

**ROYAL AGRICULTURAL UNIVERSITY SUSTAINABILITY – Staff and Student Strategy 2024-25**

Impact area	objective				target	
Environment Management	<p>To develop a physical transformation of RAU estate.</p> <p>Understanding the historical context that our estate sits on to make significant adjustments to our energy infrastructure and decarbonisation strategy.</p>	<ul style="list-style-type: none"> <li>• Complete an energy infrastructure study.</li> <li>• Improve our visibility of estate – meters/BMS/drawings/surveys etc.</li> <li>• Investigation into self-generation of energy – Solar Photo Voltaic panels</li> <li>• Decarbonisation investigation</li> </ul>	Estates	<p>July 2024</p> <p>July 2025</p> <p>Dec 2024</p> <p>July 2024</p>	<p>Gathering data and evidence to help inform a holistic, institutional-wide carbon reduction plan.</p> <p>The Estates team are currently working on this with experts across the University and with external consultants.</p>	<ol style="list-style-type: none"> <li>1. Complete an energy infrastructure study.</li> <li>2. Install meters across the campus, to enable us to measure our energy usage by building.</li> <li>3. Surveys to take place to enable us to measure our energy usage across the campus.</li> <li>4. Investigate potential sources of self-generation of energy, such as solar PV/ ground source heat/air source heat generated.</li> <li>5. Implementation of the regenerative roadmap.</li> </ol>
Water	<p>To develop a physical transformation of the RAU estate.</p>	<ul style="list-style-type: none"> <li>• Irrigation borehole – water extracted for use on campus and to support other projects.</li> </ul>	Estates	June 2024	<p>All staff and students aware of the ‘Sustainability Wheel’ and RAU’s commitment to circular economy by keeping products and materials in use, regenerating natural</p>	<ol style="list-style-type: none"> <li>1. Communicate with all staff/students to raise awareness about the RAU’s plans to reduce the water currently used and plans to extract water for use on campus.</li> </ol>

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Waste Management	2024/25 will bring waste management at the RAU under the microscope. A structure management approach will be adopted. The RAU has set a target of no zero to landfill.	<ul style="list-style-type: none"> <li>A waste management strategy to be created and implemented.</li> <li></li> </ul>	Estates/Commercial/Sustainability Action Group	Sept 2024  July 2025  Ongoing  Ongoing	systems and design our waste and pollution.  Estates team to undertake a review of the current waste management processes at the RAU.  Estates to work with the Sustainability Action Group in the creation of a waste management strategy.  New Waste Management Strategy to be communicated to all staff/students and implemented.	<ol style="list-style-type: none"> <li>A review to take place of waste management on our campus.</li> <li>Recycling Policy to continue to be communicated to staff and students.</li> <li>Continual monitoring and reduction of food waste and continual use of compostable disposables.</li> </ol>
Carbon and Energy	RAU recognises the importance of decarbonisation of its energy supply. RAU will continue to monitor its progress in decarbonisation, it will follow an SBTi aligned model and use	<ul style="list-style-type: none"> <li>RAU recognises the importance of decarbonisation of its energy supply and will remove gas from its energy mix</li> <li>RAU will continue to monitor its progress in decarbonisation, once the major investment decisions have been taken to support energy networks and degasification RAU will publish</li> </ul>	Estates/Sustainability Action Group	Dec 2035  Mar 2025	RAU will set up a programme of seminars and events to educate users about the fundamentals of energy efficiency and behaviour change as part of its commitment to a green campus and green educational setting and this will be linked to raising	<ol style="list-style-type: none"> <li>Smart Meters to be costed and installed</li> <li>KPI's for reporting and self-assessment of its progress to be realised and implemented</li> <li>RAU to set a target for initial implementation of Building Management System</li> </ol>

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	the EAUC emissions monitoring and reporting framework to consolidate its progress.	its project Net-Zero target date based upon a realistic and risk managed assessment.			awareness about climate change.	
Environmental Pollution, Clean Air and Transport	Encourage the use of sustainable modes of transport by staff and students which minimise negative environmental impact	<ul style="list-style-type: none"> <li>Decarbonisation transport infrastructure created and implemented.</li> <li>Higher usage of staff/students using more sustainable transport methods, such as electric minibus into town, cycle to work scheme, higher take up of the hybrid/electric vehicle purchase scheme.</li> </ul>	Estates	<p>July 2025</p> <p>July 2025</p>	<p>Encourage use of cycle to work scheme, by ensuring staff are aware of this facility during staff inductions.</p> <p>Continue to advise staff of the Hybrid/Electric vehicle purchase scheme.</p> <p>Inform students of our electric minibus to taxi students/staff to and from campus to avoid using personal cars.</p>	<ol style="list-style-type: none"> <li>Cycle to work scheme</li> <li>Decarbonising transport infrastructure</li> <li>Reduce transport – removal of minibus into town reduce cost and pollution</li> </ol>
Supply Chain	Incorporating relevant sustainability criteria into procurement documentation, ensuring suppliers meet the	<ul style="list-style-type: none"> <li>Creation of a new sustainable procurement policy ensuring it considers our ‘sustainability wheel’.</li> <li>Implementing the sustainable procurement policy.</li> </ul>	Estates	<p>June 2025</p> <p>Sept 2025</p>	<p>Communicating and implementing the ‘Sustainability Wheel’ approach to all staff.</p> <p>Advertising the ‘sustainability wheel’ and the philosophy behind it around</p>	<ol style="list-style-type: none"> <li>Procurement policy – sustainable</li> <li>Local approach moving away from corporate companies</li> <li>Local approach for work on site to reduce mileage –</li> </ol>



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						<p>sourced food offering. We take care that our food is healthy, ethical, and uses local ingredients and we use a minimum of 5% organic ingredients in our menus</p> <ol style="list-style-type: none"> <li>6. Build and enhance the university reputation as a sustainable organisation</li> <li>7. Promote the consumption of more plant-based foods</li> <li>8. Continue to use long-life deep fryer oil from local firm (Cotswold Gold), that a company collects the waste oil and turns into biodiesel</li> </ol>
Construction and Refurbishment	To connect people and places through our natural environment and to work with the natural landscape	<ul style="list-style-type: none"> <li>• Completion of the state-of-the-art laboratories which will play a crucial role in tackling global challenges like climate change, biodiversity and food security.</li> </ul>	Estates/Sustainability Action Group	Mar 2025	Communication to staff and students of the Estate vision and keeping them informed on progress. With the Sustainability Action Group made up of	<ol style="list-style-type: none"> <li>1. Regenerative road map</li> <li>2. Realistic overall strategy for decarbonisation is under pinned by a fabric first approach</li> </ol>

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	to provide a world-class environment for leaders in sustainable farming and land management.	<ul style="list-style-type: none"> <li>Start the implementation of the regenerative roadmap, making fabric improvements for energy efficiency and decarbonisation of RAU buildings.</li> </ul>		Aug 2025	individuals across the University, assists with institution-wide engagement.	<p>to all of our teaching and residential accommodation – the fabric improvements and the energy efficiency and decarbonisation improvements individually will only go so far</p> <p>3. To use second hand recycled furniture in new building project</p>
Biodiversity	Maintain and increase biodiversity on campus and protect species that are already present.	<ul style="list-style-type: none"> <li>Student and staff engagement to maintain the ‘wild campus’ areas.</li> <li>Life cycle plant scheme for the Lime Tree avenue at the front of the building, planting new trees now to ensure that this is maintained when existing trees reach end of life. Increasing the flora around different areas of the university.</li> </ul>	Estates	Ongoing  July 2025	Student engagement through the curriculum and extra-curricular societies.	1. Life cycle plant scheme for campus and lime trees
Partnership and Community	Engage and collaborate with local parties to promote sustainability on	<ul style="list-style-type: none"> <li>Go Green Week</li> <li>English Heritage Open Day, opening the campus to the community</li> </ul>	Sustainability Action Group	Oct 2024  Sep 2024	1. To make sure sustainability targets are met	1. Engage with staff and students to offer volunteering opportunities in sustainability events

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	<p>campus and increase engagement on site to reach our sustainable targets.</p> <p>To raise awareness of what the RAU is currently doing towards sustainability.</p>	<ul style="list-style-type: none"> <li>Continue to allow the 5K park run to take place on RAU premises.</li> </ul>		Ongoing	<ol style="list-style-type: none"> <li>Promote staff and student engagement</li> <li>Fully engage with our partnerships on our sustainability objectives</li> </ol>	<p>such as ‘Go Green Week’</p> <ol style="list-style-type: none"> <li>Raise awareness of sustainability through social media channels, newsletters and RAU website</li> <li>Include a sustainability section into Induction packs for new staff</li> <li>Work with local partnerships to provide sustainability opportunities for staff/students</li> </ol>
Training and Awareness	<p>To raise awareness of sustainability on campus and provide opportunities to staff and students to develop skills and knowledge.</p>	<ul style="list-style-type: none"> <li>Information around Sustainability at the RAU to be updated in the Welcome Pack with links to the RAU policy.</li> <li>Sustainability at the RAU to be included on the agenda for staff inductions</li> </ul>	Sustainability Action Group	<p>Sep 2024</p> <p>Sep 2024</p>	For staff and students across campus to be aware of the RAU’s strategy towards sustainability	<ol style="list-style-type: none"> <li>Hold an annual Go Green Week to promote awareness on sustainability</li> <li>To include a sustainability awareness section for new starters in their ‘Welcome Pack’</li> <li>To include sustainability into annual events such as ‘Staff Fest’</li> </ol>

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						<ol style="list-style-type: none"> <li>4. Promote volunteering opportunities towards sustainability events</li> <li>5. Introduce a sustainability section in staff induction</li> </ol>
Staff and Student Engagement	Offer volunteering opportunities to sustainability events on campus to staff and students.	<ul style="list-style-type: none"> <li>• Introduce RAU’s sustainability objectives to new students and their Welcome Week.</li> <li>• Go Green Week</li> <li>• Encourage student engagement to the Sustainability Action Group</li> <li>• Engage conservation club with key RAU projects</li> </ul>	Sustainability Action group	<p>Oct 2024</p> <p>Dec 2024</p> <p>June 2025</p> <p>June 2025</p>	<p>Promote RAU’s sustainability targets and provide knowledge and opportunities on how staff and students can support and get involved.</p> <p>Staff and students can access the sustainability policy on the RAU website</p>	<ol style="list-style-type: none"> <li>1. Collaborate with student groups such as Conservation club to hold workshops to promote sustainability</li> <li>2. Workshops for staff and students</li> <li>3. Students to collect soil for analysis</li> <li>4. Hold Herbarium workshops</li> <li>5. Wild Campus tours</li> <li>6. Go Green Week is introduced in Welcome Week</li> <li>7. Students to partake in bird surveys</li> <li>8. Offer volunteering opportunities for events on campus, communicating through newsletters, social media</li> </ol>