, the University continues to ensure its financial security, and developments such as M-SParc are encouraging enterprise and entrepreneurship in the wider community.

Clearly, though, we want to do better and do more. Bangor University is committed to becoming an even more inspiring place people for people to work and study. We will strive to improve the lives of everyone in the North Wales region, and further afield, with our sustainability focussed research and global ambitions. Our research will embrace *all* elements of sustainability, and our teaching will create graduates equipped with the skills and knowledge to not only lead sustainable lives themselves, but also to grow this desire in others.

We will support our staff and students to understand the broad concepts of sustainability, and how everyone can play their part, through:

- Developing a badging framework to clearly and publicly articulate how our academic portfolio (degree programmes and modules), doctoral training, and research activities align to the sustainability definitions articulated in the Welsh Government's Well-being of Future Generations (Wales) Act 2015, and the United Nations' Sustainable Development Goals
- Staff development opportunities to communicate the University's principles of sustainability through training, supported through the University's performance development review (PDR) system.
- Working to increase Bangor's performance in respected sustainability-based league tables and award schemes that align to our mission, vision, and values.

### 2. Actioning Sustainability: Ambitious, demonstrable, and evidence-based

If Bangor University is to become a leader in sustainability, then it must be ambitious in the aspirations it sets itself. Our ambitions will be based on robust, multi-disciplinary evidence, drawing from the University's considerable academic and other expertise, across all aspects of sustainability. The knowledge of these experts is already being published in scientific journals and reports, and individual staff members and/or departments are already embedding positive sustainability-related actions across the University.

We need to be ambitious in our aspirations; we will:

- Aim to achieve the following by 2030:
  - demonstrate that we are working towards nationally recognised targets such as are Carbon Neutral, Zero Waste, a Fairtrade university, and procure all food from sustainable sources;
  - Set-aside 30% of our campus to help wildlife, in accordance with the Wildlife Trust's '30 by 30' campaign.
- Use the expertise in the University, for instance using carbon offsetting, where appropriate.
- Seek the input of staff and students into these plans and recognise their efforts through workload allocation models and PDRs for staff, and credit-bearing activities for students.

- Promote our aspirations publicly, explaining the challenges we face in meeting them.
- Work with other groups and organisations to support, share and endorse best practice – locally, regionally, and internationally. For example, joining other institutions in agreeing to relevant recommendations from the United Nations Framework Convention on Climate Change's (UNFCCC) Conference of the Parties (COP) meetings.
- Develop and maintain an action plan designed to realise these larger aspirations, which we can promote and use to assess our progress.
- Commission interventions and initiatives with a focus on reducing waste and lowering our carbon footprint – taking into consideration wherever possible all procurement steps and scope emissions .
- Leveraging sustainability developments for finance packages made available through various national and international schemes.

### 3. Communicating Sustainability: Open and honest communication

Bangor University is already doing so much towards becoming a sustainable university – both in terms of the actions it is taking, and the teaching and research it is conducting. We will communicate our actions in a transparent way.

Success on all of Bangor's sustainability targets will be promoted across the University community and the wider public. We will not be hesitant about letting people know how good we are, we will be honest and transparent about what we have done well, and equally on where we could do better. This approach, together with making our actions evidence-based, will help to ensure we cannot be accused of 'greenwashing'. We must never get to the point where we are telling people how sustainable we are, yet not really taking the actions required to practise what we preach.

To achieve this, we will:

- Produce annual reports covering our sustainable actions in research, infrastructure, and university operating procedures, including continued production of the University's annual Environmental Management System Report. These will be distributed openly, alongside regular bulletin updates to the University community.
- Develop a communication plan outlining how we will promote the sustainability work and activities taking place. This will also include the channels we will use to reach the various target audiences (e.g. website, social media, email, printed material) and will reflect both internal and external communications.
- We will work to ensure good communication between the University's Sustainability Task Group and our students, Doctoral School, and staff bodies.
- We will clearly map sustainability initiatives on to the principles of the Well-being of Future Generations (Wales) Act 2015, and where appropriate the 17 UN Sustainability Development Goals when discussing any of our actions.

### 4. Embracing Sustainability: At the heart of everything we do

Our overall aim is that sustainability becomes so embedded in Bangor University that it simply becomes 'the way we do things here'.

We aspire to make sustainability ingrained and embedded in all aspects of life at Bangor University, and in all the activities of our staff and students. Schools and Professional services departments are engaged in a wide range of sustainable areas and have enacted sustainable focused projects. We will work to bring these pieces of work and initiatives together, sharing best practise across the University.

We want Bangor University to be synonymous with sustainability. We want thinking sustainably not to just be something done alongside other activities, but to be at the very heart of everything we do: teaching, staff training and promotion, research, marketing, procurement, recruitment, campus development, working behaviours, travelling to work patterns, business travel, catering, estate management, community engagement and the health and well-being of our staff - we aspire to have the principles of sustainability at their core.

To ensure Bangor University is set to be the most sustainable university in the UK, we will:

- Provide clear leadership in relation to sustainability
- Improve our campus and estate management as outlined in the University's estates strategy.
- Create opportunities for all students entering Bangor University to receive a unique and tailored sustainable-focussed education, supported by specialist staff training. All credit-bearing modules will

be tailored to map onto the targets of the Welsh Government's Well-being of Future Generations (Wales) Act 2015, and the United Nations' Sustainable Development Goals.

- Focus of our core research areas to be centred around sustainability so that, as a leading research university, we will help answer some of the most pressing questions faced in this area.
- Embed our sustainable activities and ethos in the University's marketing activities, including our messaging and campaigns.
- Create and embed a network of sustainability champions to promote sustainability across Colleges and Professional Services. We will work with the Students' Union to further champion sustainability for the student community.
- Develop a range of initiatives (e.g. events, campaigns) to engage the promotion of sustainability activities and behaviour.
- Seek to develop meaningful partnerships across the North Wales region, and nationally, to promote mutual areas of interest in relationship to the sustainability agenda and ensure the University is recognised as the leader in the area of sustainability.
- Use appropriate digital technologies to ensure universal access for staff and students to university facilities.
- Ensure sustainability is addressed explicitly as part of all the University's strategic, investment and business planning processes, including the potential to maximise social values from University contracts.
- Maintain our status as a Living Wage employer, accredited by the Living Wage Foundation.
- Consider at all times if staff and student travel around the UK or abroad is strictly necessary to achieve the required objectives and encourage means of reducing single-car occupancy commuting.

## F. Key Performance Indicators

Progress against each of the objectives will be articulated through key performance indicators (KPIs); these are underpinned by a framework of more detailed KPIs and targets which are aligned and operationalised through the University's annual business planning round.

1.	Numbers of staff attending sustainability-themed training elements <i>[objective 4]</i>
2.	The ranking position in sustainable-focussed league tables <i>[objective 1]</i>
3.	Achievement of nationally-recognised sustainability targets <i>[objective 2]</i>
4.	KPIs in the University's annual environmental management systems report <i>[objective 2]</i>
5.	Incorporation of sustainability-focussed issues into taught modules <i>[objectives 1,4]</i>
6.	The number of sustainability-focussed news stories and marketing campaigns <i>[objective 3]</i>
7.	Web site traffic <i>[objective 3]</i>
8.	Number of sustainability-badged events <i>[objective 4]</i>
9.	Sustainability focussed surveys <i>[objectives 1-4]</i>