



# **City College Plymouth**

## **Sustainability Strategy 2022 - 2032**



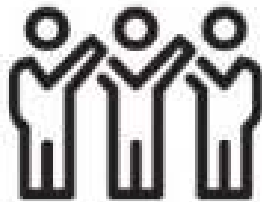
# City College Plymouth - Sustainability Strategy 2022 - 2032

## “The What”:

Aligning to the college’s vision: To be the learning destination of choice. This strategy supports the delivery of the City College Plymouth’s Strategic Intent 2021-31 and is therefore intended to be a key strategy document that will be consulted as the college aims to achieve its vision. This strategy will therefore play an important role in delivering the college’s Strategic Actions.

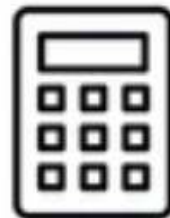
The impacts of Brexit, COVID19, Climate Change and the Cost of Living will shape our economy and society, placing demands on FE that will require our college to become more agile and resilient, so we can adapt and change to these demands rapidly. The strategy itself also needs to be dynamic and fluid to respond to any challenges and opportunities the college faces.

Sustainability is built in the three pillars of Social, Economic and Environmental Impacts. In an ever changing world, the dependencies between each of these pillars will be considered in all that we plan and do. This strategy and its actions will be guided by the headings from the UN Sustainable Development Goals (SDGs), these are set out under each of the pillars and form the Core Themes on which this strategy will be delivered.



### **Social Impact**

- Poverty, Health and Wellbeing
- Equality, Inclusion, Democracy, Peace and Justice
- Food and nutrition
- Fair and Productive Employment
- Quality of Education



### **Economic Impact**

- Services, Investments and Assets



### **Environmental Impact**

- Climate Change
- Biodiversity - Land and Marine
- Waste & Water Management
- Energy Management
- Transport & Travel

## **We have defined sustainability as:**

'The integration of environmental protection, social equity and economic viability in order to create a thriving, healthy, diverse, inclusive and resilient community for this generation and generations to come. We acknowledge how these issues are complex & interconnected and therefore collaboration.'

## **Our aim is to:**

'Play our part in: meeting global and national greenhouse gas reduction targets, contributing to clean and inclusive growth as our economy transitions and supporting nature's recovery to create a sustainable college'



## **Strategic Action Title:**

### **“The Why” :**

The world is changing dramatically. Climate change is affecting every country on every continent. People are now experiencing the impact of human activity and rising greenhouse gas emissions, which are at their highest levels in our history.

The Intergovernmental Panel on Climate Change (IPCC) issued a report in April 2022 stating Greenhouse gas emissions must peak by 2025, and can be nearly halved this decade, according to the Intergovernmental Panel on Climate Change (IPCC), to give the world a chance of limiting future heating to 1.5C above pre-industrial levels.

The UK Government has committed to achieve net zero emissions by 2050; aiming to improve the environment within a generation and leave it in a better state than we found it. The Department of Education's policy paper - The Sustainability and climate change: a strategy for the education and children's services systems, supports the government's net zero targets and the role of education to support net zero through skills, decarbonisation and its role in nature's recovery.

City College Plymouth has acknowledged that there is a climate crisis by declaring a Climate Emergency in Oct 2021 and so we must take action, but we also need to be mindful that the impact of our actions could fall disproportionately on the poor and vulnerable, particularly as the cost of living increases and the country transitions to a low carbon economy. Therefore, we need to adapt and change together as a whole community - staff and students.

## “The How”:

Sustainability is far reaching, touching every aspect of our organisation as we deliver our Strategic Actions. Progress will only be made if we can confidently deliver on our objectives, therefore it is important that decision making and action will be based on accurate and reliable data, the latest science & technologies. The college leadership is committed to providing the necessary resources to deliver on our sustainability objectives that are founded on a strong evidence base.

This Sustainability strategy aim will be delivered via a set of **manageable objectives under each SDG theme**. The following overarching principles will support the implementation of the strategy:

**Embedding sustainability:** We need to embed sustainability into everything we plan and do at the college. It will permeate through **all** aspects of our curriculum, the management of our estate and our relationship with the wider community. Critical points for this will be through our procurement of service and goods, which form a large part of our carbon emissions and where we have the potential to deliver local social and economic benefits. The new ETF teaching standard aims to promote and embed education for sustainable development (ESD) across learning and working practices, including a student voice for championing sustainability at the college. The college is committed to delivering this standard and continuously improving the curriculum to support green and blue growth in the city.

**Intelligent gathering and use of data:** Data will drive everything that we do, where possible we need to implement simple and automated data collection solutions that will help us understand performance across a range of themes. Good qualitative and quantitative data will allow us to accurately track our progress against a baseline using agreed metrics and allow college leaders to make well informed decisions. Careful consideration needs to be given to resourcing, where possible prioritising automated solutions and making use of existing data. We will also make use of relevant secondary data that evidences project successes in other FE colleges

**Baseline assessment:** understanding where we are now for each of the Core Themes will give us firm grounding and put the college on the right trajectory to set and meet future targets. A critical aspect of this is the Carbon baseline & modelling which will enable us to establish a realistic and achievable road map to net zero emissions, a journey that will require investment in our estate and the potential switching of key suppliers & services.

**Green Governance:** The leadership team recognises the enormous opportunity that sustainability presents to college - placing the college at the heart of the community and being the learning destination of choice. Our governance is committed to sustainability and understands the

need to be cohesive from top to bottom, agile and less risk averse. We are able to respond to the rapid change required to meet carbon reductions targets, transitioning our estate to low carbon investments as fossil fuel energy costs continue to rise. Our decision making is open, transparent, robust and challengeable.

**Organisation:** No one person can deliver on the strategy, the college as a whole will need to work collaboratively to achieve its aims. Given the holistic nature of sustainability, objectives will require cross department and academy working. Dependencies with other projects , such as the estates strategy will need to be considered. Sustainability objectives will be assigned to strategic leads who will remain the owners of the objectives. Strategic leads will ensure that sufficient resources are assigned to the objectives so they can be delivered successfully.

**Training and resources:** We will invest in our staff and students, providing them with the necessary skills to enable them to actively promote sustainability by expanding our house Carbon Literacy Training. Through a rolling Sustainability Ambassador programme we will equip staff and students with the necessary knowledge to help raise awareness and deliver on the objectives of this strategy. Behaviour change will form a key part of how we meet some of our objectives, for example, saving energy & water, reducing waste and recycling more, choosing active travel or public transport over car journeys.

**Maintaining Policy & Compliance:** As minimum the college will need to maintain its legal compliance in relation to sustainability. A register of legal requirements will be maintained to ensure the college is compliant at all times. This document will also horizon scan and track any potential changes to legislation which may require action from the college. Unless otherwise stated under this strategys' Sustainability Objectives, this document does not update, replace or do away with college's existing policies in relation to sustainability. It is expected that some policies may need to be reviewed and updated during the course of this strategy.

**Rationalisation of Estates, Assets, Goods and Services:** At the heart of this strategy there is expected to be significant change to the way we manage our estate in order to meet carbon reduction targets.

We will deliver changes to how we :

- source & save energy, switching to offsite and onsite renewables to power our estate will be key to lowering our emissions, energy costs and becoming more energy efficient through investment in intelligent/automated systems and energy saving technologies.
- use water and manage our waste, a greater focus on minimising waste, reusing and recycling
- manage our green spaces to encourage biodiversity
- procure goods and services to maximise social impact and minimise carbon emissions
- travel to, from and between campuses enabling/encouraging staff and students to adopt low carbon travel
- maximise the role of digital to facilitate VL and flexible working.

Given the financial implications, capital investment will be implemented as part of the college's long term physical estate strategy, making use of Salix funding and borrowing where robust business cases show a good return on investment.

**Clean & Inclusive Growth and Education:** City College Plymouth understands its unique role in ensuring the city is equipped to provide the right blue and green skills for the now and the future as we transition to a low carbon economy . Here's why:

The UK's path to meeting its Net-Zero target is backed by a Ten Point Plan for a green industrial revolution, which will create and support up to 250,000 British jobs by 2030.

The Department of Education's policy paper - Sustainability and Climate Change: a strategy for the education and children's services systems, sets out the following areas in which FE can help Plymouth transition to a more sustainable low carbon economy:

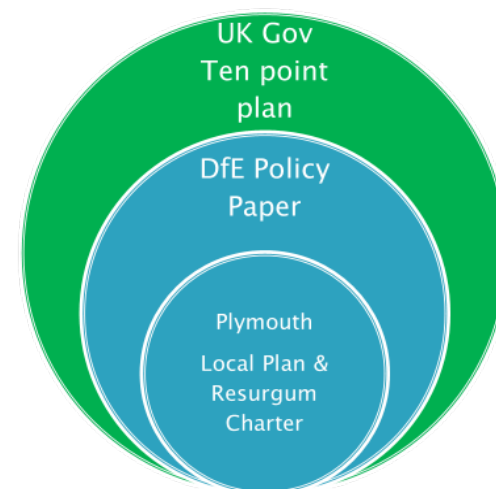
- aligning apprenticeships to net-zero objectives through the Institute for Apprenticeships and Technical Education's (IfATE) Green Apprenticeships Advisory Panel
- continuing the roll-out of T-Levels to support young people into green careers
- driving STEM provision through our growing network of Institutes of Technologies (IoTs)
- expanding Skills Bootcamps so that adults are able to upskill and retrain in key green & blue sectors

Policy GRO2 in the Plymouth Plan 2020 sets out the city's ambitions to upskill our workforce - 'Growing, attracting and retaining STEM and low carbon talent, and increasing the proportion of STEM and low carbon qualifications in the city so as to match significant demand.'

We will shape our intent in the field of Blue Green skills development to include, for example, engineering and construction jobs (e.g. retrofit insulation of housing, installing renewable energy systems), sustainable transport, research and development, and land & ocean management roles supporting, fisheries, reforestation and natural flood defence.

How will we do this:

- Local Business & Industry consultation and engagement
- Embedding sustainability into the existing curriculum
- Map the curriculum, understand our existing offer and identify new curriculum opportunities



- Expand our blue and green training offer for the city.
- Strive to be the region's first Low Carbon & Sustainable Skills Hub.

**Partnerships:** We need to work together and with others to achieve our aim and objectives. Given the complex nature of the many issues we face, we will work in partnership with external agencies to align our strategy to the needs of the community, industry & business, utilise local skills and knowledge, identify new opportunities, increase our potential to tap into all available funding, maximise social value and ensure staff are treated fairly. Collaboration with critical partners to include:



## “The Strategic Metrics”:

It’s critical that we understand our progress to achieve our key aim and the objective that underpin it. The strategy’s aims and objectives will be monitored against the following metrics and reported on an annual basis. Key objectives will be managed against a RAG system in the Action Plan that will be updated as we make progress.

<b>Net Zero Pathway and Biodiversity</b>	<b>Green &amp; Blue Apprenticeships, training and education</b>	<b>Best in Class</b>
<ul style="list-style-type: none"><li>• Carbon Eq emissions</li><li>• Financial savings / returns on investment</li><li>• Biodiversity on estate</li><li>• Waste &amp; recycling rates</li><li>• Staff &amp; Student Satisfaction</li><li>• Strategic Action metrics</li></ul>	<ul style="list-style-type: none"><li>• Number of Blue / Green courses / apprenticeships / T-Levels</li><li>• Number of student completing courses</li><li>• Impact - Employment and HE</li><li>• Low Carbon and Sustainability Skills Hub</li><li>• Strategic Action metrics</li></ul>	<ul style="list-style-type: none"><li>• Green Gown Awards</li><li>• Carbon Literacy Awards</li></ul>



## “The Culture”:

It is vital that our strategy is underpinned by a healthy, open, transparent and collaborative culture for the college to adapt to new challenges and opportunities. The college values of **Respect, Ownership & Integrity** permeates through everything that we do in relation to sustainability:



The college also needs to deepen and embed cultures that reflect the challenges we face in relation to climate change and the ecological emergency. The way we interact with the world, our estates, our supply chains and how staff and behave leaves a footprint on the planet.

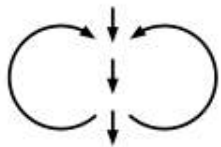
Doughnut Economics explores the mindset and ways of thinking needed to allow humanity and intuitions to thrive in the 21st century.

The Doughnut consists of two concentric rings: a social foundation, to ensure that no one is left falling short on life's essentials, and an ecological ceiling, to ensure that humanity does not collectively overshoot the planetary boundaries that protect Earth's life-supporting systems. Between these two sets of boundaries lies a doughnut-shaped space that is both ecologically safe and socially just: a space in which humanity can thrive.

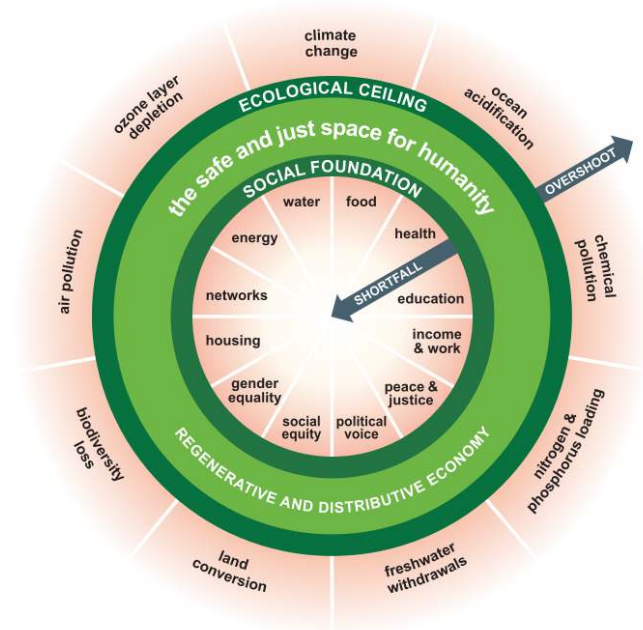
The concept is a way of thinking that brings about the **regenerative** and **distributive** dynamics that is required in this century. These principles can also be applied to how the college operates:



**The college will be distributive**. Work in the spirit of open design and share the value created with all who co-created it. Be aware of power and seek to redistribute it to improve equity amongst stakeholders.



**The college will be regenerative**. Aim to work with and within the cycles of the living world. Be a sharer, repairer, regenerator, steward. Be climate, ecology and energy smart.



We will do this by:

- Enabling people to adapt and change. Investing in solutions that will help staff and students change their behaviour.
- Awareness raising. Deliver relevant and timely communications campaigns and training to support changes so we can move together as 'one college'
- Being smarter with our supply chains. A new sustainable procurement policy will help deliver local social value from our service contracts and select goods which minimise our impact on the environment.
- Being open and collaborative. Working with other FEs and HE to deliver best practice and share solutions with others via organisations such as the EAUC.

**“The Risks and Mitigations”:**

Risk	Impact	Mitigation
Incoherent activity	Confusion in terms of objectives, lack of staff buy in, changes delivered without key anchors	Create clear objectives. Focussed time dependant planning regular review and assessment of timelines and dependencies, detailed communication plans
Lack of sustained, long term action once initial impacts are seen.	Loss of engagement, initial goodwill and gains lost. Likely reversal to a worse situation with incomplete incoherent systems, no cost savings, greater inefficiencies.	A long term college commitment transforming the sustainability of the college. This will require financial commitment and formal SLT ownership and oversight.
Uncontrolled or misaligned spend	Poor investment in technologies can be expensive, difficult to rectify without impacting on other core activities of the college.	Detailed planning and assessment of need is required, robust business cases, form partnerships with experienced 3rd parties, draw on best practice and use of trials where possible.
Too much change at once	Multiple communications may lead to overloading. May lead to some changes not bedding in effectively, especially where behaviour change is required.	Staged release of new initiatives, transparent road map, dialogue with staff and student bodies at the planning stages.
Funding not secured	Required investment not delivered in time or not at all. Impact on meeting targets. Potential increases in operating costs - energy prices increasing May need to hire funding support	Respond quickly to opportunities Ensure we have undertaken all the necessary prerequisites to apply for the funding in a timely fashion. Establish and work in collaboration with others Form partnerships
Compliance not maintained	Financial penalties, credibility and loss of public, staff and student confidence.	Keep and maintain a sustainability compliance register Ensure we are ‘horizon gazing’ for legal changes

# “The When”: Timing

The strategy is intended to be reviewed on an annual basis and a new annual plan agreed before the anniversary of this version of the strategy

Key objectives to be met within the first **12 months** of this strategy

Timing	Months (assuming implementation starts June 22)	Jun 22	July	Aug	Sep	Oct	Nov	Jan	Feb	Mar	Apr	May 23
Objective	Summary											
2	Baseline Scope 1,2 & 3 emissions and options modelling											
3	Data management and reporting											
4	Agree pathway to net- zero Carbon and Scope 1,2,3 targets											
8	Salix Funding application (Low Carbon Skills Fund)											
8	Salix Funding application (Decarbonisation Scheme) opens sept											
11	Enable active travel (Work Place Travel Grants)											
13	Promote Active travel & public transport											
17	SMART targets to improve recycling, reuse and waste min											
18	Maximise recycling and implement food waste recycling											
20	Reduce litter on campus and in the surrounding community											
27	Invest in our wildflower meadow											
30	Introduce apiaries onto the Kings Road Campus											
39	Increase the variety of food and healthy options											
33	Improve access to food, surplus food and energy advice. Remove all barriers to support.											
37	Grow fresh produce and use on campus											
46-50	Climate change / sustain awareness and education											
51	Host industry engagement event for Green/Blue skills dev											
54	CCP to Recruit Waste & Energy Manager apprentices											
53	Expand our ‘off the job’ training for Green and Blue apprentices											

**Total costs expected in the first twelve months: £83,950**

