Contents
3 2015/16 Update
3 Current Site Information
3 Introduction
4 How sustainability fits into the University’s strategic vision
4 Innovation, enterprise and partnership
6 Our Commitments & Priorities
7 2015/16 Achievements
11 Conclusion
12 Appendix. Sustainability Strategy Review 2015-16

To enhance our social, economic & physical environments by embedding sustainability into the University’s core business

The Environment Team’s mission reinforces the vision
Education is an essential tool for achieving sustainability. People around the world recognise that current economic development trends are not sustainable and that public awareness, education, and training are key to moving towards a more sustainable society.

The University of Leicester’s Community Social Responsibility Strategy puts Restoring the Environment as one of its core PROUD themes. Leicester’s sustainability achievements span all departments, from reducing the environmental impact of our estate through engagement with staff and students and of course increasing the positive impact of our teaching and research.

We are proud that we have one of the strongest sustainability-focussed student engagement schemes in the UK that has been justly recognised by both the EAUC and NUS as an exemplar of best practice. Our focus now is to keep that momentum by working with staff and students to develop a comprehensive behaviour change programme.

2015/16 Update

The University is based at several sites within Leicester; the Central Campus on University Road, South Campus at Freemens Common, North Campus along Princess Road, Regent Road and New Walk, Brookfield site just off London Road and sites at each of the three hospitals in the City. We also have a large amount of student accommodation at Oadby.

Records show currently 21,150 students are registered. Figures for March 2016 show that 2,889 full-time and 1,109 part-time staff are currently employed by the University (total 3,998) and we have 500 staff who share our Campus from other organisations such as the Medical Research Council, Students’ Union and Chaplaincy. A further 4,659 are registered as atypical although many of these are students and not all work regularly.

The University also has 305 acres of green space including Blackthorn Manor, Attenborough Arboretum and the Botanical Gardens. This includes almost 10,000 trees as well as a host of bird, mammal and plant life, some of which are legally protected - such as newts, bats and badgers.

Introduction

The vision for the Environment Team is to embed sustainability into the University’s core business. A University that takes this approach should be low carbon, low environmental impact, low risk and socially-responsible. The University will have engaged stakeholders who are positively perceiving and embracing the improvements to systems. The team will be adequately resourced, well-informed (with a complete baseline of data) and will be led through appropriate governance. Progress will have been made towards the ultimate legal target of a 60% reduction in carbon emissions by 2020 (against a 2004/5 baseline). As a consequence of environmental improvements, cost efficiencies will be maximised. Community engagement and the positive profile of the team will have increased over this time.
How sustainability fits into the University’s strategic vision

A more sustainable University is also a more efficient one, thereby releasing funds for investment in infrastructure and research. The sustainability agenda is now so large on the world stage that students are increasingly expecting their institutions to make bold environmental choices and to provide them with teaching on this important area, regardless of their chosen subject. Furthermore, large research opportunities exist for solutions to sustainability problems. Thus, a sustainable University is a more efficient, effective, attractive and forward-thinking University.

The new University Strategy states that, “by being more adventurous, more ambitious and more confident about our distinctive qualities, we will have an even greater impact upon global scholarship and education.” Many of the values throughout the strategy are supported by the work of the Environment Team, including:

**Excellence and interdisciplinarity**
Sustainability is one of the truest interdisciplinary areas, which we encourage through our work with the ESD Forum.

**Synergy between research and learning**
We are using the University estate as both a classroom and laboratory to provide students with ‘real world’ project experience.

**Welcoming and cohesive campus experience**
The University has a unique amount of green space for a city-based campus and from pond clearing to food growing, we offer students the opportunity to get involved and to learn about their environment as well as enjoying it.

Innovation, enterprise and partnership

The Sustainable Enterprise Environment Development (SEED) Fund encourages students to come up with innovative solutions to sustainability challenges.

We have been shortlisted for a Green Gown Award in the Enterprise & Employability category.

**Diversities, equalities and people who flourish**
Our engagement opportunities enhance staff and student experience.

**Global presence and a focus on internationalisation**
We can create ‘Green Graduates’ - global citizens who leave us with both the knowledge and skills to contribute towards solving the complex sustainability issues facing the world today. Likewise, our research has the potential to positively impact practices and procedures at every level of society.

**A student-centred approach and widening participation**
Our volunteering scheme & SEED Fund are now student-led through the Student Sustainability Working Group.

The ESD Forum are responding to student and NUS calls for sustainability education through the development of sustainability-related modules and online courses.
Leicester’s Sustainability Action Plan 2015 – 2019 aims to:

- Halve city wide carbon dioxide emissions by 2025
- Halve the city council’s carbon footprint by 2025
- Improve air quality to meet EU target levels for nitrogen dioxide at our 5 monitoring stations by 2020
- Double every day cycling numbers by 2018 then again by 2024
- Engage with over 4,000 individuals, households, schools or employers in 2015/16 in order to improve environmental awareness
- Develop the Connecting Green Leicester Plan to connect open space and improve connectivity to 25% of wildlife areas by 2020

Local impact and making a difference for our city and region

From reducing our carbon emissions to retaining our Fairtrade status, as well as academic research, we continue to work to make Leicester’s impact positive both locally and globally.

Our work contributes to this by:

- focusing on reducing our University’s carbon emissions and consumption
- ensuring that our campus will provide a welcoming, high-quality environment that prioritises pedestrians over vehicles
- providing initiatives and infrastructure to promote sustainable travel to our sites
- developing our green space and connectedness through a focus on biophilia
- engaging with staff, students and visitors to contributes to the University’s focus on our social responsibilities and the positive impact that our staff and students can have on the lives of others
Our Commitments & Priorities

Discovery-enabling Culture

1. We propose to develop a Sustainability Hub within Professional Services led by a Director of Sustainability. This would have a number of advantages:
   - Allow us to identify and develop the existing sustainability-related teaching, research and practice at Leicester
   - Provide University-wide leadership to ensure sustainability is embedded throughout the institution
   - Encourage greater inter-disciplinarity
   - Greater professional independence to challenge sustainability issues
   - Improved staff and student engagement

The team will be adequately resourced, well-informed and will be led through appropriate governance.

Discovery-led Research

2. We will form a sustainable research network to enhance our interdisciplinary research and funding opportunities

3. We will work with the Enterprise and Research Division to maximise opportunities for CSR, research and student engagement.

Discovery-led Learning

More than 80% of students, surveyed by the NUS & HEA in 2015, believed that sustainable development should be actively promoted and incorporated by UK universities, a belief which increases as they progress through their studies.

4. We will create new sustainability learning opportunities through the curriculum Pathways initiative

5. We will continue to support student-led sustainability opportunities such as the Sustainable Student Working Group and our HEAR accredited activities

Discovery-enabling Environment

6. We will continue to embed environmental sustainability within Estates operations
   a. To achieve an absolute reduction of 60% of the scope 1 and 2 carbon emissions of the University by 2020 (based upon its 2004/5 carbon footprint baseline)

7. We will support the Sustainable Procurement Policy

8. We will implement a staff behaviour change programme through the appointment of Sustainability Coordinators

9. We will continue to enhance biodiversity at the University and encourage staff, students and visitors to engage with our wildlife and natural environment

10. We will support the University’s CSR Strategy
2015/16 Achievements

Progress against the Sustainability Strategy objectives is shown in the Appendix. The Sustainability Strategy is now out of date so whilst we await clear University direction on the management of sustainability issues, we focussed on maintaining the status quo and achieving quick wins where possible.

Environmental Management

This year all Universities have the opportunity to score their environmental sustainability performance using the AUDE Green Scorecard. Leicester’s scorecard is shown below and clearly shows how we are performing in each area. The target score is the goal we have set that we believe to be achievable within three years.

The scorecard clearly shows that we have much potential for easy improvements within Biodiversity & Landscape (which will be achieved by finalising the Biodiversity Action Plan) and Procurement (plans for which are underway). Other areas of potential improvement are in waste, water and in the creation of a University plan to deal with climate change (adaptation).

We have less room for current improvement in the areas of transport, energy and management due to the current University infrastructure.

Waste Management

• Large focus on student recycling this year:
  • Written and designed ‘Waste recycling guide in Halls’ booklet
  • Put on activities in Halls, added new bins and ‘how to recycle’ roadshow
  • October we took part in a ‘Get Involved’ event in Halls with a focus on waste and recycling
  • Organised an SU (Percy Gee) campaign on waste. Included new bins and multi-lingual signage to educate and encourage recycling
  • British Heart Foundation clothing bins situated at Halls have collected 500 bags raising £7000 for the charity
  • Go Green Week in February has students look at waste as one of their themes – this year they focussed on food waste

• We’ve increased the number of bins and raised awareness via marketing materials (leaflets, tea towels, information magnets) for recycling internally at the halls of residence in the city to capture more of the waste from kitchens and introduced glass recycling schemes at the some courts to enable students to recycle glass

• We’ve seen a slight increase in the recycling figures since last year

• Prevention of waste in the first place also key:
  • £113,702 saved through furniture reuse scheme and 1147 tonnes of CO2e prevented from going to landfill
  • Student looked at promoting reusable coffee cups as part of a dissertation project
  • Morsbags (fabric bags) were made by students working with people from the local community to save plastic bag waste. Fabric bins were located in key areas where staff and students could donate fabric in exchange for a bag. This was very successful resulting in heightened awareness of Morsbags, the society and Environment Team work
  • Environmental Action Society bought 2nd hand, local sewing machines in order to make and mend clothes/bags rather than throw them away
Biodiversity
- 250 trees planted 2014/15 and 600 trees planted 2015/16
- Living wall and green roof on the centre for medicine
- 5 bug hotels built at different sites and city primary schools
- £276.50 raised for Bumblebee Conservation Trust
- Brookfield now has 2 hives and 20,000 bees
- 2 Peregrine boxes and 10 swift boxes installed

Carbon, Energy and Water
- University was awarded the triple gold standard in carbon, waste and water reductions by the Carbon Saver accreditation body
- Total carbon consumption has decreased by 11%
- CRC carbon emissions saving of 8%
- 37% of our heat is produced by renewables or low carbon energy
- Centre for Medicine opens as largest Passivhaus building in the UK
- Water use is down by 1600m³

Travel
- Single occupancy cars to our sites have been reduced by 12%
- We have more than trebled the amount of bike storage on our sites
- There’s been a 51% reduction in bike thefts since we introduced the ‘D-lock swap’ scheme 2 years ago
- 20% of cyclists use the underground bike park

Student Engagement
- Over 1100 Leicester students responded to the NUS Sustainability Survey this year showing how important this subject is to them
- Environmental Action Society has 85 members
- Hungry for Change has had over 60 growing sessions
- Over 1470 society students were engaged in SSWG-related activities
- 156 students were involved in voluntary activities, completing a total of 2573 volunteer hours
- 43 students achieved the HEAR Award
- The Environmental Action Society won Campaigning Group of the Year at the SU awards
- Approximately half our volunteers are international students, particularly from China & Eastern Europe

Getting Involved
- The Environment Team now has over 1300 followers on Twitter and over 600 on Facebook
- c.1400 students responded to the NUS sustainability survey
Examples of change achieved by our students

**Food Waste Initiative**

At the beginning of the academic year, a change in policy at the Students Union meant that employees could no longer take home leftover food at the end of the day from the food outlets, instead it went straight to landfill. Our students began negotiations with the Commercial Manager of the SU, the SU President and The Real Junk Food Project, a grassroots organisation that collects leftover produce from supermarkets and produces meals in their kitchen and for events. With aims to work with TRJFP and RACS especially at halls to curb other food waste problems at halls of residence, the extent of food wastage at the University should reduce in the next academic year.

**Recycling on Campus**

Recycling at the SU was being voided to the landfill so our students worked with the Design Team in the SU to create vibrant vinyl stickers that demonstrated what could go in each bin (Paper, Plastic, Metal, and Landfill) to make the practice of recycling visual and simple. These featured as part of Go Green Week in February, alongside some posters that are on the backs of toilets and are being circulated for greater effect.

Whilst contamination may still be a recurring problem, these small changes have seen less and less problems concerning waste. It has opened doors to new ideas concerning food waste, composting, liquid waste, and the unrecyclable paper cups!

**Drinking Water Campaign**

Student prepared a business case to Estates concerning the lack of water outlets that means more students are buying unnecessarily large amounts of cheap plastic bottles. As a result, six new fountains are being installed across the campus, and a map of where they can be found is being put up in Charles Wilson.

**Lighting in the Library**

Following on from the Go Green week where students promote different aspects of sustainability in and around the campus, raising awareness or getting support for projects the university has decided to go ahead with a trial project within the careers office of the David Wilson library.

This project will trial the replacement of existing fluorescent lighting with new modern LED lighting aimed at delivering reduced energy consumption, maintenance and heat output improving the environment for students and staff using this area.
Green Impact Best practice

The Snap It Off campaign - which focused on revealing to Estates all the outdoor lights that didn’t need to be on - was highly successful and featured on the NUS photo of the month for March.

The SSWG has been highlighted as an example of best practice by People & Planet under the SU’s Green Impact application.

Staff Engagement

• The Positive Impact Network has been launched as a staff communications group for environmental and community relations. It has gained 60 members during its first year and represents a wide range of staff personnel from all over the University

• Instigated trial of staff compost bins within the Centre for Medicine, results to follow in October

• Staff charity cake sale to raise money for the Bumblebee Conservation Trust, £276.50 collected from various departments

• 3 Environment Team Recognition Awards (ExTRA) given

• 3 workshops given for staff moving into the Centre for Medicine; follow-up meetings held with departmental administrators to monitor progress

• 24 members of staff signed-up for the SPOC Sustainable Futures online course

Procurement

• In support of its SME-Friendly Procurement Policy, the University held an event, as part of the inaugural Leicester Business Festival in November 2015, entitled ‘How to find, compete for, and win public contracts’. The Procurement Unit is now leading the work of the Leicester & Leicestershire Enterprise Partnership (LLEP) Procurement Taskforce to make the tendering procedures of the county’s public organisation more SME-friendly, informed by feedback from local businesses that attended the LBF event.

• In response to the Modern Slavery Act 2015, the Head of Procurement has written to University suppliers to ensure that they are aware of the legislation, and to gain evidence of them having due diligence procedures in place for guarding against slavery and human trafficking within their business and supply chains. The University’s Sustainable Procurement Guidance, tender and contract management templates (including Procurement Strategy Checklist), and standard terms and conditions, all now reflect the requirements of the Modern Slavery Act 2015. The University first Slavery Statement, to be published on its website (by law), has been drafted and is with internal stakeholders for review ahead of publication.

• As a result of the list of factory details provided to Electronics Watch by the University, identifying those factories that manufacture the Hewitt Packard computers the University ultimately purchases via a contract with DTP Group, a risk assessment at a factory in the Czech Republic in April 2016 identified a risk of Czech labour laws being breached. Subsequently, HP has confirmed to EW that corrective action is being taken in response to the identified risk.

• In renewing the office supplies contract with Office Depot in January 2016, the Procurement Unit arranged for the supplier to provide internship opportunities based at its headquarters in Beaumont Leys, Leicester.

Education for Sustainable Development

• 34 Sustainability-related courses have been identified as part of the U1 Green Metric submission. However, this is not a formal audit and many more may exist.

• In February 2015 the ESD forum launched the University’s first online sustainability course that had 182 participants in total (150 undergrads, seven postgrads and 25 staff)

• All 49 students that submitted coursework for HEAR recognition were successful

• The Sustainable Futures taught course remains popular

• The Sustainability year abroad is now available

• The Sustainability Pathway Minor has been approved

Community outreach

• Recycle your Cycle event for charity resulted in 20 bikes collected from staff, students and members of the community. They are mended by Community Cycles and then offered for use to the City for Sanctuary charity

• Our volunteers have also taken part in:
  • Canoe litter picking
  • Victoria park conservation work
  • Making Morsbags and working with community sewers to save waste

*See page 4 for pictures*
2016/17 Initiatives

2016/17 is shaping up well with the following initiatives already underway:

- Student Energy Project is being launched in Halls
- Hungry for change are also placing a plot at Oadby
- The Sustainability pathway will be developed
- A Sustainability MOOC is being developed
- The SU are planning a large scale Green Impact campaign
- We hope to develop the Projects with Purpose database
- A Community Outreach programme (Leicester Award activity) is being developed in partnership with the Highfields Community Centre

Future direction

With the new shape of the University following the current period of institutional transformation and the move of the sustainability agenda into the wider University profile, with more of a focus on Community Social Responsibility, teaching and research, now is a good time to restructure the team to reflect the broader agenda and to commit to a more formal programme of measurement, reporting and auditing to better inform and demonstrate the progress we are making in these areas.

Policies and procedures

The following policies require development/updating:

- Carbon Management Plan
- Behaviour Change Plan
- Climate Change Adaptation Plan
- Biodiversity Action Plan
- Landscape Management Plans

Sustainability Reporting Frameworks

We propose to standardise the current sustainability reporting using some of the formal metrics that are available in order to guide, assess and communicate our progress in this area, particularly against our competitors who are already highly active. Some of these have a resource requirement.

Conclusion

Although the Sustainability Strategy has not yet been approved and the future direction of the Environment Team is unclear, our partnership approach has ensured that we have continued to deliver some very strong work streams and impressive results delivering environmental targets of waste, carbon & energy reductions whilst engaging thousands of students and developing a high number of intra- and extra-curricular learning opportunities.

With the restructure of Estates and the whole Institutional Transformation project, the governance arrangements for Sustainability at Leicester are currently under negotiation. It is proposed that a more formal system of reporting, ideally audited and accredited, will help to shape the direction and format of sustainability delivery and enable us to provide evidence of the high quality work currently being carried out but not communicated effectively.
Appendix. Sustainability Strategy Review 2015-16

All objectives are subject to review in the new Sustainability Strategy 2016 – 21.
Shaded items are complete.

**SOCIAL IMPACT TEAM set up**

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.1 Establish Sustainability Steering Group (from EMWG)</td>
<td>Complete</td>
<td></td>
</tr>
<tr>
<td>1.2 Recruit Head of Sustainability</td>
<td>Delayed</td>
<td></td>
</tr>
<tr>
<td>1.3 Extend Communications &amp; Events Intern’s contract</td>
<td>Achieved until Dec 2016</td>
<td>Requires extension to Aug 2017</td>
</tr>
<tr>
<td>1.4 Identify space requirements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5 Recruit Environment Manager</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.6 Recruit Sustainability Manager</td>
<td>On hold until Sustainability Governance is established</td>
<td></td>
</tr>
<tr>
<td>1.7 Recruit Sustainability Teaching and Research Coordinators</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.8 Recruit Sustainability Teaching &amp; Research Fellows</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Estates Operations

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Estates General</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.1 Provide an advisory service for calculating and reducing the sustainability impact (footprint) of research, conferences etc.</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>2.2 Develop the Sustainable Offset Project Treasury (SOFT)</td>
<td>Complete</td>
<td>Continued funding required</td>
</tr>
<tr>
<td><strong>Carbon &amp; Energy</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.3 Educate staff on the proportion of energy that Estates control and that they control</td>
<td></td>
<td>Requires a Behaviour change programme</td>
</tr>
<tr>
<td>2.4 Develop and refurbish the University’s estate to minimise additional carbon costs</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>2.5 Continue to reduce carbon footprint of waste</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>2.6 Energy strategy approved</td>
<td>Revised Carbon Management Plan to be submitted for approval by Dec 2016</td>
<td></td>
</tr>
<tr>
<td><strong>Waste</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.7 Achieve 50% on-site segregation of waste for recycling (by weight) by 2020</td>
<td>On going - majority of the waste is segregated</td>
<td>In 2017 collection will change - paper, plastic, cans will be collected &amp; recycled co-mingled due to lack of resources and infrastructure</td>
</tr>
<tr>
<td>2.8 Achieve 95% diversion from landfill (by weight) by 2020</td>
<td>On going</td>
<td>Ongoing</td>
</tr>
<tr>
<td>2.9 Annual 1% decrease in waste figures per m2</td>
<td>Achieved for 2014/15</td>
<td>Yet to be published.</td>
</tr>
<tr>
<td><strong>Travel</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.10 2015-20 Travel Plan targets achieved</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>2.11 Capture commuter and business travel data for carbon footprinting purposes</td>
<td>Complete for 2014/15</td>
<td>Establish a scope 3 group with Finance</td>
</tr>
<tr>
<td><strong>Water</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.12 2% reduction annually to 2020</td>
<td>On going</td>
<td></td>
</tr>
</tbody>
</table>
## Education for Sustainable Development

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1 Project to capture current sustainability teaching across the University</td>
<td>Informal audit carried out for UI Green Metric submission</td>
<td>Resource required</td>
</tr>
<tr>
<td>3.2 Ensure that ESD related modules are available through the pathways project to non-science students</td>
<td></td>
<td>Sustainability minor pathway planned for 2017/18</td>
</tr>
<tr>
<td>3.3 Reinstate the Sustainable Futures online course and investigate opportunities for further interdisciplinary (and inter-organisational) MOOCs.</td>
<td>Complete</td>
<td>Sustainability MOOC planned for 2017/18</td>
</tr>
</tbody>
</table>

## Sustainability Research

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1 Review and record the current sustainability-related research at the University</td>
<td>Informal audit carried out for UI Green Metric submission</td>
<td></td>
</tr>
<tr>
<td>4.2 Establish a Sustainable Research Network</td>
<td></td>
<td>Resource required</td>
</tr>
<tr>
<td>4.3 Pursue funding opportunities for research in environmental and sustainability themes</td>
<td></td>
<td>Resource required</td>
</tr>
</tbody>
</table>

## Student engagement

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1 Continue to support the work of the Student Sustainability Working Group</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>5.2 Continued provision of regular volunteering opportunities</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>5.3 Establish and promote the SEED fund</td>
<td>On going</td>
<td></td>
</tr>
</tbody>
</table>

## Staff engagement

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>6.1 Rebrand and relaunch the Environmental Coordinator network</td>
<td>Positive Impact Network (PIN) launched in 2015/6</td>
<td>Focus groups &amp; additional research planned for 2016/17</td>
</tr>
<tr>
<td>6.2 Develop and promote an annual plan of engagement opportunities for staff</td>
<td></td>
<td>Ongoing</td>
</tr>
<tr>
<td>6.3 Procure a Behaviour Change Consultant to design a comprehensive programme</td>
<td></td>
<td>Resource required</td>
</tr>
<tr>
<td>6.4 Develop outdoor engagement areas on all University sites, e.g. eating areas &amp; information signs</td>
<td></td>
<td>Part of public realm development works</td>
</tr>
<tr>
<td>6.5 Maintain and enhance Environment Team web presence</td>
<td>On going</td>
<td></td>
</tr>
</tbody>
</table>

## Biodiversity

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>7.1 Expand and enhance the Biodiversity Working Group</td>
<td>Complete</td>
<td></td>
</tr>
<tr>
<td>7.2 Develop and implement a Biodiversity Action Plan</td>
<td>On going</td>
<td>Ongoing</td>
</tr>
<tr>
<td>7.3 Employ a Biodiversity Officer</td>
<td></td>
<td>Resource required</td>
</tr>
<tr>
<td>7.4 Develop an Estates Strategy for biodiversity projects</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Procurement

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.1 Create a Social Value order of priorities</td>
<td>Evolved as a result of appropriateness (to contracts let), student pressure and new legislation, rather than any specific strategic priorities set by the leadership</td>
<td>SME-friendly procurement, Modern Slavery in supply chains, Electronics Watch, and Internships</td>
</tr>
<tr>
<td>8.2 Include sustainable food performance measures within procurement performance reporting</td>
<td>Will undertake assessment in 2017, following the Supplier Day which includes sustainability on the agenda (as supplier engagement makes a large contribution to the score)</td>
<td>Supplier Day to be scheduled for December 2016. Considering procuring NetPositive Supplier Engagement Tool</td>
</tr>
<tr>
<td>8.3 Achieve Flexible Framework level 4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8.4 No. of University students recruited as interns with University suppliers</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>8.5 Spend with regionally based SME suppliers</td>
<td>Data due Autumn 2016</td>
<td></td>
</tr>
</tbody>
</table>

Corporate Social Responsibility

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>9.1 Align the Sustainability and CSR strategies</td>
<td>On going</td>
<td></td>
</tr>
<tr>
<td>9.2 The University to become a Living Wage employer (including suppliers and Unitemps)</td>
<td>All payrolled staff now paid a Living Wage as part of the Harmonisation of Hours project</td>
<td></td>
</tr>
<tr>
<td>9.3 Promote the concept of Sustainable Graduates</td>
<td>On going</td>
<td>Food for Thought talk planned for Nov 2016</td>
</tr>
<tr>
<td>9.4 Create a database of CSR opportunities that currently exist</td>
<td>On going</td>
<td>Resource required</td>
</tr>
</tbody>
</table>

Enterprise and Development

<table>
<thead>
<tr>
<th>Objective</th>
<th>Progress</th>
<th>Future plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>10.1 Produce a map of volunteering and project opportunities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10.2 Identify students for the Volunteering and Graduate placement EDRF project</td>
<td>Dependent on ERDF Funding</td>
<td></td>
</tr>
<tr>
<td>10.3 Expand the SEED fund to include SME project opportunities</td>
<td>Dependent on ERDF Funding</td>
<td></td>
</tr>
</tbody>
</table>
This brochure was published in October 2015. The University of Leicester endeavours to ensure that the content of its prospectus, programme specification, website content and all other materials are complete and accurate. On occasion it may be necessary to make some alterations to particular aspects of a course or module, and where these are minor, for example altering the lecture timetable or location, then we will ensure that you have as much notice as possible of the change to ensure that the disruption to your studies is minimised.

However, in exceptional circumstances it may be necessary for the University to cancel or change a programme or part of the specification more substantially. For example, due to the unavailability of key teaching staff, changes or developments in knowledge or teaching methods, the way in which assessment is carried out, or where a course or part of it is over-subscribed to the extent that the quality of teaching would be affected to the detriment of students. In these circumstances, we will contact you as soon as possible and in any event will give you [30 days] written notice before the relevant change is due to take place. Where this occurs, we will also and in consultation with you, offer you an alternative course or programme (as appropriate) or the opportunity to cancel your contract with the University and obtain a refund of any advance payments that you have made.

For more information
Environment Team
University of Leicester, University Road, Leicester, LE1 7RH, UK

t: +44 (0) 116 252 2306
e: sll33@le.ac.uk
w: www.le.ac.uk/environment

© University of Leicester