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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, Environmental Manager, Project Support Officer and Environmental Officer.	Staff & Students	Web-based platform – app.	Launch winter 2023 for the new academic year.	University Sustainability Board Change Management Group (Reports to Carbon Development Group). Joint Consultative Committee (Annual Basis)
Student Engagement Programme	Sustainability Team – Project Support Officer and Environmental Officer.	Students	Promotion and Communication. Workshops and Training Facilitators.	Launched in 2016 as the Environmental Leadership Programme; it re-launched in	University Sustainability Board

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				2022/23 as the Sustainability Change Makers Programme. Will take place in 2023/24 and will be imbedded in other programmes (International Students; DASA).	Change Management Group (Reports to Carbon Development Group).
Sustainability Champions Network	Sustainability Team - Project Support Officer and Environmental Officer.	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 in September 2023 for the new academic year. Will play a key role in the new Net Zero Plan.	University Sustainability Board Change Management Group (Reports to Carbon Development Group).
Sustainability Information (Staff)	Sustainability Team - Project Support Officer and Environmental Officer.	Staff	Promotion and communication.	Sustainability information is conveyed to staff via a number of avenues: Individual School/Directorate Inductions completed with the individuals Manager. The Sustainability Team attend every New Staff Welcome Event to inform new staff about 'Sustainability at Queen's'. Staff are updated with new sustainability information weekly via Roundup.	Change Management Group (Reports to Carbon Development Group).

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Sustainability Information (Students)	Sustainability Team - Project Support Officer and Environmental Officer. Accommodation Team – Sustainability Graduate	Students	Promotion and communication.	Welcome Events to all students are undertaken during Queen’s Welcome Week – covers topics such as sustainability, wellbeing and security. Sustainability is also communicated in all of Queen’s Accommodation sites to new and returning students during their induction. Engagement with students in private accommodation is reached via a number of ways – by working with Community Engagement on Litter picks, information sessions and with Belfast City Council on several initiatives (Fresher’s Week, EWWR).	Change Management Group (Reports to Carbon Development Group).
LEAF (Laboratory Efficiency Assessment Framework)	Sustainability Team - Project Support Officer and Environmental Officer.	Technicians	Promotion and Communication.	Launched in September 2022 with 12 labs piloting the programme. 2022-23: 31 labs achieved LEAF accreditation. An average of 4 workshops/talks take place. Audits take place in January and May. Awards take place in June.	University Sustainability Board Change Management Group (Reports to Carbon Development Group).

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					Technicians Environmental Sustainability Working Group (and on to Technicians Steering Group).
Carbon Literacy Training	Sustainability Team - Project Support Officer and Environmental Officer.	Staff & Students	3 x 2 hour zoom calls or full day in-person session. Dedicated time within calls for 3 breakout discussion rooms. Training facilitators and paying them via QWork. Certificate cost (£15pp).	<p>Since January 2022, 875 staff and students have been trained. In 2023/24, following sessions are currently organised:</p> <ul style="list-style-type: none"> -Three staff training sessions (60ppl). -Open modular staff and student session (30ppl) -Student training session (30ppl) -Imbedded in: <ul style="list-style-type: none"> School of Management (60ppl) School of Biological Sciences (over 200ppl) School of Natural and Built Environment (200ppl) School of Dentistry (100ppl) School of Aerospace and Engineering (200ppl) School of Medicine (200ppl) School of Biomedical Science (150ppl) 	<p>University Sustainability Board</p> <p>Change Management Group (Reports to Carbon Development Group).</p>

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Green Fund	Sustainability Team - Project Support Officer and Environmental Officer.	Staff & Students	£20,000 available for staff and students implement their green idea.	Launched as a pilot in 2019. Put on hold due to COVID. 2021/22 – 19 projects funded. Relaunched in 2022/23 for continual roll out every September.	University Sustainability Board Change Management Group.
'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>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. Applied and was awarded the international Green Flag Award.</p> <p>2021 – became a supporter of the All-Ireland Pollinator Plan.</p> <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>	University Sustainability Board Change Management Group (Reports to Carbon Development Group).

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				<p>2022/23: Number of 'No Mow Areas' has increased to 6 areas (DKB, Ashby, Riddel, MBC and two areas in Elms Village). Further, 500 trees were planted in Malone Playing Fields.</p> <p>Surveying ongoing.</p>	
Student Initiatives	Sustainability Team - Project Support Officer and Environmental Officer.	Students	Funding for projects is acquired via Green Fund, Graduate School and SEED Funding.	<p>Launched in 2019. Successful projects include the student allotment at Elm's BT9. Academic year 2021/2022- ongoing work at the student allotment from student gardeners. Academic year 2022/2023- plans to launch a compost initiative with student gardeners being discussed. Academic year 2022/2023- Three Sustainable Cookery sessions were hosted by a medicine student and Belfast City Council.</p>	<p>University Sustainability Board</p> <p>Change Management Group (Reports to Carbon Development Group).</p>
Travel Initiatives	Sustainability Team	Staff & Students	Cycle Plus Big Loop Bike Hub	<p>Cycle Plus – launched in 2016.</p> <p>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>University Sustainability Board</p> <p>University Operating Board</p>

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				<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>	(Reports to Carbon Development Group).
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 contractors and their corresponding waste streams.</p>	<p>University Sustainability Board</p> <p>Sustainability Team</p> <p>Change Management Group.</p>
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</p> <p>Online Fairtrade Campaign.</p> <p>June 2022- Bike Week</p>	<p>University Sustainability Board</p> <p>Change Management Group (Reports to Carbon Development Group).</p>

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				<p>For two days Big Loop Bike hosted 'Dr Bike' session which offered free safety checks and maintenance checks.</p> <p>Security staff offered free, secure bike marking.</p> <p>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 to help clean the streets around QUB.</p> <p>May 2022 – Wellbeing Initiative QUB Pedometer Challenge.</p> <p>July 2022- Net Zero Week/Plastic Free July. Online campaign with local and global waste charities.</p>	
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).

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Sustainability at Queen's website	Sustainability Team	Staff & Students	Updated monthly with sustainability news, activities, events and programmes.	<p>New website was launched in 2019.</p> <p>Redesigned in December 2021- new layout and renewed content with more of a focus on Net Zero at Queen's.</p> <p>November 2021- addition of a new university-wide website for sustainability.</p> <p>2022 – redesign of university-wide website for sustainability to include greater information.</p>	Sustainability Team (and on to Carbon Development Group).
COP26	Sustainability Team	Staff and Students	<p>Updated yearly with each COP meeting.</p> <p>Staff sustainability blogs.</p> <p>Student initiative called 'Write for the Planet' in accommodation.</p> <p>Potential to add to other areas of campus, e.g., the McClay Library.</p>	<p>October/November 2021- Staff blogs- Queen's Voices on COP26 highlighting key activity at the university surrounding sustainability and COP26.</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>	<p>University Sustainability Board</p> <p>Change Management Group (and on to Carbon Development Group).</p>

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