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Sustainability Engagement Strategy

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Introduction

Environmental sustainability should be an integral part of every individual's role and actions. The University supports its staff, students and local community to act for environmental sustainability by engaging with the Queen's 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 act, helping to promote opportunities to engage with sustainability.
- Prioritising processes and infrastructure that support positive environmental behaviour and decision-making.

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

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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 Programmes					
Climate Plans	Action Head of Sustainability Estates Manager (Environmental) Project Support Officer (Sustainability) Assistant Sustainability Officer	Faculty's Schools Directorates	Web-based software (NETPositive Futures). In-person workshops aimed at individual areas understanding their emissions and deciding on key actions.	Launch September 2024 as part of Queen's wider Faculty/Integrated Planning agenda. Ongoing recruitment will commence from September 2024 onwards.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Sustainability Champions	Head of Sustainability Estates Manager (Environmental) Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff & Students (PhD)	Training and Workshops. Promotion of sustainability events, e.g., Carbon Literacy Training, Sustainability Talks, Biodiversity Initiatives.	Launched 2010 and grown to over 200 contacts due to Green Impact, LEAF, events and engagement. Ongoing recruitment and engagement.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.



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LEAF (Laboratory Efficiency Assessment Framework)	Head of Sustainability Estates Manager (Environmental) Assistant Sustainability Officer	Technicians & Students (PhD)	Web-based software (LEAF). Range of relevant talks, workshops and training. Celebration event takes place in June. Staff and student's complete audits across the campus in support of this programme – key criteria includes energy, water, waste, engagement, best practice.	Launched in September 2021. Annual programme: <ul style="list-style-type: none"> • Workshops completed between September to April (Introduction, Waste, Energy etc). • Audits completed in April/May and August. • Sustainable Lab Training in January. 	University Sustainability Board Sustainability Engagement and Communications Working Group. Technicians Environmental Sustainability Working Group (and on to Technicians Steering Group).
Carbon Literacy Training	Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff & Students	6 hour online or in-person training with additional pre-reading. Dedicated time within training for 3 breakout discussion rooms. Student facilitators assist Keep Northern Ireland with training.	Annual Programme: <ul style="list-style-type: none"> • Three sessions in Welcome Week (300ppl) • Embedded sessions with several academics (200-400ppl) • 'Opt' in staff and student sessions (100ppl) • Development Week Session (200ppl) 	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Sustainability Funding Opportunities					
Green Fund	Project Support Officer (Sustainability)	Staff, Students and local communities	£20,000 available for staff and students to implement their green idea.	Launched as a pilot in 2019. 2019: 22 projects 2020/21: 25 projects 2022/23: 18 projects	University Sustainability Board (who reports to University Management Board).



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	Assistant Sustainability Officer			2023/24: 19 projects 2023/24 projects included a range of student events, a litter pick along the Lagan, a mural as part of the UPSURG Project and a wormery. Green Fund will relaunch in September 2024.	Sustainability Engagement and Communications Working Group.
Student Initiatives	Project Support Officer (Sustainability) Assistant Sustainability Officer	Students	Funding for projects is acquired via Green Fund, Queen's Annual Fund and SEED Funding. Assistance provided by Sustainability Officers.	Launched in 2019. Successful projects include the student allotment at Elm's BT9.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Living Lab Fund	Head of Sustainability Estates Manager (Environmental) Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff, Students and Externals	Several living lab projects have taken place in Queen's around food, waste and energy. The Net Zero Plan aims to build on this via the provision of a 'Living Lab Fund'.	Annual fund due to launch in January 2025.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Events					
'Nurture and Grow: Connecting People through Nature'	Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff, Students and Local Community	Funding for plants, tools, bird boxes, survey equipment etc	Ongoing. Launched in 2018 with the DKB Orchard, Alleyway Transformation Project and Medicinal Garden. 2019 – Biodivers:City, Lennoxvale Tree Nursery and Elm's BT9 Allotment.	University Sustainability Board (who reports to University Management Board).



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	Head Gardener			<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> <p>2023 – Tree Planting at Malone Playing Fields, Pocket’s of Green Space, Bulb Planting.</p> <p>2024 – Bioblitz with Friends of the Field, QFT and HAPP planting.</p>	Sustainability Engagement and Communications Working Group.
Campaigns	<p>Head of Sustainability</p> <p>Estates Manager (Environmental)</p> <p>Project Support Officer (Sustainability)</p> <p>Assistant Sustainability Officer</p>	Staff, Students and local community	Net Zero Budget provides funding for key campaigns.	<p>Ongoing:</p> <ul style="list-style-type: none"> • European Week for Waste Reduction – November. • Green Month – May • Fairtrade Fortnight – September • Spring and Autumn Litter Picks – November and March • Bike Week - June <p>Minimum of three events associated with each activity.</p>	<p>University Sustainability Board (who reports to University Management Board).</p> <p>Sustainability Engagement and Communications Working Group.</p>
Climate Conversations	<p>Head of Sustainability</p> <p>Estates Manager (Environmental)</p>	Staff, students and externals.	Net Zero Budget provides funding for events.	<p>Sustainability Talk – October</p> <p>Sustainable Construction Conference – February</p> <p>Art and Sustainability Festival - April</p>	Sustainability Engagement and Communications Working Group.



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	Project Support Officer (Sustainability)				
	Assistant Sustainability Officer				
COP26	Head of Sustainability Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff, students and externals.	Net Zero Budget provides funding for COP28 Campaign.	Queen's Voices on COP26 highlighting key activity at the university surrounding sustainability and COP26. November 2021- 'Write for the Planet' student opinions of COP26 posted on the noticeboard in the Treehouse, Elm's Village, BT9. November 2021- online and in-person events for Queen's staff and students to attend to learn more about COP26. November 2022- COP27 updates- sustainability at Queen's and the direction it is heading in. COP28 – 'Connecting Belfast' Panel event in the Crescent Arts Centre.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Sustainability Operations					
Travel Initiatives	Head of Sustainability Estates Manager (Environmental) Assistant Estates Manager	Staff & Students	Cycle Plus Big Loop Bike Hub Cycle Parking and Showers	Cycle Plus – launched in 2016. Staff Travel to Work Loan Scheme Big Loop Bike Hub – launched in September 2021. Infrastructure - In 2020/21 several cycle parking spaces were put in place - 60 in MBC, 30 in Ashby, 34 in the main site. 2021/22 - 20 spaces have been incorporated into the main site; 60 spaces in One Elmwood; 40 created in School of Management.	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.



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Waste Initiatives	Head of Sustainability Assistant Estates Manager (Waste) Project Support Officer (Sustainability)	Staff & Students	Training Workshops	Ongoing: <ul style="list-style-type: none"> Sustainability (Waste) Awareness Training for Security, Cleaning, Maintenance and Porters. Reduction initiatives rolled out: 'Ban the Bin', 20p Latte Levy, replacement of single-use with 2GoCup, investment in specific lab equipment. 	University Sustainability Board (who reports to University Management Board). Sustainability Engagement and Communications Working Group.
Sustainability Communications					
Annual Sustainability Report	Head of Sustainability Project Support Officer (Sustainability)	Internal and External Audience	Annual Digital Report	Released annually in April/May: Annual Sustainability Report 2022/23	Senate University Management Board Sustainability Board Engagement and Communications Working Group
Induction Information	Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff and Students	Talks/Workshops Information Booklets Fairs	Ongoing: <ul style="list-style-type: none"> Attendance at Welcome Week International Student Information Days (2Xtalks a year to 500 students) Information included in internal Accommodation booklet and Community Engagement booklet. Presence at Fresher's Fair (10,000+) Presence at New Staff Fairs 	Sustainability Engagement and Communications Working Group.
Social Media Channels	Assistant Sustainability Officer	Staff & Students	Twitter , Instagram , Tik Tok , LinkedIn .	Content scheduled weekly.	Sustainability Team (Sustainability Engagement and Communications Working Group).

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Sustainability at Queen's website	Project Support Officer (Sustainability) Assistant Sustainability Officer	Staff & Students	Updated weekly with sustainability news, activities, events and programmes.	Ongoing.	Sustainability Team Sustainability Engagement and Communications Working Group).
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