A Guide to Sustainability at UCL
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Policy and Strategy

Sustainability Policy

UCL has a Sustainability Policy that sets out its high-level sustainability objectives. This Policy has been signed off by UCL President and Provost Professor Michael Arthur [view signed version] and is reviewed annually by the Environmental Sustainability Steering Group as part of the ESMS annual review.

Targets and Strategy

The Sustainability Policy is supported by the Sustainability Strategy. The Strategy was approved by UCL Council in 2013 and we are currently in the process of revising the strategy. To maintain our momentum, a set of interim targets have been established, drawing on targets and commitments which are already in place. Specific areas of operation also have dedicated policies and plans. See below for further details:

- UCL’s Travel Plan
- UCL’s Biodiversity Strategy and Action Plan
- UCL’s Healthy and Sustainable Food Policy and Strategy
- UCL’s Carbon Management Plan
- UCL’s Fairtrade Policy
- UCL’s Procurement Policy and Strategy
- UCL’s Communications and Engagement Plan

Annual report

UCL’s sustainability progress is reported annually. A copy of our 2016/17 Annual Report can be found here. Read UCL’s Sustainability Annual Report (.pdf).

UCL’s Governing Body, the Council, also reviews annual assessments based on reports produced by the Audit Committee. The Council continuously identifies, evaluates and manages key risks and internal controls, up to the date of approval of the annual report and accounts. The process is subject to regular review, and accords with the internal control guidance for directors in the UK Corporate Governance Code, as deemed appropriate for higher education. Included in the reviews and evaluations is UCL’s progress to reducing its environmental impact.
Budget for Sustainability

Capital budget

UCL is spending £1.2 billion on its estate over the next 10 years. As part of this, UCL requires all capital and strategic maintenance projects to achieve the requirements set out in its Sustainable Building Standard (and repeated in the interim targets). This sets highly ambitious targets for the integration of sustainability into projects.

In addition, UCL will be investing £4.5 million in energy saving improvements/environmental projects to existing buildings over the next 5 years. This investment will include renewable energy projects, greening projects, insulation, more efficient equipment (such as boilers and lights), and improving the central control system for heating, cooling and lighting. Energy bill savings from these actions will be reinvested into further energy efficiency projects.

In the past year, some of the energy/environmental projects have included:

- Improvements to the building management systems
- Investment in new lighting systems
- Replacement of inefficient lab equipment

Operational budget

In addition, UCL continues to provide financial support to a number of operational sustainability initiatives including:

- Engagement with the UCL community through Green Impact, Reduce the Juice and other initiatives
- The development of new institutional initiatives such as the Logistics programme and a Lab Efficiency programme
- Support for departmental initiatives

UCL provides a dedicated budget of over £50,000 a year for sustainability engagement with the UCL community, plus over £250,000 for environmental improvement projects. This has remained constant over the past five years to enable the delivery of UCL's strategic goals. For further information see our website.
Staff for Sustainability

Governance

Sustainability is a working partnership throughout UCL. UCL takes its environmental/sustainability commitments extremely seriously. High level sponsorship, leadership and resource allocation for our sustainability programme is provided by the Provost and the Council through the Senior Management Team (SMT). UCL's sustainability programme is reviewed annually by the Environmental Sustainability Steering Group (see below) and SMT.

Environmental Sustainability Steering Group (ESSG)

The ESSG has been identified by the Senior Management Team as the forum for all key stakeholder representations (including students and Union representatives) to meet, review and agree key environmental/sustainability initiatives, propose targets and monitor performance. Decisions made by the ESSG are reported to UCL's Senior Management Team and, subject to the nature of decision, to UCL’s Council. Terms of reference for the ESSG can be found here. The responsibilities for the Chair can also be found here. Members of the ESSG include:

- Chair: Professor Geraint Rees (Dean, Faculty of Life Sciences, member of SMT)
- Secretariat: Richard Jackson (Director, Sustainability)
  - Dr Clare Bentall (VP office, Education)
  - Ms Aimee Kleinman (UCL Communications and Marketing)
  - Mr Andrew Dawson (ISD)
  - Mr John Feraday (Procurement)
  - Mrs Francesca Fryer (Estates)
  - Mr Max Hill (HR & governance)
  - Dr James Paskins (VP office, Research)
  - Professor Sarah Bell (Dept of Civil, Environ & Geomatic Eng)
  - Dr Ben Croxford (Bartlett School Env, Energy & Resources)
  - Professor Jane Holder (SLASH & Faculty of Law)
  - Dr Ilan Kelman (Inst for Risk & Disaster Reduction)
  - Professor Susan Michie (Clinical, Edu & Health Psychology)
- Professor Yvonne Rydin  (Bartlett School of Planning)
- Professor Andrea Sella  (Chemistry)
- Professor Julia Stegemann  (Dept of Civil, Environ & Geomatic Eng)
- Mr Mark Dixon  (SLMS & AA)
- Professor Douglas Bourn  (Institute of Education)
- Ms Dhesi Manpreet  (Bartlett)
- Mr John Draper  (SLASH & Lead Green Champion)
- Mr Brian Kavanagh  (Trade Union Representative)
- Ms Seher Ghufoor  (Student’s Union, UCL)

**The UCL Sustainability Team**

The UCL Sustainability Team drives forward the university’s key sustainability aims. The team works with the UCL community to embed sustainability into research, buildings and behaviours at UCL, and beyond. The work seeks to improve sustainability literacy, increase efficiency, save money and help create more pleasant spaces to work and study. Find out more about [what we do](#), and view the team [profiles](#). All staff at UCL Sustainability can be contacted via the [Green UCL webpage](#).

**Team Structure**
**Green Champions**

Green Champions are a network of staff and student volunteers. They work together to make UCL a cleaner, greener, more sustainable place to work and study.

Green Champions support UCL’s sustainability agenda and help improve UCL’s environmental performance. The UCL Academic Manual now stipulates that all departments should have a member of staff charged with environmental responsibilities and having a Green Champion is an excellent way to achieve this. To find out more view our [Green Champion page](#).

**Student representation**

UCL has a number of formal committees. Membership of many of the Committee includes student representation:

- Council – Student representation is provided by the Sustainability, Engagement and Operations Officer of the UCL Union, [see here](#).
- Finance Committee – Student representation is provided by the [Sustainability, Engagement and Operations Officer](#).
- Investment Committee – Student representation is provided by the Sustainability, Engagement and Operations Officer, [see here](#).
- Estates matters are discussed at the Estates Management Committee but reported to the Finance Committee

A full list of formal committees and reporting lines for each committee [can be found here](#).

**Environmental Auditing & Management Systems**

**UCL’s Environmental Management System**

An Environmental Management System (EMS) is a tool for managing an organisation's impact on the environment. It provides a structured approach to reducing pollution, ensuring legal compliance and driving continuous improvements to environmental and sustainability performance.

UCL has been using [EcoCampus](#), a leading environmental management and award scheme for the higher and further education sectors to structure this work.

After a comprehensive audit in June 2018, covering UCL’s entire UK activities, UCL achieved
the EcoCampus Platinum standard as well as the latest international standard for environmental management, ISO 14001:2015. To find out more about what the ISO accreditation means view our website here or take our EMS Moodle course to learn about our EMS system.

**Environmental Audits**

UCL has audited a range of its environmental/sustainability impacts to reach its sustainable commitments.

**Water**

Baseline water and sewerage consumption figures are provided in the Carbon Management Plan. We measure and monitor water consumption per building through our existing metering systems. We are also investigating the installation of half-hourly water meters across the estate over the next year to be able to highlight potential areas for improvement more clearly. One of the buildings where we have the highest water consumption is our Chemistry building. We have therefore targeted our auditing in this building. The recommendations from this audit are currently being implemented.

**Sustainable Procurement**

In 2015 The Responsible Procurement Code (RPC) audited UCL's procurement policies and practices to determine whether UCL is reaching its sustainable commitments. UCL was awarded a Silver certification under the RPC. View our RPC audit report.

We are currently working towards the RPC Gold award.

**Travel and Transport**

UCL’s current Green Travel Plan was formed on data from surveys in 2013 which determined the travel modes of students and staff, the number of delivery and service vehicles undertaken and the availability of cycle parking space and shower facilities.

In 2018/19 UCL will be running student and staff questionnaires to update information on commuting times. There will also be a new cycle parking strategy based on a cycle parking audit undertaken in early 2016. The sustainability team will also be trialing new cycle racks. UCL Sustainability team has also been working with the Bartlett’s School of Planning to audit their business/academic travel. The results of this will determine how we will tackle business
travel emissions.

**Biodiversity**

UCL has a Biodiversity Action Plan (BAP) which helps to inform the focus of our biodiversity work. For example, the BAP has been used to determine interventions which are bought forward by the capital programme.

A Bioblitz programme to educate Biodiversity Champions on how to recognise and then record the results of interventions has been set up to enhance UCL’s understanding of biodiversity and provide vital feedback to the Greater London population. Find out more on the [society](#) here.

You can view our Biodiversity Action Plan here.

**Construction & Refurbishment**

The UCL Sustainable Building Standard provides the main framework for implementing and auditing sustainability for built environment projects at UCL. For larger new build, refurbishment and fit-out projects this is underpinned by the BREEAM and Ska assessment methodologies to ensure a robust evidence trail. A simplified ‘Mini-Ska’ tool is also used on a range of small-scale engineering, maintenance and repair works (60 projects to date). The use of these standards helps to highlight opportunities to improve building performance in relation to overall environmental impact, user satisfaction, and life cycle value.

The chart below shows the number of current projects which are making use of these methods, and the ratings which we have achieved, or expect to achieve in the near future.
Ethical Investment

Information about UCL’s investment approach can be found here.

Managing Carbon

UCL has a Carbon Management Plan to outline its objectives for delivering carbon emission reductions. You can read the Carbon Management Plan here.

This Carbon Management Plan is a revision of the 2011 Plan which was designed and planned in association with the Carbon Trust, as part of its Higher Education Carbon Management Programme. The new Carbon Management Plan was approved by UCL Council in July 2016.

Factors informing this revision include:

- The experience gained in implementing the 2011 Strategy
- An expansion of the scope of the plan to encompass the entirety of UCL’s activities, including recent mergers with Institute of Education and the School of Pharmacy
- Better quality carbon data
- The need to address Scope 3 emissions (including those from water, waste, travel and procurement) in preparation for setting appropriate reduction targets

A key development at UCL since the 2011 Strategy has been the adoption of the UCL Environmental Sustainability Policy and Strategy and this Carbon Management Plan implements key objectives within those documents. It is recognised that communications and training are essential for the effective implementation the Policy and this Carbon Management Plan.

Copy of the Carbon Management Plan Implementation Plan setting out the measures to be undertaken to deliver our targets can be found here.

Annual progress on the implementation of the plan and results from the projects listed within the plan is set out in the 2017 update. This also addresses the commitment to establish Scope 3 baselines and targets for waste, water, procurement and travel, this can be found here.
Workers’ Rights

**A Living Wage University**

Since 2010, UCL has agreed that all new contracts will pay London Living Wage to contracted employees for the University. In 2014, UCL agreed to pay all interns London Living Wage as part of the University’s updated Internships, Work Experience and Volunteering Policy, which can be found [here](#).

**Quality for staff employed through a university held contract**

Following the November 2017 increase in the London Living Wage, and to address wider concerns about the cost of living in London, UCL has adjusted the University’s payscale to ensure that all staff are being paid at the new London Living Wage rate, including casual workers whose salaries are linked to the grading structure. More information can be found [here](#).

UCL has a Market Pay Policy, agreed in partnership between UCL and the recognised trade unions, Unite (formerly Amicus), AUT and UNISON. This ensures UCL pay for UCL staff reflect the sector market. This can be found [here](#).

In 2018, UCL HR conducted and published a Gender and Ethnicity Pay Gap Report, looking a pay disparity across the organisation. Information on this can be found [here](#), while the full report is published [here](#).

**A Fairtrade University**

UCL and UCLU (University College London Union) support the principles, ethos and aspirations of Fairtrade and commit to using, selling and promoting Fairtrade products through all of our outlets and relevant activities.

UCL has applied to become Fairtrade accredited in May 2019. In preparation for this, UCL has undertaken the following activities:

**Fairtrade Policy**

UCL and Student’s Union UCL support the principles, ethos and aspirations of Fairtrade and commit to using, selling and promoting Fairtrade products through all of our outlets and
relevant activities. To do so, a joint Fairtrade Policy has been written, which can be found here.

Fairtrade Working Group
UCL has established a Pan-university “Sustainable Food Working Group”, comprising members of UCL Sustainability Team, UCL Procurement, Student’s Union UCL and our 2 catering providers. This group has the responsibility of developing and implementing a Fairtrade action plan.

Fairtrade Fortnight 2019
The UCL Sustainable Food Working Group has planned a range of activities over the period, all using Fairtrade products including:
- Departmental cake sales.
- Coffee tasting sessions.
- Banana cake and smoothie sale.

Fairtrade Sales
UCL actively strives to promote and increase Fairtrade product sales:
- Our two main catering suppliers ensure all tea coffee, sugar and bananas in our outlets are Fairtrade
- Additionally, outlets offer a range of Fairtrade confectionery items.
- Through our Green Impact Scheme, we require departments to buy only Fairtrade Tea, Coffee and Sugar.
Find out more about Fairtrade at UCL here.

Monitoring and reforming our university supply chains
UCL is committed to acquiring goods and services for its use without causing harm to others. In doing so, UCL is committed to supporting the UK Government’s approach to implementing the UN Guiding Principles on Business and Human Rights.

In implementing this approach UCL supports the Base Code of the Ethical Trading Initiative:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
• Working conditions are safe and hygienic
• Child labour shall not be used
• Living wages are paid
• Working hours are not excessive
• No discrimination is practiced
• Regular employment is provided
• No harsh or inhumane treatment is allowed

Electronics Watch
UCL has ensured that Electronics Watch requirements are presented in the IT and electronics procurement frameworks we use:
- UCL is a member of SUPC, who in March 2017 affiliated with Electronics Watch.
- UCL utilises LUPC’s national electronics framework agreement for Desktop & Notebook PCs, which includes model Electronics Watch contract clauses, for procurement of its IT hardware.
- UCL utilises HEPCW Consortia Framework for Apple Products, where all suppliers have agreed to adopt Electronics Watch standard terms.

Reforming our supply chains
UCL has adopted the NETpositive supplier engagement tool. We have over 1100 suppliers signed up, which developed tailor made sustainability action plans for them to implement. We are committed to better understand our supply chains, and enable greater transparency and responsibility towards people working in them. Importantly, we are utilising responses in the tool to interrogate and address Modern Day Slavery in our supply chains:

The tool revealed suppliers that selected No to the question ‘Are you aware of Modern Slavery?’ In response, UCL sent an email to these suppliers explaining Modern Day Slavery with links to the government webpage on Modern Slavery, followed by an email to all our suppliers detailing our Modern Day Slavery Statement Update. UCL will engage with any that still state ‘No’.

Additionally, we are able to gather feedback on their staff focused projects and schemes which they communicate on the tool. This gives UCL an opportunity to support them in being
developed. More information on how UCL is using the tool can be found here.

Supplier Engagement

UCL has successfully worked with its catering contractor to help achieve the Silver Food for Life award. UCL wishes suppliers be ambitious in their performance and believe in supporting such suppliers.

We have built a collaboration between our catering company, waste company, and a start up to recycle coffee grounds into biofuel. We additionally are the first university to trial recycling coffee cups. UCL are open to ideas and collaborations from suppliers, as we understand innovation is key to our goals.

Sustainable Food

Sustainable Food Policy

UCL has established a Healthy and Sustainable Food Policy and Strategy to ensure that UCL meets high environmental and socially responsible standards for the food offered through its catering partners, and to encourage healthy and sustainable food production and consumption. For further details see our Healthy and Sustainable Food Policy and Strategy.

The policy covers all of the catering, hospitality and vending services operating under the UCL centrally managed catering contract including temporary facilities where in use. The Policy supports the strategic objectives detailed within the UCL Catering Services Strategy and it is recommended that the Policy or commitments contained within it are implemented across other areas of UCL serviced by separate locally-managed contracts. The sustainability food policy is annually reported on to the ESSG.

Sustainable Food Framework

UCL has implemented a comprehensive framework for continual improvement in sustainable food and catering. This is audited and verified by the Food for Life Catering Mark award. Sodexo, UCL’s catering partner has achieved the Food for Life Catering Mark at UCL. You can see the breakdown of their achievements here.
Contracts

Tender specification documents for UCL’s food suppliers include the requirement for service and supply standards to be met and delivered, as outlined within the Environmental Sustainability Strategy for UCL and implemented through the UCL Healthy and Sustainable Food Policy. The Contractor will familiarise themselves with both documents and as appropriate, contribute to their implementation, on-going revision and development.

Sustainable Food Actions

Local Food

UCL’s catering contractor uses local suppliers whenever possible. The chicken used in UCL’s catering outlets is from Suffolk and seasonal fruit and vegetables are used on UCL’s menus. In November Sodexo promoted English apples while in July they promoted English strawberries. Local ales are also supplied. Further info on these initiatives can be found in the quarterly sustainable food reports.

Water Fountains

All UCL buildings undergoing refurbishments must comply with the RICs, SKA environmental assessment tool for sustainability fit outs. In line with the assessment, all buildings which don’t have a dedicated breakout space for staff or students, must provide one with a hot and cold drinking tap when being refurbished.

UCL also has water fountains located across the campus including 2 in the JBR, 1 in each of the refectories in the School of Pharmacy and Institute of Child Health, and 1 in the Engineering Building, the Christopher Ingold Building, and in the South Cloisters, see the water map here. In the 2018-19 academic year UCL is rolling out a campus-wide water fountain scheme to encourage the Oneless bottle Revolution.

Sodexo has additionally put in water stations in their catering outlets to encourage customers to choose water, the healthier drink option for lunch.

Fish

Marine Stewardship Council: All our university catering outlets are certified to Marine
Stewardship Council standards, you can view the certificate here.

Community Food

UCL provides space and support for student and staff-led sustainable food projects. See some of our projects below:

- **Bentham’s Farm**: UCL’s student-led allotment project
- **IOE Garden Project**: UCL’s student-led gardening project aimed at boosting biodiversity on the roof of the UCL IOE
- **The Global Generation Skip Garden**: Movable community garden being built with students from the Bartlett School of Architecture.

Students at UCL can volunteer their time with sustainability food projects via UCLU’s Volunteering Services Unit. For example Zero Food Waste is a new project at UCL that aims to tackle food waste on campus. They re-distribute food from where it is in excess to where it is in need: from UCL cafés to homeless shelters.

Staff and Student Engagement

**Engagement Strategy**

UCL is committed to student and staff engagement for sustainability. This is supported by the second strategic objective in the Environmental Sustainability Strategy which is “to enable, empower and support all UCL communities to address our environmental sustainability impacts”.

UCL requires departments, divisions, staff and students to play a critical role in driving UCLs sustainability performance forward. The day-to-day behaviours and actions of UCL’s staff and students have a huge potential impact on our sustainability. Therefore, UCL believes it is crucial that they are supported, empowered and incentivised to address these impacts and that strong leadership support for improvement is provided.

UCL aims to deliver its strategy by focusing on the following objectives:

- Working together with all departments and divisions to identify the environmental/sustainability impacts that might result from their activities.
- Ensuring that those individuals accountable for UCLs day-to-day activities are managing their environmental/sustainability responsibilities.
• Engaging through communications, events and initiatives to raise the profile of UCL’s environmental/sustainability issues
• Providing regular feedback on UCL’s environmental/sustainability performance.

View our [Engagement Strategy and Action Plan](#)

**Student and Staff Engagement Actions**

UCL is committed to the transparency of its activities, and plans to publicly report annually on its progress on environmental sustainability. UCL will seek to provide information on its activities and approaches through the Green UCL website, regular participation in events, close working with the sector, UCL staff, students and local community and wider industry and by using case studies and other mechanisms to share information.

**Carbon Management Plan consultation - Degrees of Change**

The Sustainability Team worked with teams from across UCL, including the Communications and Marketing division and Green Champions network to provide a range of ways to participate and respond to the Carbon Management Plan (CMP) review, reflecting different needs and interests.

The consultation was based on a three-pronged approach to engage the UCL community:

1. The CMP consultation document was uploaded on to a specially designed webpage (degreesofchange.co.uk) and comments were encouraged through the website. This was then marketed via the Week@UCL and myUCL, through a poster campaign across the campus, and promotion through the Green Champions network.

2. The UCL Sustainability Team offered to join and present to group discussions, with a focus on participation in departmental meetings and UCLU society meetings. In addition, focus groups were set up and a stall was established at locations across the campus.

3. Building on UCL academic research into participatory carbon budgeting, an interactive online tool was also developed to help bring the University’s carbon challenge to life, and to allow staff and students the opportunity to explore the challenge of reducing carbon emissions themselves. The tool allowed users to spend up to £10 million on a range of different carbon reduction interventions, ranging from energy efficient lighting to renewable energy.

**Summary of results**

Number of people who sought information on UCL’s carbon management strategy
• Through group discussions, workshops and presentations - 456
• Through the interactive tool – 1,641
• Through the website – 950
• **Total - 3047**

Number of responses to the consultation –
• Through the group discussions - 292
• Through the interactive tool - 237
• Through the website – 3
• Total – 532

As part of our ongoing commitment to engage on carbon management, UCL Sustainability provides an annual update on the carbon management plan to ESSG and seeks views from the group on the direction of work.

During Sustainability Week in Autumn 2019 and throughout November we have been holding consultation events about the Climate Change: Action signature programme to allow UCL students and staff to tell us their views and shape the direction of the carbon management plan. [Find out more here.](#)

**Engagement with UCL’s sustainability policy and strategy**

The UCL policy and strategy has been developed in consultation with UCL staff and students and represents a framework for action to be taken. UCL reviews its sustainability policy and strategy annually and reports to UCL’s Environmental Sustainability Steering Group and publicly on its progress via the Green UCL website. See our [latest Annual Report](#).

UCL is currently in the process of reviewing and updating its Strategy, [see here](#). As part of this, we have been consulting widely with both the UCL community and the wider community. This consultation has included workshops, online surveys, attendance at departmental/faculty meetings and face to face meetings over the first term of 2018/19. Further engagement is taking place with the aim that the new Strategy will be presented to UCL Council for approval in 2019.

UCL will seek to provide information on its activities and approaches through the Green UCL website, regular participation in events, close working with the sector, UCL staff, students and local community and wider industry and by using case studies and other mechanisms to share information. See [section 3 of UCL’s sustainability strategy](#).
**Student Inductions**

Green UCL provides sustainability inductions to new students via departmental induction weeks. Inductions include information on UCL’s sustainability policy/plan, sustainability issues and student engagement opportunities. Details of training and induction material can be found here.

**Environmental and sustainability campaigns**

UCL actively supports environmental sustainability campaigns including:

**Sustainability Week**

Throughout the 2018-2019 academic year, the UCL Sustainability team hosts a full events programme to engage and educate students and staff on sustainability issues. Most recently was UCL’s Sustainability Week which celebrated the sustainability initiatives taking place at UCL and sought to design UCL’s next Sustainability Strategy through a campus-wide consultation. Details can be found here.

**UCL Sustainability Careers Week**

UCL Careers annually hosts an Environmental Careers themed week - a whole week of activities designed to help students find out more about opportunities in the sustainability sector, including information on routes in and how to gain valuable work experience. In 2018/19, this is due to be a Sustainability Careers Fortnight – recognizing the success of previous years’ events. For more details see here:

**Reflect Your Future**

Reflect your Future is a campaign that educates students on how to lead healthy, sustainable lives, without breaking the bank. It includes an energy competition and engagement on sustainable fashion and food.

**Green Impact**

Green Impact is a UCL-wide environmental competition and accreditation scheme that allows departments and divisions across the UCL to improve their environmental impact, support UCL’s Sustainability Strategy and engage peers and colleagues with these essential issues.
Engagement with local communities
UCL offers a number of opportunities for staff and students to engage with local communities on sustainability projects. Through the UCLU Volunteering Services Unit, there are opportunities to connect with existing partners as well as develop new partnerships with local volunteering groups. Some examples can be found here.

Groups within UCL also engage with local communities on sustainability initiatives. These include:
- UCL Extreme Citizen Science - http://www.ucl.ac.uk/excites
- UCL Engineering Exchange - https://www.ucl.ac.uk/engineering-exchange/

Funding for sustainability projects
UCL provides funding for students and staff undertaking sustainability projects via the Green Impact programme, see here.

The UCLU Volunteering services and UCL Innovation and Enterprise department also provide expert advice and training for students wanting to create social enterprises, see here, and here respectively.

Staff Inductions
It is mandatory that all new starters at UCL complete the University's Introduction to Sustainability e-learning course. This cover's the University’s sustainability policy, issues and areas for staff engagement. View UCL HR's mandatory induction policy. Details of training and induction material can be found here.

Trade Union
UCL views engagement with trade unions on sustainability issues a platform for further sustainability achievement. Currently we have one trade union representative on our Environmental Sustainability Steering Group. Details can be found here.

Students’ Union
UCL’s Student’s Union (UCLU) is working towards incorporating sustainability as a core value into everything they do, to minimise the impact of their own operations, and to promote environmental and ethical initiatives across UCL’s campus. To find out more view UCLU's [Sustainability pages](#).

Mahmud Rahman is UCLU’s appointed Democracy, Operations & Community Officer, for 2018-2019. As part of Mahmud’s role, he is in charge of making UCLU more sustainable. You can read his manifesto [here](#) and contact him via [doc.officer@ucl.ac.uk](mailto:doc.officer@ucl.ac.uk).

Najmus-Seher Ghufoor is UCLU’s appointed Sustainability Officer. Najmus-Seher will be working with Mahmud to improve the organisation’s environmental impact. [See her manifesto here](#).

### Education for Sustainable Development (ESD)

ESD is a concept that has been developed to address how teaching and learning can promote sustainability. The UN Decade of Education for Sustainable Development (2005-2014) sought to mobilize the educational resources of the world to help create a more sustainable future.

UCL’s commitment to education for sustainable development at a high level of strategy or senior responsibility

UCLs Institutional 20-year strategy, UCL 2034, include six key principles, two of which embody our approach to ESD:

**Principle 2: Integration of research and teaching -**
[https://www.ucl.ac.uk/2034/themes/integrating-research-education](https://www.ucl.ac.uk/2034/themes/integrating-research-education)

> All aspects of the student experience at UCL should be truly outstanding. UCL will differentiate itself through an offer that explores how the creation and application of knowledge contributes to the resolution of the world’s ‘grand challenges’. Students will be attracted to UCL as a university that navigates the most pressing contemporary issues and explores how to synthesise and exploit disciplinary expertise in pursuit of knowledge and solutions to global problems. An innovative UCL education will prepare our students for a globalised world through studies of cultural diversity, global citizenship and leadership and a modern foreign language.

**Principle 3: Addressing global challenges**
[https://www.ucl.ac.uk/2034/themes/global-challenges](https://www.ucl.ac.uk/2034/themes/global-challenges)

This includes:

*Launched in the late 2000s, the UCL Grand Challenges – of Global Health, Sustainable Cities, Cultural Understanding, Human Wellbeing, Transformative Technology and Justice & Equality – are the flagship embodiment of our institutional commitment to provide wise solutions to global challenges.*
UCL’s Environmental Sustainability Strategy sets out five core aims under which there is a series of targets and commitments. The third is specific to enhancing ESD:

- To provide the education, advancement, dissemination and application of sustainable development.

Following the strategy launch in 2013, UCL’s Vice Provost (Education) and the UCL Head of Sustainability took part in the Higher Education Authority’s (HEA) Green Academy (GA) Programme in 2013. UCL has sought to use the GA programme to map the scope of sustainable development across its formal and informal curricula.

**UCL’s framework for ESD**
The UCL Education Strategy is based on eight principles including ‘Preparing students for the workplace and the world’. Priorities within the strategy include: developing opportunities for students to develop work related skills; embed a framework for work experiences and skills into all programmes.

Foremost in our approach is the education framework aimed at integrating research and education: The Connected Curriculum.

**A framework for supporting ESD is provided as part of UCL’s Connected Curriculum.**

The **Connected Curriculum.** This aims to ensure that all UCL students are able to learn through participating in research and enquiry at all levels of their programme of study. It’s also a chance to inspire education enhancement in all programmes, for example to:

- provide more blended or online learning opportunities
- enrich the learning experience by ensuring entire programmes of study are reviewed
- incorporate a more inclusive curriculum by giving students more exposure to disciplinary knowledge of scholars representing a truly global perspective.

It comprises six dimensions of connectivity, setting out a plan for a joined up approach to education. Dimension 3 is particularly relevant to ESD:

Students make connections across subjects and out to the world. This dimension focuses on the importance of students making conceptual connections between their own subjects and other disciplines.

At appropriate points in the programme of study, they should ideally be able to step outside their home discipline(s) by, for example, studying with students and scholars from outside their main subject field.

Students should have the opportunity to explore the implications of multidisciplinary perspectives for addressing global issues and challenges.

Further details on the Connected Curriculum, how it is measured and support programmes can be found here:
There are several other activities which are part of an ESD approach:

1. Mapping the extent of ESD across our programmes

The attached document is a mapping exercise which was undertaken in early 2018. It considers the extent to which ESD is delivered across UCL.

2. The ChangeMakers programme to offer more opportunities for students to collaborate with staff on innovative projects and become UCL agents of change.

   https://www.ucl.ac.uk/changemakers/

3. The Global Citizenship programme. This brings together students from across disciplines to explore the world's greatest challenges.

   https://www.ucl.ac.uk/global-citizenship-programme/

4. UCL Grand Challenges

5. Dissertations for Good

6. How to Change the World

7. UCL Living Lab programme

8. UCL Circular Economy Lab

9. Volunteering programme

Mapping ESD Impact and Activity

Our 'Baselining the future ESD Framework' report is available here.

Measuring and reporting on ESD

Global Citizenship agenda

UCL has used UCL's Global Citizenship agenda as a foundation for ESD. This is appropriate for a number of reasons:
1. It corresponds well with UCL’s position as ‘London’s Global University’.
2. It represents UCL’s unique approach to expanding the opportunities for students to pursue cross-disciplinary research and education.
3. It takes into account both formal and informal modes of education.
4. UCL defines the concept of ‘education for global citizenship’ by its desired outcome: outstanding graduates who are equipped to respond to the intellectual, social and personal challenges they will encounter through their future lives and careers. These are individuals who display the following attributes:
   a. Critical and creative thinkers
   b. Ambitious yet idealistic and committed to ethical and socially responsible behaviour
   c. Sensitive to cultural difference and able to appreciate its value in intellectual and social contexts
   d. Prepared to take on leadership roles in the workplace, the home and the community
   e. Entrepreneurs who are able and willing to innovate
   f. Highly employable, and able to embrace professional mobility.

Viewed through these attributes, UCL’s ‘education for global citizenship’ meets the Brundtland definition of sustainability, and so encompasses the concept of Education for Sustainable Development.

UCL aims to have a member of staff in each department acting as a ‘champion’ for the Global Citizenship Programme and the wider global citizenship agenda more widely. Staff who are interested in leading and developing a Grand Challenge-themed course will be given support from the Global Citizenship team. Support is also provided via the Centre of Advanced Learning and Teaching.

For more information see our ESD Plan here.

**Grand Challenges**

UCL also runs the Grand Challenges which include Global Health, Sustainable Cities, Intercultural Interaction and Human Wellbeing. The UCL Grand Challenges are the mechanism through which concentrations of specialist expertise across UCL and beyond can be brought together to address aspects of the world’s key problems. It also provides an environment in which researchers are encouraged to think about how their work can intersect with and impact upon global issues.”
Supporting academic staff to deliver ESD

As noted above, UCL’s approach to education for sustainability is set around the Connected Curriculum framework. The following guide sets out more about the connected curriculum and provides examples of where the connected curriculum has been applied across UCL. The document provides a list of online resources as well as support programmes which are offered.


Support and training for UCL staff is made available through UCL Arena, details of which can be found in the links below:

https://www.ucl.ac.uk/teaching-learning/research-based-education/resources-and-literature
https://www.ucl.ac.uk/teaching-learning/about-us/arena-centre

**ESD - RESEARCH ACTIONS**

Coursework projects linked to sustainability: UCL’s Living Lab

UCL provides and promotes the opportunity for students and staff to use the university campus and operations as a focus for research or study. The Living Lab project works to unlock UCL’s expertise and tackle sustainability challenges by bringing people together and using the campus as a test bed for new ideas.

Use the links below to explore previous and ongoing Living Lab projects, find out more about using UCL’s data in your research, connect with environmental researchers using the UCL Environment Domain, and contact the Sustainability Team to discuss your ideas for a project or research based on UCL’s campus or operations.

**Equal Access to Higher Education**

Scholarships and financial support for students who are forced migrants

Two Access Opportunity Scholarships are granted each year to eligible students. In addition students may be eligible for further support:

- UCL Undergraduate Bursary
- Undergraduate Funding and Access Awards
- Care Leavers Bursary
- Estranged Student Bursary
- Unite Foundation Scholarship
- Lloyds Scholars Programme

UCL’s Equal Access Policies
The eligibility criteria for all our widening participation activities is made available on our website https://www.ucl.ac.uk/widening-participation/. UCL’s Access and Participation Plan outlines the steps UCL is taking to widen participation.

Support for students with irregular migration status
UCL is committed to providing support, including “home” fee status, for students who are ‘forced migrants’ (those with refugee status, asylum seekers, unaccompanied asylum seeking children, and those who have been granted a temporary form of leave as the result of an asylum or human rights application e.g. limited leave to remain, discretionary leave to remain or humanitarian protection).

UCL has a visa compliance team who provide support to students with questions around their status https://www.ucl.ac.uk/students/immigration-and-visas