

## Sustainability Student & Staff Engagement Plan (2024) – Implementation Document

This is the Implementation Document for GCU’s Sustainability Student & Staff Engagement Plan 2023 (approved by GCU’s University Executive Group 15<sup>th</sup> March 2024). It is a working document and will be updated as and when required. Changes will be documented in the Change Log included after the table with the proposed measures. GCU’s Head of Operational Sustainability has ownership of this document and all enquiries should be sent to (in the first instance) [sustainability@gcu.ac.uk](mailto:sustainability@gcu.ac.uk).

Date: 3<sup>rd</sup> November 2023

UPRG Approval: 15<sup>th</sup> January 2024

Version Number: 1

Author: P. Cruz (Head of Operational Sustainability)

Ref.:	Intervention	Strand	Delivery/Rationale	Target(s)	Outputs/Metric (2024-25)	Delivery Lead/Partner	Additional Resource	Progress Status
SSEP_01	Metrics for monitoring SSEP success	Reporting	Develop a series of metrics to monitor the delivery of the interventions in the SSEP-ID.	Draft metrics by end of 2023-24 with final metrics in place by end of 2024-25.	SSEP-ID metrics.	Sustainability Team	None	Not started.
SSEP_02	Environmental Facts & Figures (EFF)	Reporting/Awareness	The University reports its greenhouse gas emissions (GHG) annually, but due to the sensitivity of the resulting metric (tonnes CO <sub>2</sub> e) it is not possible to demonstrate the extent to which the University is acting to address the Climate and Ecological emergencies. To address this, the University will publish a report (and associated metrics) to explain what practical steps it is taking to address these emergencies.	Biennial Reports from (and including) 2023.	Environmental Facts & Figures reports.	Sustainability Team	None	In progress.
SSEP_03	Evaluation of environmental impacts at University	Awareness	Literature review and materiality assessment of environmental needs and expectations to inform the development content/engagement activity to help students and staff.	Report (by Dec 2023) and materiality assessment (Jun 2024) identifying key environmental impacts for students and staff whilst at University/workplace.	Literature review report. Materiality assessment report.	Sustainability Team	None	Not started.
SSEP_04	Annual engagement programme/calendar	Awareness	A calendar of engagement activities that will be developed to inform and provide structure to the University's sustainability and engagement activity.	Annual from Jan 2024 and by academic year from 2024-25.	Annual engagement calendar.	Sustainability Team	None	In progress.
SSEP_05	Blog Posts	Awareness	A series of blog posts will provide context/content for specific initiatives, events and milestones hosted/organised by/for the University. Blogposts will be published in GCU Learn (Sustainability Hub) which is readily available and accessible to students and staff.	Monthly (or higher frequency) blog post on an environmental/sustainability topic (from December 2023).	Monthly blog posts.	Sustainability Team	None	GCU Learn community already in place (to be named <b>Sustainability Hub</b> ). Content still to be developed.
SSEP_06	Library of social media content	Awareness	Historically the University's Sustainability has not had a strong social media presence and relies on an ad-hoc arrangement with the University's official student and staff comms. channels that are very supportive of the University's sustainability initiatives. To provide more structure to this relationship and enable better planning, a library of social media content will be created. The library will be linked to the Engagement Calendar (SSEP_03), Blog Posts (SSEP_04) and programme of events (SSEP_14).	Regularly (monthly) sustainability posts in Student Communications' channels (from Dec 2023).	Library of SM content.	Sustainability Team/Student Comms.	None	Not started.
SSEP_07	Sustainability Mailing List	Awareness	Build on the SmartTravel newsletter experience (e.g. Cheaper Travel Tips and Cycle Forum) for creating a mechanism for delivering a sustainability newsletter directly into students and staff in-boxes.	Sustainability newsletter distribution list on Mailchimp (by Dec 2023).	Annual engagement calendar.	Sustainability Team	None	Not started.

SSEP_08	Sustainability News (monthly newsletter)	Awareness	Create content, based on other activity in the SSEP for a monthly newsletter (inc. details of forthcoming events/challenges).	Monthly sustainability news letter.	Content for Sustainability News.	Sustainability Team	None	Not started.
SSEP_09	Induction/Onboarding Content - Students - Main Campus	Awareness	Establish a formal mechanism for highlight the University's sustainability initiatives to students early on their University careers.	Pilot Student Induction (Jan/Feb 2024). Final Student Induction (Sept 2024).	Induction - Glasgow student.	Sustainability Team/Learning & Teaching.	None	Not started.
SSEP_10	Induction/Onboarding Content - Students - C. Court	Awareness	Similar as SSEP_09 but with a focus for Caledonian Court residences. Incorporate into Caledonian Court Essentials (GCU Learn Community).	Pilot Caledonian Court Residents (Sept 2024). Final Caledonian Court Residents (Jan/Feb 2025).	Induction - Caledonian Court.	Sustainability Team/Accommodation Office	None	Not started.
SSEP_11	Induction/Onboarding Content - Students - London	Awareness	Similar as SSEP_09 but with a focus for GCU London if its is deemed (on completion of SSEP_03) that there are impacts/choices students can change whilst at the University (it is noted that the operation in London is materially different from Glasgow in that there are no catering provision).	Subject to SSEP_02 develop an understanding of the potential for an induction programme for students in London.	Induction - London Students	Sustainability Team/Learning & Teaching/London Team	None	Not started.
SSEP_12	Induction/Onboarding - Staff - All locations	Awareness	Develop material to highlight how staff can contribute to the University's environmental performance by aligning their operations with existing (environmental) policies, procedures and initiatives. Will to an extent be informed by SSEP_03. Induction to be incorporated into new staff formal induction journey with existing staff encouraged to complete it on a regular basis.	Pilot Staff Induction (Jan/Feb 2024). Final Staff Induction (Sept 2024).	Induction - All staff.	Sustainability Team/People Services	None	Not started.
SSEP_13	Bank of Sustainability Events	Literacy	Linked to the annual engagement programme/calendar (SSEP_04) create a bank of sustainability events (inc. challenges) to get students and staff more involved and further their sustainability literacy. The events should be engaging and support existing sustainability/activity at the University. They will contribute to enhancing the student experience at the University. Events to build on existing arrangements (Glasgow universities collaboration) for Go Green Geen (Glasgow Goes Green).	Bank with at least 18 events by end of 2024-25.	Bank of sustainability events.	Sustainability Team	None	Not started.
SSEP_14	Programme of Events	Literacy	A programme of events (from the bank of events - SSEP_13) to give students and staff the opportunity to get involved, develop their understanding of sustainability and enhance the student experience.	Annual programme of events (by academic year) from Jan 2024.	Monthly sustainability events (primarily during trimester A&B). No. of participants at each event. Total no. of participants in events held at the University.	Sustainability Team/Glasgow Goes Green Partnership	£2,500	Not started.
SSEP_15	Optional Learning Programme	Literacy	Recognising that environmental impacts are not restricted to when students and staff are at the University, develop an optional learning programme (e.g. Carbon Literacy Training, Fairtrade, ect) to help	Review of potential training opportunities (ongoing).	Programme of Optional Training Opportunities.	Sustainability Team	£5,000	Early stages of Carbon Literacy

			develop transferable skills/knowledge tyhat will enable students and staff to make more sustainable choices beyond the University. Literature review and materiality assessment (SSEP_03) will inform the development/inclusion of optional learning opportunities. Participation in learning opportunities will be assessed on an on-going basis with a view of (a) understanding whether there are opportunities for increasing participation and (b) supporting continued inclusion in optional learning programme.					Training for the University.
SSEP_16	Sustainability Fund	Literacy	Establish mechanism for providing financial support to help students, staff and departments develop their own sustainability initiatives.	Mechanism in place for students, staff and departments by Jan. 2024.	Funding mechanism.	Sustainability Team/GCU Students Association	£2,500	" <a href="#">Green Your Group</a> " developed by GCU Students Association.

Change Log

Date	Changes & Updates