



HARTPURY

Environmental & Sustainability Policy

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1. Introduction

As an education institution we acknowledge the important role we play in shaping the attitudes of subsequent generations around environmental and sustainability issues, whilst ensuring we all play our part to reduce our day-to-day impacts, aspiring for positive change in all we do.

This policy is for all staff, students and visitors to ensure we all take appropriate consideration of and responsibility for the environment and sustainability whilst on living, learning, working or visiting campus. You can see an outline of our Sustainability Strategy in

Appendix 1: Sustainability Strategy.

2. Policy Aims And Commitments

By embedding environmental and sustainability considerations into our teaching, learning, planning, decision-making and day-to-day practices and behaviours, we will not only reduce our negative environmental impacts associated with our activities, but we will actively produce positive impact and create a sustainable future for us all.

There are environmental expectations within this policy to follow, along with some specific roles and responsibilities. The wider expectations are to:

- a. Promote sustainability awareness and practice amongst all staff, students and visitors including staff and student living in campus accommodations.
- b. Be conscious keepers of our estate and facilities, respecting our environment by not polluting or littering, putting waste in the correct bins, increasing recycling, reducing waste to incineration, and using innovative solutions to reducing or utilising our waste materials. Ensuring all waste is managed appropriately through licensed contractors and is legally compliant.
- c. Actively consider purchasing decisions. Adopt a sustainable approach to procurement, actively considering purchasing decisions, supplier KPIs, the long-term use of materials and equipment, plus the end-of-life management, by applying the 7 principles of circularity: rethink, refuse, reduce, reuse, repurpose, repair, recycle, and recover.
- d. Incorporate sustainability learnings into everyday practices, either in a staff role, as a student, or campus resident. Academic staff will continually develop the curriculum to keep up with science and new practices and innovations to support environmental and sustainability education and development of green skills.
- e. Be considerate of and monitor our emissions to minimise our carbon footprint, setting targets, tracking progress and embedding carbon awareness into our decision-making and education processes.
- f. Minimise wasted energy, turning off equipment, heating and lighting when not required to conserve energy and finances. Raise awareness of energy and water management. Develop and implement a strategy to improve energy efficiency and water conservation measures, particularly at times when buildings and accommodations are vacant. Ensure all developments are fitted with installations and appliances that operate at a reasonable level of energy efficiency, with any repairs or replacements done so with the most efficient and sustainable options.
- g. Provide access to campus facilities with adequate lighting and ventilation or adjusted working practices to ensure staff and students experience positive learning, working and living.
- h. Operate within the relevant environmental laws, complying fully with all relevant environmental legislation, regulations and agreements and ensuring appropriate education and resources are available to successfully facilitate this.

- i. Encourage, offer and facilitate the use of sustainable modes of transport to and from the campus and when off campus on Hartpury business, including the use of low- and no-emissions vehicles, active travel, public transport and car sharing.
- j. Preserve our historic landscape and buildings, whilst managing our grounds and farmed estate with environmental sensitivity, improving biodiversity and engaging our staff and students in the natural history of our estate.
- k. Plan new developments and refurbishment projects with sustainability embedded at the onset from design through construction. Undertaking appropriate environmental impact assessments to avoid, minimise or offset any negative impact, incorporating positive sustainability features wherever practicable, and taking lessons learnt into future projects
- l. Work closely with suppliers and contractors to ensure they align with our environmental and sustainability aspirations, minimising impact and carbon emissions, promoting life cycle thinking.

3. Scope

This policy applies to all Hartpury employees and students. All are expected to follow the policy and to act in a manner that is coherent with its principles. We encourage visitors, partners, contractors and any other persons working on site at Hartpury to also follow these principles and expectations. This policy applies to Hartpury University and Hartpury College, Gloucester, GL19 3BE.

4. Vision And Mission

We are committed to sustainability as the goal, with sustainable development as the means. Sustainable development is a holistic process that meets present needs without compromising the ability of future generations to meet their own, ensuring social equity, economic prosperity, and environmental integrity within planetary boundaries. The key pillars of the Sustainability Strategy are outlined in

Appendix 1: Sustainability Strategy.

Our 'Sustainable Hartpury 2030' vision statement is: "We will be a leading example of circularity and climate resilience in our specialist sectors, leveraging our unique estate to demonstrate, implement, and inspire real-world solutions. By living what we teach and teaching what we live we will develop empowered individuals with the skills and agency to create a sustainable future for generations to come."

Sustainability Plan sits under the Sustainability Strategy and will set out the ambitions and targets to achieving our key aims related to sustainability.

We support the United Nations Sustainable Development Goals (UN SDGs) and will embed them throughout the institution across teaching and research, through our governance and partnerships, our facilities and estate, and through our day-to-day operations. Evidenced through an annual report to the SDG Accord where we have pledged to "embed the UN Sustainable Development Goals into our education, research, leadership, operations, administration and engagement activities". We commit to achieving net zero, setting a science-based target, whilst adopting circular principles across all we do.

5. Wider Considerations

Hartpury will ensure decision-making for sustainability is treated carefully within a matrix of other key factors, balancing against our financial, legal, commercial, safeguarding, curriculum and animal welfare needs.

Hartpury will continue to operate within and comply fully with the relevant environmental, Health Safety and Environment (HSE), sustainability and climate legislation, regulations and agreements. This includes effective risk management, environmental incident reporting & investigation using our Safesmart Smartlog system, and Business Continuity Planning (BCP). With HSE audits undertaken periodically in accordance with the safety audit plan and reported to the Health & Safety Forum.

6. Responsibilities

Hartpury does not exclusively separate out the responsibilities of managing the environmental impact of our operations. Sustainability and environmental compliance should be considered by all persons as a priority within their role.

All staff, students and relevant personnel are expected to follow the policy and to act in a manner that is coherent with its principles. Hartpury's governors are ultimately responsible for environmental and sustainability performance. Performance will be reported to the governors primarily through the health and safety (including environmental compliance) and the sustainability annual reports.

The person with overall responsibility for environmental performance is the Vice-Chancellor, Principal & CEO, who is assisted by persons appointed to ensure satisfactory performance and where relevant compliance in all matters relating to environmental and sustainability management, including the Sustainability Director and the Head of Health, Safety and Environment, and Director of Estates, Sustainability and Environment (ESE). Roles and responsibilities are defined further in Appendix 2: Responsibilities.

7. Monitoring

Sustainability and environmental compliance are embedded into our daily activities, and they are continually monitored through established procedures and reported to the Executive, SMT and Governors, where appropriate.

This Policy will be reviewed annually and revised as necessary by the Head of Health, Safety and Environment and the Sustainability Director prior to Corporation approval.

8. Freedom Of Speech

As part of this policy, Hartpury reaffirms its commitment to the principles of freedom of speech and academic freedom, in accordance with the Higher Education (Freedom of Speech) Act 2023 and guidance from the Office for Students (OfS). Hartpury will take all reasonably practicable steps to secure the right to express lawful views and engage in open debate without fear of censorship or institutional discipline for staff, students, and visiting speakers. In addition, this policy prohibits the use of non-disclosure agreements (NDAs) in any situation that would prevent staff from speaking out about misconduct, harassment, or other matters of public interest.

9. Equality, Diversity And Inclusion

As with all Hartpury policies and procedures, due care has been taken to ensure that this policy is appropriate to all members of staff and students regardless of their age, disability, ethnicity, gender, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation and transgender status.

The policy will be applied fairly and consistently whilst upholding Hartpury's commitment to providing equality to all. If any employee or student feels that this or any other policy does not meet this aim, please contact the HR Department (staff) or an academic tutor (student).

Hartpury is committed towards promoting positive mental health by working towards the MINDFUL EMPLOYER Charter, holds the Student Minds University Mental Health accreditation and has signed the AoC Mental Charter. Hartpury aims to create a culture of support within the workplace where employees can talk about mental health problems without the fear of stigma or discrimination.

Appendix 1: Sustainability Strategy

Our Hartpury 2030 Strategy sets out Sustainability as an underpinning theme, with our subsequent Sustainability Strategy outlining four priority areas:

1. Setting Foundations
We will ensure we start with setting strong foundations critical for any sustainability strategy. With well-laid groundwork, sustainability efforts will endure, ensuring long-term impact, integration of sustainability into the institution's intrinsic culture, and building momentum that leads to meaningful change.
2. Purposeful Education
We will deliver purposeful education and practical, real-world learning experiences essential for steering the global green transition. We will cultivate systems-thinkers who possess the agency and authority to take meaningful action, regardless of their position or educational background. These individuals will be equipped to navigate and balance competing priorities, embracing the interconnected nature of sustainability as the foundation of all we aspire to achieve.
3. Campus Circularity
We will ensure Hartpury is fit to face the challenges of the future, using the valuable resources we have to their best ability. We will reduce our environmental impact, realise ecology & biodiversity net gain, and prioritise the resilience activities needed to mitigate the risks of a changing climate, ensuring our assets continue to support our commercial and educational endeavours for the long term.
4. Climate Resilience
We will leverage our sector specialisms to adopt circular principles, minimising waste and contributing to energy security. Through this we will act as a rural energy demonstrator, utilising our unique estate and specialisms to harness renewables and waste-to-energy solutions that others can replicate, supporting rural decarbonisation, mitigating grid instability, reducing costs, and boosting rural resilience.

Appendix 2: Responsibilities

This appendix identifies and defines persons with specific responsibilities. Whilst Hartpury and its management team accepts the main responsibility for implementation of this policy, individual members of staff and students have a critical role in co-operating with those responsible for safeguarding the environment and driving sustainable practices.

1. The Corporation

Hartpury's governors are ultimately responsible for our environmental and sustainability activities. Performance will be reported to the governors primarily through the health and safety (including environmental compliance) and the sustainability annual reports.

2. The Vice-Chancellor, Principal & CEO

The Vice-Chancellor, Principal & CEO maintains overall accountability for all matters concerning environmental compliance and sustainability. To assist in the performance of these objectives, they will:

- make suitable appointments and allocate sufficient resources
- foster and promote a positive environmental and sustainability culture
- consult technical leads (Head of HSE, Sustainability Director) as appropriate
- receive information, reports and feedback on performance to support oversight and decision-making.

3. Chief Operating Officer

Appointed by the VC to advise on:

- The availability and allocation of resources
- Commercial procurement and contracts
- Risk management and regulatory compliance

4. Director of Estates, Sustainability and Environment (ESE)

The Director of ESE (supported where appropriate by the Associate Director of Campus Development, Associate Director of Operations, and Grounds & Sports Turf Manager) is responsible for implementing this policy insofar as it applies to their span of control, and in particular:

- ensuring the Estate (buildings etc) is managed and maintained in both an environmentally compliant manner and with regards for sustainability good practice
- monitor and provide data on energy and water usage and storage across the campus facilities
- seek to improve sustainability performance over time through programmes of building improvement
- ensuring grounds are managed and maintained in both an environmentally compliant manner and with regard for sustainability good practice (including biodiversity aspects)

- ensure new developments consider sustainability through construction and design and incorporate positive sustainability features wherever practicable
- waste is managed appropriately through licensed contractors and is legally compliant
- ensure the hierarchy of waste management is applied, adopting circular principles, and that suitable and sufficient arrangements are in place to reuse and recycle waste materials, ensuring appropriate segregation of waste streams where necessary.

5. Sustainability Director

The Sustainability Director is responsible for:

- devising a strategic sustainability plan and maintaining an implementation plan to drive and embed sustainable practices at Hartpury
- leading on establishing a positive sustainability culture
- advising on sustainability matters.

6. Head of Health, Safety & Environment

The Head of Health, Safety and Environment is responsible for:

- monitoring environmental compliance, reporting on any non-compliance and ensuring corrective actions are taken by the appropriate persons to maintain, restore or achieve compliance
- investigating environmental incidents (including noise complaints and pollution)
- advising on matters of environmental compliance.

7. Farm, Animal and Equine Directors

The Farm, Animal and Equine Directors are responsible for:

- ensuring environmental legal compliance, especially around the storage and application of fertilisers, slurry, muck and pesticides
- monitoring the use of slurry and pesticides to avoid the pollution of water courses and groundwater
- adopting appropriate sustainable farming/animal care practices and identifying where improvements can be made
- minimising inputs of chemicals generally to preserve resources
- aiming to reduce energy and water usage and actively explore ways of generating green and storing water energy across the estate
- aiming to conserve wildlife and natural resources including soil quality and utility
- actively aim to enhance biodiversity where practicable.

8. Executive, Managers, Heads of Department

Executive, Managers, Heads of Department are responsible for:

- implementing this policy within their respective operational areas
- promoting environmental and sustainable best practice within their operational areas
- ensuring operations within their control are compliant with relevant environmental law as a minimum
- building environmental and sustainable considerations into academic courses and research.

9. Residential Services, Safeguarding, Wellbeing & Health

Those involved in Residential activities are responsible for:

- embedding this policy within the conduct of on-site accommodation
- embedding cultural and behavioural expectations with residential students
- promoting environmental and sustainable best practice within the operational areas
- ensuring operations within their control are compliant with relevant environmental law as a minimum.