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 QUEEN'S UNIVERSITY BELFAST	VERSION	2	Staff and Student Sustainability Engagement Strategy
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Staff and Student Sustainability Engagement Strategy


Policy Number	
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Introduction

Environmental sustainability should be an integral part of every individual's role and actions. The University supports its staff and students to take action for environmental sustainability by engaging with staff, students and the local community to embed a culture of environmental sustainability. Partnerships will be nurtured with people and organisations in pursuit of shared goals around sustainability.

This will be supported by:

- Empowering people to make change and take action, helping to promote opportunities to engage with sustainability.
- Prioritising processes and infrastructure that support positive environmental behaviour and decision-making.


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Key performance measures:


- Engagement of staff, students and the local community in environmental sustainability issues and projects.
- Awareness of the complexity of sustainability issues after taking part in Queen’s sustainability programmes.

Engagement is continually measured via our social media accounts and engagement with our content, attendance at events and programmes and participation levels and finally certification. Our engagement levels are monitored as part of ISO 14001. Feedback will be achieved via surveys, with awareness levels also being determined via this method. Our overall key performance indicators relating to energy use, waste generation and recycling, water use, and travel can be measured via progress against existing KPIs which is undertaken annually.


Activity	Responsibility	Audience	Resources	Timeframes	Reports into
Sustainability Engagement Programme	Sustainability Team – Head of Sustainability, Project Support Officer and Environmental Assistant.	Staff & Students	Web-based platform – app.	Launch Sept/Oct 2022 for the new academic year.	University Sustainability Board Change Management Group (and on to Carbon Development Group). Joint Consultative Committee (Annual Basis)
Environmental Leadership Programme	Sustainability Team – Project Support Officer and Environmental Assistant.	Students	Promotion and Communication. Workshops and Training Facilitators.	Launched in 2016.	University Sustainability Board

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Leadership Programme					Change Management Group (and on to Carbon Development Group).
Master Your Environmental Leadership Programme	Sustainability Team and The Graduate School	Students	Promotion and Communication. Workshops and Training Facilitators.	Launched in June 2021 with the Graduate School. Completed six successful workshops as of January 2022. January 2022- Five project pitches made in the final workshop. Academic year 2022/2023- plans to continue some student projects with help from the Sustainability Team. Academic year 2022/2023- three further MYELs planned.	University Sustainability Board Change Management Group (and on to Carbon Development Group).
Sustainability Champions	Sustainability Team	Staff & Students (PhD)	Training and Workshops. Promotion of sustainability events, e.g., Carbon Literacy Training, Big Spring Clean 2022.	Launched 2010. Slowed down as a result of COVID-19 but aim to relaunch Network September 2022 for the new academic year. Will play a key role in the new Sustainability Engagement Programme.	University Sustainability Board Change Management Group (and on to Carbon Development Group).
LEAF (Laboratory Efficiency Assessment Framework)	Sustainability Team	Technicians	Promotion and Communication.	Launched in September 2021. 4 workshops completed as of April 2022. Audits completed and approved by May 2022.	University Sustainability Board Change Management Group

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				<p>Roll out of LEAF across whole university planned for September 2022.</p> <p>Academic year 2022/2023- Creation of LEAF buddy system for roll out.</p>	<p>(and on to Carbon Development Group).</p> <p>Technicians Environmental Sustainability Working Group (and on to Technicians Steering Group).</p>
Carbon Literacy Training	Sustainability Team	Staff & Students	3 x 2 hour zoom calls. Dedicated time within calls for 3 breakout discussion rooms. Training facilitators and paying them via QWork. Certificate cost (£10pp).	<p>January 2022- launched Student programme 1.</p> <p>February/March 2022- Student programme 2.</p> <p>March/April 2022- Student programme 3.</p> <p>May 2022- Student programme 4- during Development Weeks (23rd – 30th May).</p> <p>June/July 2022- 2 staff courses planned and are currently underway.</p> <p>200+ students now Carbon Literate.</p> <p>July 2022- Bolt-on for Management School.</p> <p>Academic year 2022/2023- Management School have committed to doing one Carbon</p>	<p>University Sustainability Board</p> <p>Change Management Group (and on to Carbon Development Group).</p>

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				<p>literacy training session per semester- up to 100 students per session.</p> <p>September 2022- Welcome Week training with Natural and Built Environment- estimated 200 students.</p> <p>Academic year 2022/2023- Further training sessions to be planned.</p> <p>Academic year 2022/2023- General sessions for up to 300 students planned.</p>	
Green Fund	Sustainability Team	Staff & Students	£20,000 available for staff and students implement their green idea.	<p>Launched as a pilot in 2019. Put on hold due to COVID. September 2022- Plan to relaunch.</p>	<p>University Sustainability Board</p> <p>Change Management Group.</p>
'Nurture and Grow: Connecting People through Nature'	Sustainability Team, Grounds and Gardening Team, Volunteer SU	Staff, Students and Local Community	Funding for plants, tools, bird boxes etc	<p>Ongoing. Launched in 2018 with the DKB Orchard, Alleyway Transformation Project and Medicinal Garden.</p> <p>2019 – Biodivers:City, Lennoxvale Tree Nursery and Elm's BT9 Allotment.</p> <p>2021 – became a supporter of the All-Ireland Pollinator Plan.</p>	<p>University Sustainability Board</p> <p>Change Management Group (and on to Carbon Development Group).</p>

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				<p>2022 – Tree planting at Elm’s BT9 Allotment, using saplings that had grown in Lennoxvale Tree Nursery, tree planting and wildflower meadow sowing at West Winds Primary School, wildlife hedgerow planting at the Ashby Hill, birdbox building and garden tidy up at St. Malachy’s Primary School.</p> <p>2022- Multiple Handy Helpers projects have occurred, including Alleyway Action Days at Rugby Road and Miracle Way.</p> <p>Applied for the Green Flag Pollinator Award 2022.</p>	
Student Initiatives	Sustainability Team	Students	Funding for projects is acquired via Green Fund, Graduate School and SEED Funding.	<p>Launched in 2019.</p> <p>Successful projects include the student allotment at Elm’s BT9.</p> <p>Academic year 2021/2022- ongoing work at the student allotment from student gardeners.</p> <p>Academic year 2022/2023- plans to launch a compost initiative with student gardeners being discussed.</p>	<p>University Sustainability Board</p> <p>Change Management Group (and on to Carbon Development Group).</p>

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				Academic year 2022/2023- acquired funding from Live Here Love Here Small Grants Scheme to create a wildflower meadow at the Ashby Building- plans for this to become a student project.	
Travel Initiatives	Sustainability Team	Staff & Students	Cycle Plus Big Loop Bike Hub	<p>Cycle Plus – launched in 2016. Big Loop Bike Hub – launched in September 2021. Leased 30 bikes to students and sold 40+ second-hand bikes to members of the local community.</p> <p>Academic year 2022/2023- ensure the same number of bikes are leased to students in semester 1 & 2 and increase second-hand bike sales.</p> <p>Academic year 2023/2024- increase numbers of lease bikes.</p>	<p>University Sustainability Board</p> <p>University Operating Board (and on to Carbon Development Group).</p>
Waste Initiatives	Sustainability Team	Staff & Students	Stickers on bins, use of digital and face to face communications.	<p>Ongoing.</p> <p>2022- Waste Awareness Training for Handy Helpers.</p> <p>2022- Environmental updates for Estates staff such as Security, Maintenance, Porters and Cleaners with updated waste</p>	<p>University Sustainability Board</p> <p>Sustainability Team</p> <p>Change Management Group.</p>

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				contractors and their corresponding waste streams.	
Campaigns/Events	Sustainability Team	Staff, Students and local community	European Week for Waste Reduction, Green Week, Litter Picks, Fairtrade Fortnight, Active Travel Month, Bike Week, Plastic-Free July, Talks and Workshops.	<p>Ongoing.</p> <p>February 2022- Green Week Tree planting event in collaboration with School of Biological Sciences, QUB Gardeners and West Winds Primary School.</p> <p>February 2022- Fairtrade Fortnight Online Fairtrade Campaign.</p> <p>June 2022- Bike Week For two days Big Loop Bike hosted 'Dr Bike' session which offered free safety checks and maintenance checks. Security staff offered free, secure bike marking. Andrew McClain Cycling UK (NI) hosted a lunchtime online presentation on the efforts being deployed to push cycling agenda in NI.</p> <p>Staff cycle to work breakfast.</p> <p>Big Spring Clean - 40 staff, students and representatives from local community came along</p>	<p>University Sustainability Board</p> <p>Change Management Group (and on to Carbon Development Group).</p>

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				to help clean the streets around QUB. May 2022 – Wellbeing Initiative QUB Pedometer Challenge. July 2022- Net Zero Week/Plastic Free July. Online campaign with local and global waste charities.	
Newsletter (Green at Queen's E-Zine)	Sustainability Team	Staff	Updated with monthly sustainability news, activities and events.	Monthly publishing schedule.	Sustainability Team (and on to Carbon Development Group).
Social Media Channels	Sustainability Team	Staff & Students	Twitter , Instagram , Tik Tok , LinkedIn .	Content scheduled weekly.	Sustainability Team (and on to Carbon Development Group).
Sustainability at Queen's website	Sustainability Team	Staff & Students	Updated monthly with sustainability news, activities, events and programmes.	New website was launched in 2019. Redesigned in December 2021- new layout and renewed content with more of a focus on Net Zero at Queen's. November 2021- addition of a new university-wide website for sustainability. 2022 – redesign of university-wide website for sustainability to include greater information.	Sustainability Team (and on to Carbon Development Group).
COP26	Sustainability Team	Staff and Students	Updated yearly with each COP meeting.	October/November 2021- Staff blogs- Queen's Voices on COP26 highlighting key activity at the	University Sustainability Board

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			<p>Staff sustainability university surrounding Change Management Group (and on to Carbon Development Group).</p> <p>blogs. Student initiative called 'Write for the Planet' in accommodation. Potential to add to other areas of campus, e.g., the McClay Library.</p> <p>November 2021- 'Write for the Planet' student opinions of COP26 posted on the noticeboard in the Treehouse, Elm's Village, BT9.</p> <p>November 2021- online and in-person events for Queen's staff and students to attend to learn more about COP26.</p> <p>November 2022- COP27 updates- sustainability at Queen's and the direction it is heading in.</p>
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