

Governance & Goal Setting

	OBJECTIVES	ACTIONS	STATUS
1.1.	Develop a broad vision of Wycliffe in 2035		
	1.1.1. Develop and publish a statement of intent for Environment & Sustainability	Bring to Hall Council for approval TT25 Wk8.	
		Publish on the website.	
	1.1.2. Set out a Carbon Net Zero 2035 Sustainability Action Plan with 5-year targets and actions	Bring to SMT for approval.	
		Publish on the website by Jan 25	
		Reviewed termly by Environment Committee	
		Reviewed Annually by Hall Council & SMT	
1.2	Set out a governance structure to achieve this		
	1.2.1. Agree the governance oversight of Environmental & Sustainability matters.	Detailed in the College Environment & Sustainability strategy paper.	
		Formation of Wycliffe Environment Committee (NJ, KR?, ML? STUDENT) by Nov 24	
1.3	Monitor and share progress		
	1.3.1. Develop and publish an annual sustainability report	Bring first report to governing body for approval.	
		Publish on the website.	
		Produce Annual Report for TT25	
	1.3.2. Develop a dashboard to visualise progress and data	Publish on the website	

Finances & Investments

	OBJECTIVES	ACTIONS	STATUS
2.1	Align with internationally recognised principles for responsible investment.		
	Research recognised principles	UN Principles for Responsible Investment	
		The Oxford Martin School	
		Principles for Climate Conscious Investment	
		The UN Guiding Principles on Business & Human Rights	
2.2	Incorporate environmental-related risks into management decisions in coordination with University and Collegiate working groups		
		Include a specific environment/sustainability risk with the Wycliffe risk register.	Review risk regularly
		Create a Responsible Investment Policy	Review policy every 3 years
		Ensure that our day-to-day banking is in line with our 2035 goals.	
		Audit of purchases - looking at 2035 goals	
2.3	Raise funds for sustainability related projects.		
		Include sustainability into Giving Day and Community Week.	
		Invite donations from alumnae through an annual article in Update	

Estates & Biodiversity

	OBJECTIVES	ACTIONS	STATUS
3.1	Reduce energy consumption		
		Complete energy & carbon survey	Audit 15/11/24
		Work on quick wins of energy report and develop plans for future changes.	
		produce dashboard data to show usage and track trends	
		identify funding options for packages and develop a programme of work for the next decade.	
		Trial EyeSense in 2NG	
		Reduce heating default to 19C	
		draft exclusion research and implementation	
		Educate all students/staff on how to reduce energy waste.	
		Continue swaps of lights to LED	
3.2	Reduce Water usage		
		Produce dashboard to benchmark data and monitor trends	
		install 100% low flush toilets	
		identify and resolve leaks	
		look at reduced flow shower heads.	
		install taps that turn off automatically in communal bathrooms and toilets	
3.3	Increase recycling		
		increase visibility and labelling on bins.	
		Review waste management contract with ODS	
		ensure all students/staff have access to recycling options.	
3.4	Increase biodiversity		
		Complete a biodiversity 'baseline' or current status.	
		Use Tree Management plan from tree frontiers to manage site.	
		Meet with University Parks team for quick changes to site to generate biodiversity gain.	
		Develop a 5-year strategy for improvement and to make a 10% improvement by 2029 and a further 10% improvement by 2035. Implement the strategy	
		Increase biodiversity rich areas - 20% increase in pollinator friendly areas.	
		Develop a mapped plan of potential green corridors with other Colleges	
		Install bird feeders, bat boxes, insect hotels, log piles, hedgehog routes	

Catering & Events

	OBJECTIVES	ACTIONS	STATUS
4.1	Educate the Wycliffe community about sustainability and food		
		Highlight supply map for food.	In dining room
		Occasional comparisons of carbon footprint of our food.	
		Use Wilson Vale information to support student/staff choices.	
		Celebrate the local!	
4.2	Identify, record and report the annual carbon and biodiversity impact of food.		
		Explore increasing the proportion of vegetables and reducing the amount of meat in individual dishes.	
		Promote sustainable catering and local food producers.	
		Explore a low carbon monthly meal? Potentially weekly meal?	
4.2.1	Fairtrade	Continue to select Fairtrade (or equivalent certified) options - ensuring current procurement of Fairtrade complaint.	
		Identify areas for improvement <i>Coffee, (ethical), bananas? Sugar, chocolate, cocoa, teas</i>	
4.3	Reduce travel		
		Create a herb garden to provide ingredients for the kitchen- link to biodiversity strategy	
		Work with our suppliers to reduce the number of food deliveries and influence the carbon efficiency of their vehicle fleets.	

Procurement & Resources

	OBJECTIVES	ACTIONS	STATUS
5.2	Develop and follow procurement decisions		
		Develop a Green Procurement policy.	
		Develop a Green code of conduct for our suppliers to adhere to.	
		Review sustainability credentials of main contractors.	
4.2	Reduce carbon impact of deliveries to the hall.		
		Trial a cargo bike delivery scheme (Pedal & Post) for student & staff personal mail	

Transport and Travel

	OBJECTIVES	ACTIONS	STATUS
6.1	Understand the impact of travel within the College community		
		Identify how much air travel the College is responsible for. Measure essential air travel; discretionary air travel.	
		Identify ways to reduce air travel that does not contribute to the Hall core aims and priorities.	
		Create a list of nudges for individuals to consider.	
		Develop a green travel charter	
		Encourage easier access to international students for accommodation of vacation periods.	
		Develop conferences with more virtual participation.	
6.2	Reduce car use		
		Encourage and enable flexible working and working from home.	
		Include maps and information on sustainable transport options	
		Cycle to work scheme for staff.	
		Explore discounted bus-pass scheme for staff	

Transport and Travel

	OBJECTIVES	ACTIONS	STATUS
7.1	PEOPLE		
		Recruit staff with positive attitudes to our environmental goals - Include a phrase in all job descriptions and the accommodation contract to ensure everyone is responsible	
		Pay Oxford Living Wage	
		Environmental nudges - produce regular communication updates promoting positive choices and sustainability - link to Arocha & EcoCollege.	
		Sign up to the Oxford Inclusive Economy Partnership (OIEP)	
7.2	THINKING		
		Host College seminars and events, speakers and discussions on the environment	
		Include an environmental workshop in staff induction and a once-off for current staff	
7.3	RESEARCH & TEACHING		
		Share sustainability- related opportunities for internships and training courses to all staff and students	
		Build teaching opportunities in to our ISWs or Principal hour talks.	
		Encourage JRF & RF with environmental focus	