University of Birmingham, Sustainability Report

Vision and Strategy

Executive Summary

This is the University of Birmingham’s first report on sustainability. Our purpose is to report on the considerable progress made in recent years in a format that covers the breadth of contribution that a major research-intensive university makes to the sustainable development agenda. The Global Reporting Initiative (GRI) framework has been adopted for this purpose as it describes sustainability performance and addresses Corporate Social Responsibility.

Universities impact on sustainability in many and various ways. This report adopts three broad categories to discuss the contributions:

- Campus - our business strategies and operations
- Academic & Curriculum - our role in generating and transferring knowledge, and
- Community – our role as a major employer with leadership and influence in local, national and international networks.

The report outlines key achievements, sets out progress and goals, summarises performance and provides detailed evidence and data, with reference to published documentation where appropriate. A separate document provides highlights of the University’s achievements. ‘Sustainability Highlights’ can be downloaded and viewed as a pdf file.

Vice-Chancellor’s Statement

Welcome to the University of Birmingham’s first sustainability report. Sustainability is identified as an underpinning principle in the University’s ‘Strategic Framework 2005-2010’. The University’s benefit to society, the needs of the economy, long-term sustainability and the needs of the environment underpin our activity. Sustainability by definition presents a vision of the future, allowing us to identify clear links between sustainable development and the University’s aspirations, mission and goals. This report describes the University’s sustainability performance, and addresses its corporate social responsibility. I am delighted to report that good progress has been made over recent years.
Introduction

The aim of this document is to report on progress in the University of Birmingham’s commitment to sustainable development. The widely recognised GRI reporting framework has been utilised to provide guidelines for the report. We have chosen to present the report online as this enables links to the relevant reporting that is already undertaken in many areas related to sustainability.

Key Achievements 2006-2008

During this period the University of Birmingham has made excellent progress towards its vision of a university that stands out from its UK peers and is clearly an internationally leading institution. In 2007 the University was ranked 65th in the THES QS World University Rankings, a rise of 30 places since 2006.

Our research has extended the boundaries of knowledge and understanding, and our influence through national and international collaborations. Here are just a few examples:

- Mapping the universe; our researchers have used new technology to recreate the lost prehistoric world beneath the North Sea. We have also contributed to a NASA project by developing technology that enables spacecraft to film solar storms giving astronomers a better view of the most distant and spectacular phenomena in space.

- Making a real difference to global health: our researchers have established a new drug combination that significantly boosts cancer survival rates. Our expertise in tuberculosis has won funding to develop innovative new TB therapies. We have launched Celentyx, an exciting spin-off company that, using our technology, finds new uses for existing drugs in order to develop treatments for common diseases. In collaboration with the University Hospital Birmingham NHS Trust, we established the Birmingham Clinical Research Academy and, in partnership with other NHS organizations, received over £15 million of funding from the National Institute for Health Research, targeted at chronic diseases. Together with Birmingham Women’s Hospital, we launched a major trial to screen 20,000 newborn babies for congenital heart problems.

- Building a safer, more sustainable world: we have launched our Future Engines and Fuels Laboratory and are working with the University of Warwick to develop the use of hydrogen energy as a green fuel. In collaboration with the Universities of Nottingham and Loughborough, the University was selected in 2007 to host the UK’s new Energy Technologies Institute (ETI). We opened the UK’s only hydrogen re-fuelling station in 2008.

- In the area of Social Sciences the Centre of Excellence in Interdisciplinary Mental Health (CEIMH) is building on the University’s established record in mental health education, to develop a dynamic and collaborative partnership between six disciplines within the University as well as other key local, national and international mental health agencies and service user and carer organisations.

- We helped our 30,000 students to acquire knowledge and skills of enquiry and analysis that will stand them in good stead for the rest of their lives. Year on year we are raising our A-level intake scores supporting our goal of attracting the best and brightest students, and more than 75% of our students graduate with upper second or first class degrees.

- We continue to invest in our estate so that our campus keeps pace with our ambitions. Our new School of Sport and Exercise Sciences is the largest custom-built facility of its kind in the UK, and the University invests £1 million per week in upgrading its buildings and surroundings, including currently the Mason redevelopment of student accommodation, the Muirhead Tower Social Sciences building and the Science and Engineering Gisbert Kapp building.
These and many other achievements will change lives for the better worldwide. All of this is made possible not only by the staff directly involved, but also by the many support teams who attract students and funding and ensure the University operates smoothly. Everyone’s contribution is important and valued.

**University Mission Statement**

The University is proud of its origins in the city of Birmingham and of its 108 years so far as an inspirational centre of learning, teaching and research.

Recognising the variety of purposes we serve, our Strategic Framework affirms that we will:

- Maintain an international reputation for the highest quality of scholarship and research, for academic excellence, and for the quality of our alumni.
- Continue to serve Birmingham and the West Midlands region using our skills and knowledge and drawing on our international reputation to promote social and cultural well-being and to aid economic growth and regeneration.
- Attract and welcome students of the highest ability to study in a wide range of disciplines and will give encouragement and support to them and to all the staff who work with them.
- Continue the tradition of making a university education available to the members of any community able to benefit from it.
- Maintain an unswerving commitment to truth, wisdom and academic freedom.

**University Profile**

The University is over 100 years old and owns over 620 acres hectares of land – including properties in Stratford-upon-Avon and the Lake District. The majority of the University is accommodated on two main sites in Birmingham; the Edgbaston Campus is 250 acres in size and within 1 mile of the 80-acre Selly Oak campus. The buildings have a diverse range of ages from Victorian to modern. In total the University owns or controls some 600,000m² of built space valued in excess of £1 billion. The University has its own railway station, art gallery, geological museum, botanic garden, concert hall and one of the largest Students’ Unions in the UK. Our academic library is one of the most comprehensive in the country – and our continuous investment into learning facilities means that 90% of our student accommodation now has data point access.

The University has over 30,000 students studying for both undergraduate and postgraduate degrees, and currently has over 4,000 international students from nearly 150 different countries, making it one of the largest international student communities in the UK. 96% of Birmingham students are either employed or in further study within six months of graduation

A founder member of *Universitas 21*, a network of 21 research-intensive universities – the University is involved in research projects around the world

The University income and expenditure in 2007-8 were 411.6million and 393.2million respectively.

The annual contribution to the local economy exceeds £700 million per annum.

The University has reorganised into a *five Colleges structure*, each college is designed to provide a vibrant working and learning environment, and to be large enough to withstand fluctuations in income streams, and to ensure strategic forward investment.
Learning and Teaching

Global Quality Learning
As a world-class university, we are committed to delivering outstanding learning and teaching to students of the highest calibre and the greatest potential. We aim to promote a culture of learning based upon critical enquiry, debate and self-motivation.

100+ Years of Quality
The University received a Royal Charter in 1900, and since that time we have continued to build on the quality of the teaching and learning support that we offer.

The Higher Education Funding Council for England (HEFCE) has rated our quality of provision across twenty six subject areas ‘excellent’, and our commitment to investment in facilities at the University means that this will only continue to improve.

Our teaching quality was most recently audited by the UK Government’s Quality Assurance Agency (QAA) in 2004, and we were given the highest category of rating for our teaching quality assurance and enhancement. Read the QAA report here.

Education in Sustainable Development

The University has many examples of teaching related to sustainable development amongst all of the Colleges within the new structure. We present an example from each College here.

Arts & Law
The Centre for West African Studies teaches undergraduate courses with modules on development considering a broad range of socio-economic and environmental factors.

Social Sciences
The Centre for Global Ethics has widely recognised programmes in global ethics and human rights.

Medical & Dental Sciences
The Division of Primary Care, Public and Occupational Health provides taught courses in many areas including community based medicine.

Engineering & Physical Sciences
Within Engineering there are new degrees combining mainstream engineering with a focus on the emerging discipline of Energy Engineering incorporating modules on renewable energy, environmental risk assessment, sustainable construction and sustainable development. Engineering offers a module on Ethics, Technology and Policy taken by students also in Life & Environmental Sciences.

Life & Environmental Sciences
Undergraduate courses within Geography, Earth & Environmental Sciences on Environmental Management include modules on Economic Development and Environment, Risk and Society.

Research and Knowledge Transfer

Our research activities are guided by a Research and Knowledge Transfer Strategy. This is in the process of revision in 2008 to respond to the University’s 2005-2010 Strategic Framework, the opportunities arising from restructuring, the developing expectations of our staff and students and the interests and demands of our research sponsors and users. As a research intensive university Birmingham is committed to carrying out research that is world-leading in terms of originality and distinctiveness, significance and rigour. In 2007 the Times Higher World University Ranking for research placed Birmingham in 65th position in the world, a rise from 90th in 2006.

We aspire to be recognized internationally for research that is agenda-setting and for transferring our research outcomes to ensure positive impacts on society, human health, the economy and
environment. We aim to build on individual excellence and to capitalize on our multi- and inter-disciplinary research strengths to address key national and global challenges, recognizing that the complexity of these requires the productive bringing together of different perspectives and skills. Our research activities are underpinned by a strong governance framework including a new ethical review process covering all research (by staff and postgraduates).

The transformation of our research into the economy, policy and society is regarded as an embedded and natural component of our research. We support knowledge transfer as a spectrum of activity, from dissemination to our peers, policy-makers, government bodies, industry and commerce through to commercial exploitation.

In 2003, the University identified nine research themes and four ‘enabling technologies’ which encompass areas of research where we have critical mass and significant impact. Collaborative Research Networks (CRNs) have operated around each of these, enabling interdisciplinary research and providing informal networks to engage staff with interests in the research areas. The current revision of the Research and Knowledge Strategy is appropriately revisiting these themes to ensure that the University continues to build on its research strengths.

**International University**

Each year, over 4,000 overseas students from 150 countries study at the University of Birmingham, enhancing our reputation as a truly international university, and adding to our diverse range of cultures, views and opinions. Additionally, the University’s international profile is reflected in the diversity of its staff. 27% of academic staff are non-UK nationals.

The University’s International Strategy provides a strategic framework to support and enhance our international activities. An International Board oversees the international portfolio and a Director of International Strategy has been appointed to direct, co-ordinate and monitor implementation. An Action Plan has been produced, in consultation with staff and students from across the campus. Priority actions, target timeframes and performance indicators have been identified, as have key members of staff who will have responsibility for driving forward the agenda in their respective areas. *The Strategy and Action Plan* are seen as evolving documents. Successful internationalisation is not simply a matter of promoting and developing income-generating opportunities. It is about preparing and enabling us all to become more effective global citizens.

As a founding member of *Universitas 21*, the University offers students and staff study and research opportunities with partner institutions, in North America, Europe, Asia and Australia & New Zealand.

We provide opportunities for our home students to study abroad if they choose to, so that they can experience other cultures and languages. It encourages them to take on challenges, meet new people and learn about life outside the UK.

The University is one of only 25 institutions in Europe to be recognised as a ‘Jean Monnet European Centre of Excellence’ by the European Commission for our expertise in European affairs.

**Governance**

Following a review of the University’s governance structure, the University’s Council now comprises 24 lay and academic persons appointed under the Statutes of the University, the majority of whom are non-executive. The roles of Chairman and Deputy Chairman of the Council are separate from the role of the University’s Chief Executive, the Vice-Chancellor and Principal. The matters specifically referred to the Council for decision are set out in the Statutes of the University; by custom and under the Financial Memorandum with the Higher Education Funding Council for England, the Council holds to itself the responsibilities for the ongoing strategic direction of the University, approval of major developments and the receipt of regular reports from Executive Officers on the day-to-day operations of its business and its subsidiary companies.

The reorganisation to the new College structure has also resulted in changes to other University governing bodies.
**Stakeholder Groups**

In terms of impacts on sustainability the University of Birmingham has a wide range of stakeholders, based around the three areas of campus, curriculum and community. The University undertakes a wide range of engagement with a very large range of stakeholder groups including:

Students, staff, local community, global community, HEFCE, research sponsors and collaborators, employers, the regional development agencies (particularly Advantage West Midlands), Council & Senate, potential applicants, other higher education institutions, regional government, UK government, learned societies, professional organisations, schools & colleges, media, suppliers of goods, trade unions.

**Sustainability Strategy**

The University of Birmingham has been pro-active in developing the sustainability agenda over the past few years. Along with 17 other higher education institutions we were an active participant in the Higher Education Partnership for Sustainability (HEPS) scheme which was completed in 2003. The outcome of the project was to develop a better understanding of how universities should respond to their impacts on sustainable development. The HEPS scheme acknowledged that universities have impacts and influence in the areas of campus, curriculum and community. In March 2004, the University’s Environment, Health and Safety Executive Committee (EHSEC) recommended the convening of a Sustainability Task Group (STG) to take forward the University’s Sustainability Strategy. Senior members of the University with key responsibilities in relevant areas are members of the Task Group.

In 2007, the University was chosen as a case study in the ‘HEFCE strategic review of sustainable development in higher education in England’. We were identified as being in phase 3 of 4 in the adoption of sustainable development. This phase entails progress in the following areas;

- Significant involvement of senior management by the end of this phase, resulting in a senior sponsor with real ownership
- Vice-Chancellor/governance level active interest
- Steering group taking firmer directive role (yet still collegial where possible)
- Small team of Sustainable Development change agents in place, often at least partly virtual
- Sustainable Development playing a significant role in both teaching and research across the HEI, and full Sustainable Development estates policy and practice in operation
- Sustainable Development beginning to be joined-up
- Extensive use of quantified targets, with an effective system of sanctions
- Sustainable Development becoming embedded in HR

**Progress and Goals**

The following section details areas identified by the Sustainability Task Group which indicate recent progress and future goals and objectives.

**Leadership, Management & Governance**

Aim: Address the University’s responsibility for audit of Corporate Social Responsibility (CSR) matters, with strategic goals and targets, ratified by Council.

Ownership: Sustainability Task Group

Recent Progress: The University was recognised in a recent Higher Education Funding Council for England (HEFCE) strategic review of sustainable development in higher education in England report as ‘getting really serious’ about Sustainability adoption across the institute.

Objectives for 2008_2009: Publication of Sustainability report, identifying targets and goals.

**Campus**

**Environmental Policy and Management**

Aim: Recognise and reduce environmental impacts of the University.

Ownership: Environmental Advisory Group.
Recent Progress: Review of Environmental Policy.

**Development of Estate**
Aim: Ensure that the Estate development plan explicitly includes sustainable development as a core principle. Implement carbon management IP and adopt energy efficiency practices. Adopt more sustainable methods of construction and refurbishment.
Ownership: Estates

**Management of Estate and Resources**
Aim: Adopt waste reduction policies and increase levels of recycling.
Ownership: Hospitality & Accommodation Services, Estates, Procurement.
Recent Progress: Increase in recycling figures. Implementation of paper policy.

**Transport Strategy**
Aim: Introduce sustainable transport practices.
Ownership: Sustainability Task Group,
Recent Progress: Setting up Sustainable Travel Plan Steering Group. – Staff and student travel survey
Objectives for 2008-2009: Develop Sustainable Travel plan and appoint sustainable travel coordinator.

**Finance and Investment**
Aim: Investigate ethical investment as part of CSR responsibilities. Develop sustainable procurement policies and guidance. Engage with any proposed development of a CSR policy.
Ownership: Finance.
Recent Progress: Signed Birmingham Strategic Partnership (BSP) sustainable procurement compact

**Academic**
**Research**
Aim: Highlight key research projects related to sustainability and review activities to promote research in this area. Promote the need for sustainable research practices in recognising the life cycle impacts of research projects.
Ownership: Research and Knowledge Transfer Committee.
Recent Progress: Ethical review committees.

**Education**
Aim: To manage the progression of students from registration through to graduation including many of the key underlying services and processes, ensuring through regulation and quality assurance that academic standards are met.
Ownership: Academic Services
Recent Progress: Development of the Student Life Division whose remit is to enhance the student experience at the University.

**Knowledge Transfer**
Aim: Encourage activities to promote economic and social benefits in research and outreach.
Ownership: Research and Commercial Services, and Research & Knowledge Transfer Committee.
Recent Progress: Science City
Objectives for 2008_2009: Develop revised Research & Knowledge Transfer Strategy

Community

Student Experience
Aim: Raise awareness of sustainability amongst students, especially those related to volunteering and community activities. Promote sustainability to new students
Ownership: Student Life, Guild of Students, Hospitality and Accommodation Services
Recent Progress: Numerous volunteering activities.
Objectives for 2008_2009: Continue to promote volunteering activities.

Human Resources and Wellbeing
Aim: Achieve a people-centred culture within the University that protects and enhances the conditions necessary for the achievement of academic excellence in research and teaching. Seek to improve the working environment for all, for example by ensuring fairness and consistency through the operation of robust employment and management practices.
Ownership: Human Resources.
Objectives for 2008_2009: Implement the HR strategy priorities

Development and Alumni
Aim: Inform alumni of the University's reporting on sustainability. Enrol alumni as advisors as appropriate
Ownership: Alumni Relations.
Recent Progress: Alumni informed of activities by newsletters.

Community Engagement
Aim: Continue to develop engagement with local community
Ownership: Community Advisory Board, Guild of Students.
Recent Progress: Numerous volunteering activities.
Objectives for 2008_2009: Continue to encourage community engagement.

Relationship with City and Region
Aim: Continue to foster links with the region's development agencies and city council, in projects such as the Eastside development
Ownership: Research and Commercial Services, Academic Community.
Recent Progress: Eastside development

International University
Aim: Support and enhance the University's International activities.
Ownership: International Board
Recent Progress: Development of International Strategy, Contributions to Universitas 21 discussions.
Performance Summary

Economic Performance and Impact

The annual accounts for 2007-2008 continue to demonstrate the University is maintaining a financially sustainable position.

The University operates two main pension schemes. The USS Pension Scheme has been open to most Academic and Academic-related staff. Non-academic staff will normally belong to the University of Birmingham Pension and Assurance Scheme BPAS. The BPAS scheme is now closed to new members, and the University has now introduced a new "defined contribution" pension scheme for its support staff.

Regional and Local Economic Impact Assessment

In July 2007 the University commissioned the Centre for Urban and Regional Studies (CURS) and consultants GHK to prepare a broad assessment of its socio-economic contribution to the city of Birmingham and the wider West Midlands Region. The report entitled ‘Regional and Economic Impact Assessment of the University of Birmingham’ details the many positive impacts the University has on the local region. The study covers the period 2005/2006 when for example:

- The University of Birmingham was the 8th largest employer in the Birmingham/Solihull sub-region.
- The additional income attributable to the University was estimated to be £660m and £780m in Birmingham and the W Midlands region respectively.
- 13.6% of students were drawn from Birmingham but 33% of graduates took their first job here.
- University graduates added an additional £22m to the region.
- The compound University workforce for the ten year period up to 2006 added an additional £146m in output to the city economy and £204m to the regional economy.

Sustainable Procurement

The University has had major input into drafting the Birmingham Sustainable Procurement compact. This Sustainable Procurement Compact is a vital step forward in helping the city to ensure that purchasing and procurement decisions play their full part in the delivery of its economic, social and environmental policies. The compact enables partners from the public, private, voluntary and community sectors to combine their resources and influence, to engage with suppliers and to work together to deliver Birmingham 2026: ‘Our Vision For the Future’, the Sustainable Community Strategy for Birmingham.

In 2003 we became the second UK University, and the first member of the Russell Group to achieve Fairtrade status. This was achieved by forming a Fairtrade Steering Group, consisting mainly of members of the Guild of students and Hospitality and Accommodation Services.

Environment, Health & Safety Management

Environmental Policy

The Environment, Health and Safety Executive Committee (EHSEC) has overall responsibility for the formulation of Environment Policy and for monitoring its implementation throughout the University. EHSEC consults widely on its proposals for Environment Policy and its implementation. EHSEC has a specialist Advisory Group on the Environment to provide it with expert advice on environmental matters. The environmental policy was reviewed and updated in 2007.

To help co-ordinate the implementation of Environmental Policy and to administer the work of the Advisory Group, EHSEC has appointed a Sustainability and Environmental Advisor. The University's Health & Safety Unit is responsible for advising on environmental issues and for liaising with the environmental law enforcing authorities.

Responsibility for the University's estate is split between the Estates Office and Hospitality & Accommodation Services (HAS). Estates manage maintenance, new building projects, grounds and
energy and water management. HAS are responsible for waste management and recycling, transport, student residential accommodation, all campus catering services and the provision of conference facilities. Both have been actively involved in improving the recent environmental performance of the University.

Heads of Budget Centre have been responsible to the University for applying Environmental Policy requirements to budget centre activities. Environmental Co-ordinators have been appointed to act as a focus for information and guidance on the implementation of Policy.

Health & Safety Policy
The University of Birmingham is committed to providing and maintaining a healthy and safe working environment for all its employees, students and any other people who may be affected by its activities. This commitment is expressed in a Health & Safety Policy statement and in a safety representative’s charter. The Environment, Health and Safety Executive Committee (EHSEC) is responsible to Council for overseeing the management of risks to health and safety throughout the University.

Environmental Performance

Carbon Management
The University recognises the challenges that climate change brings. Indeed an increasing amount of research and teaching is directed towards providing solutions for the challenges of climate change. As part of an ongoing initiative, Birmingham in partnership with 19 other universities took part in the first phase of the Higher Education Carbon Management Programme in collaboration with the Carbon Trust. This project has aimed to embed low carbon thinking into the culture of the University and identifying further measures to reduce environmental impact of the University.

The project calculated that our activities result in annual emissions of 67,457 tonnes of Carbon Dioxide, with around 80% due to our use of energy.

The figure for 2006/07 was approximately 64,000 tonnes, the reduction mainly as a result of a Hospitality and Accommodation Services’ strategy to bring student accommodation closer to campus and a mild winter. Longer term risks to the targets have been identified in terms of new developments and discussions are underway to implement appropriate strategies.

An implementation plan approved by the Vice-Chancellor and senior management team in May 2006, has identified various cost-effective projects to reduce these emissions and give an absolute saving of 6% of the University’s carbon emissions over a five-year period. This is equivalent to 10% of predicted emissions if no action is taken.

A sustainable cooling policy and guidance have been developed. The policy recognises the expected increase in temperatures with climate change. Its objective is to achieve a balance between the environmental and financial cost of providing cooling with the need to provide comfortable working conditions.

Materials Resource Management, Waste Reduction and Recycling
Environmental Services, part of HAS (Hospitality and Accommodation Services) are responsible for waste management across campus, catering and student accommodation. The University was one of the first higher education institutions in the UK to operate a pay-by-weight waste contract. The contract was devised to implement objectives identified in the University's Environmental Policy. To help meet the University's demand, Veolia, our waste contractors have invested in a leading-edge technology weighing system, which allows the high volume of commercial waste collections required each week to be charged, based solely on the actual weight of the waste in the container. As well as financial benefits, this method provides the University with the ability to identify recycling streams, thus diverting them from landfill. Since 2005 there has been continuous improvement in waste reduction and recycling figures, resulting in a Highly Commended accolade in the Green Gown Awards. These are awarded by HEEPI (Higher Education Environmental Performance Improvement) and are designed to acknowledge achievement in areas where higher education meets the
The Green Gown has been largely achieved by increased resource been made available for waste and recycling activities. A new post of waste management coordinator (recycling) has been created, and an electric powered ‘green machine’ helps with the transportation of recyclables around campus.

In November 2006, a new policy was developed to reduce the environmental impacts of paper use at the University. The paper policy, aims to address the whole life-cycle impacts of paper procurement, use and disposal.

Environmental Compliance
The University has had no prosecutions in the last five years.

In February 2008 the Environment Agency performed a waste producer audit of the University’s activities. The scope and purpose of the audit focused on was to target the Waste Management systems, storage and handling of hazardous and general wastes produced on several locations around the University campus. The audit also provided an opportunity to review current practice, pollution prevention measures and compliance with relevant legislation, including the Control of Pollution (Oil Storage) Regulations 2001.

The audit targeted the following areas:
(1) University environmental policy, overall site management procedures, structure, action plans, training and responsibilities for waste & pollution prevention.
(2) Regulatory documentation (Hazardous Waste Consignment Transfer notes etc)
(3) Evidence of Duty of Care and use of disposal contractors.
(4) Waste and product segregation, storage & handling.
(5) Key areas such as: Hospital/infectious wastes (Human & animal), chemical/biological/ engineering departments.
(6) Pollution prevention measures (drainage and emergency plans, consents to discharge, on-site treatments etc).

Officers were satisfied with the overall awareness and management of waste handling and disposal across the University campus. The key personnel handling the day-to-day operations were commended for their awareness of the main legislation and control of documentation.

Water Management
The University has developed a utilities strategy including numerous water-saving projects. A monitoring and targeting system for water (and energy) has been set up to track costs and consumption and to enable management reports to be easily produced. Sub-meters have been installed on buildings and large items of equipment to measure their consumption. Any fluctuations are identified and investigated quickly, and corrective action taken. To provide, and maintain a direct incentive for consumers of water, the University utility strategy provides for devolution of budgets to users. Individual budget centres have set-up programmes to reduce their water usage and a number of conservation projects have been approved for funding. The sophistication of the monitoring and targeting system has been increased to allow remote reading of most of the meters. Consumption can be monitored on a daily basis and unusual consumption patterns promptly brought to the attention of budget centres. This system also enabled a leakage detection system to be set up to detect differences between the water company’s meters and the University’s submeters. These activities resulted in a substantial reduction in water consumed.

In 2005_2006 total water consumption was 766,127 cubic metres, reducing to 596,022 cubic metres in 2006_2007.

Biodiversity
A biodiversity survey of the University campus commenced in February 2005, overseen by academics from the School of Geography, Earth and Environmental Sciences, already involved in a similar survey at the Eastside Development within the City. Grounds and Gardens are responsible for managing both the main campuses, outdoor sports facilities, residential sites and outstations. This represents around 180 hectares of land and responsibilities include grass cutting, planting, pruning,
tree work, litter and road sweeping. In addition to this, 8000 annual bedding plants are replaced twice per year. Our activities create up to 400m³ of green waste every year, which we recycle into compost.

A green roof facility has been designed and built at the University that will be used to investigate the value of green roofs for nature conservation, storm-water and water quality management. The facility enables researchers from the School of Geography, Earth and Environmental Sciences to study ways of improving the management of urban water by investigating how green roofs can reduce both the volume and pollution levels of the water that runs off them. The new research facility, which is on top of the Watson Building, has been seeded with a variety of flowers, many of which are declining in the British countryside, such as corn cockle, cornflower, pansy, great mullein and poppy. These plants will attract birds, butterflies, bees, wasps, beetles and spiders – all of which will be studied on the roof.

Health and Safety Performance

There is an established accident/incident reporting process in place, with full details available on the Health & Safety Unit (HSU) website. There are arrangements covering statutory requirements for the reporting of certain accidents, incidents and diseases to the HSE.

The HSU monitor all accident/incidents reported and produce a variety of statistics for annual presentation to a meeting of the Environment, Health and Safety Executive Committee (EHSEC).

Human Resources and Wellbeing

In Spring 2007 the University undertook a consultation process with the aim of implementing a new Human Resources Strategy 2007-2012. The Strategy sets out our aspirations as an employer up to 2012. We were guided by the internal and external environment, including an extensive consultation process with colleagues, in which the University operates, the University's core mission with regard to its people, and the Corporate Services vision and values. The strategy states -

As the HE sector becomes increasingly competitive, it is critical that the University of Birmingham fosters the best environment in which our 6,000 staff can prosper. We need to be an attractive employer to an increasingly international workforce and find ways of engaging and retaining current staff who are its biggest asset in an organisation that exists to promote research and teaching and who represent its largest cost with a direct pay bill of £200 million per annum."

People Facts and Performance

The Human Resources annual report covers the activities of HR Operations, HR Strategy and Policy, HR Leadership and Learning and HR Workplace Wellbeing. The report is in two sections: a report on activities, followed by a statistical summary of the composition of the workforce and how it has changed over a period of time.

The University’s Corporate Services were awarded Investors in People (IIP) status for 3 years from December 2006. Additionally a clear vision and set of value statements were identified.

The University is proud of the diversity of its community and is committed to ensuring all staff are treated equally and with dignity and respect. The University operates a Fairness and Diversity Policy. From 6th April 2007, the University implemented a new Gender Equality Duty to promote gender equality across its activities. The duty requires the University to be proactive in promoting gender equality and preventing discrimination.

100% of 5,700 staff are covered by collective bargaining agreements. 100% of total workforce are represented in formal joint management-worker health and safety committees.

Staff Training and Development

Academic Practice and Organisational Development (A POD) supports the professional development of all categories of staff at the University. APOD offers a wide-range of courses and other
development opportunities for individuals, teams and departments. The programme covers areas such as:
- teaching, learning and assessment
- research
- management and administration
- interpersonal skills
- induction
- staff development review and appraisal
- recruitment and selection

APOD has played a significant role in facilitating organisational change during the University's restructuring.

Workplace wellbeing
The aim is to ensure that people working at the University are productive, safe, healthy and engaged. Positive perceptions of working at the University benefit both the individual and the University. All this is underpinned by a continual commitment to the principles of diversity. All parts of the HR strategy have implications for Workplace Wellbeing.

Implicit in its delivery is the principle of 'sustainability' in which decisions and actions taken can be proven to be in the wider and long term interests of the University's and that economic, social and environmental goals are progressed simultaneously.

Recent Progress:
The University was one of the first to appoint a senior manager to act as a Wellbeing champion and establish an expert Advisory Group, comprising academic expertise and management experience from within the University. The Advisory Group is part of the University Governance structure.

The opportunity presented by a major re-organisation has allowed for the introduction of a more robust regime for the management of risks associated with occupational health & safety and environment. Key features of this regime are increased accountability of senior managers in the University and improved monitoring and reporting arrangements.

Priority activity includes: development and implementation of a unique and innovative model for employee support (which has generated external interest); a major review of stress management; staff opinion survey; improving support for International staff; collaboration in student and staff support activities to share good practice and where appropriate share provision, e.g. in provision of on-line advice and support for mental health.

The University is a partner in a project on workplace wellbeing funded by HEFCE under their Leadership, Governance and Management fund.

Community
Community Engagement Programmes
The University engages with local communities and projects through a broad range of programmes that involve both staff and students. Current activities are progressing from work initially undertaken by the Active Communities Task Force. An integrated approach to community engagement across all areas of University business was developed. The task force managed through Research and Enterprise Services, worked in close partnership with the Guild of Students, academic Schools and other Corporate Services. The University is currently involved in many community networks. The Community Advisory Board brings together a group of key figures from Birmingham's newer communities to give advice and support in the relationship with those communities. Additionally there is staff involvement in a wide range of organisations and activities in Birmingham e.g. Magistrates, School Governors, Hospital Trust members, as Councillors, etc.
Volunteering and Charity Engagement

A recent summary of volunteering activities is given in the regional impact assessment (Section 5.1.1). Volunteering has become a key part of the student experience at Birmingham. There are some 1000 students’ on the Guild’s volunteer register of which, in 2005/6 some 450 were actively engaged with outside projects such as holidays for disadvantaged children, support for homeless people, St John’s Ambulance Service, Help the Aged and numerous other charities. In 2006 students spent a total of more than 25,000 hours working on such projects.

The University is a member of the Pan Birmingham Palliative Care Network which aims to provide the best care for people coming to the end of their life. The University supports the network as a major employer in the region, as a provider to the network of training & development, consultancy and advice and it conducts research commissioned by the network and the Department of Health’s end of life programme. The University is also developing a partnership with a local hospice, which includes raising money for the hospice, providing opportunities to raise awareness of it’s work, opportunities for volunteering for staff and students and placement for medical students.

Selected Contributions to Sustainability

We have published a separate document that summarise chosen contributions to Sustainability in the areas listed below. ‘Sustainability Highlights’ can be downloaded and viewed as a pdf file.

**Campus**

- Waste reduction and recycling for a more sustainable campus
- Sustainable transport on campus
- Reducing campus carbon emissions

**Academic & Curriculum**

- Addressing the challenges of sustainability through environmental and energy research
- The Eastside development – creating a sustainable urban environment
- The Raymond Priestley Centre – promoting environmentally friendly actions and practice

**Community**

- Engaging the local community
- Workplace wellbeing
- Volunteering & charity engagement
GRI Summary
This is the University’s first sustainability report and therefore we’ve decided to submit in the self-declared category at level C of the report application levels. These levels are dictated by the GRI guidelines (see Table below).
The development of this report has been based on the Global Reporting Initiative (GRI) guidelines. The performance summary table maps the report content to the GRI indicator requirements. Some GRI additional indicators are also included.

Report Application Levels

<table>
<thead>
<tr>
<th>Mandatory</th>
<th>Self Declared</th>
<th>C</th>
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<th>B</th>
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GRI Performance Summary Table

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<td>2.1-2.10</td>
<td>Profile</td>
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<td>3.12</td>
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<th>Indicator</th>
<th>Content</th>
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<th>Notes on Reporting</th>
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<tr>
<td>EC1</td>
<td>Economic value generated</td>
<td>Economic Performance and Impact</td>
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<tr>
<td>EC2</td>
<td>Financial implications, risks and opportunities due to climate change</td>
<td>Carbon Management, Contributions to Sustainability</td>
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<td>EC3</td>
<td>Coverage of the organization's defined benefit plan obligations.</td>
<td>Economic Performance and Impact</td>
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<tr>
<td>EC4</td>
<td>Significant financial assistance received from government.</td>
<td>Economic Performance and Impact</td>
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<tr>
<td>EC6</td>
<td>Policy, practices, and proportion of spending on locally-based suppliers.</td>
<td>Economic Performance and Impact</td>
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<tr>
<td>EC7</td>
<td>Procedures for local hiring and proportion of senior management hired from the local community</td>
<td>Human Resources and Wellbeing</td>
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</tr>
<tr>
<td>Code</td>
<td>Description</td>
<td>Category</td>
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<tr>
<td>EC8</td>
<td>Development and impact of infrastructure investments and services provided primarily for public benefit.</td>
<td>Governance</td>
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<tr>
<td>EN1</td>
<td>Materials used by weight or volume.</td>
<td>Community Economic Performance and Impact</td>
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<tr>
<td>EN2</td>
<td>Percentage of materials used that are recycled input materials.</td>
<td>Materials Resource Management</td>
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<tr>
<td>EN3</td>
<td>Direct energy consumption by primary energy source.</td>
<td>Carbon Management</td>
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<tr>
<td>EN4</td>
<td>Indirect energy consumption by primary source.</td>
<td>Carbon Management</td>
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<tr>
<td>EN5</td>
<td>Energy saved due to conservation and efficiency improvements.</td>
<td>Carbon Management</td>
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<tr>
<td>EN6</td>
<td>Initiatives to provide energy-efficient or renewable energy based products and services</td>
<td>Contributions to Sustainability</td>
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<td>EN7</td>
<td>Initiatives to reduce indirect energy consumption and reductions achieved.</td>
<td>Carbon Management</td>
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<tr>
<td>EN8</td>
<td>Total water withdrawal by source.</td>
<td>Water Management</td>
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<tr>
<td>EN11</td>
<td>Location and size of land adjacent to areas of high biodiversity.</td>
<td>Biodiversity</td>
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<tr>
<td>EN12</td>
<td>Impacts of activities on areas of high biodiversity.</td>
<td>Biodiversity</td>
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<tr>
<td>EN13</td>
<td>Habitats protected or restored.</td>
<td>Biodiversity</td>
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<tr>
<td>EN14</td>
<td>Strategies, current actions, and future plans for managing impacts on biodiversity.</td>
<td>Biodiversity</td>
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<tr>
<td>EN16</td>
<td>Total direct and indirect greenhouse gas emissions by weight.</td>
<td>Carbon Management</td>
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<tr>
<td>EN17</td>
<td>Other relevant indirect greenhouse gas emissions by weight.</td>
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<tr>
<td>EN18</td>
<td>Initiatives to reduce greenhouse gas emissions and reductions achieved.</td>
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<tr>
<td>EN19</td>
<td>Emissions of ozone-depleting substances by weight.</td>
<td>Environmental Compliance</td>
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<tr>
<td>EN20</td>
<td>NOx, SOx, and other significant air emissions by type and weight.</td>
<td>Environmental Compliance</td>
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<tr>
<td>EN21</td>
<td>Total water discharge by quality and destination.</td>
<td>Water Management</td>
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<tr>
<td>EN22</td>
<td>Total weight of waste by type and disposal method.</td>
<td>Materials Resource Management</td>
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<tr>
<td>EN23</td>
<td>Total number and volume of significant spills.</td>
<td>Health &amp; Safety Performance</td>
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<tr>
<td>EN26</td>
<td>Initiatives to mitigate environmental impacts of products and services.</td>
<td>Contributions to Sustainability</td>
<td>Research, teaching and knowledge transfer interpreted as products and services</td>
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<tr>
<td>EN28</td>
<td>Fines and sanctions for non-compliance with environmental laws and regulations.</td>
<td>Environmental Compliance</td>
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<tr>
<td>EN29</td>
<td>Significant environmental impacts of transporting products, materials and members of the workforce.</td>
<td>Carbon Management</td>
<td>(Additional)</td>
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<tr>
<td>LA1</td>
<td>Total workforce by employment type, employment contract, and region.</td>
<td>Human Resources and Wellbeing</td>
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<tr>
<td>LA2</td>
<td>Total number and rate of employee turnover by age group, gender, and region.</td>
<td>Human Resources and Wellbeing</td>
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<td>LA4</td>
<td>Percentage of employees covered by collective bargaining agreements.</td>
<td>Human Resources and Wellbeing</td>
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<tr>
<td>LA5</td>
<td>Minimum notice period regarding significant operational changes, including whether it is specified in collective agreements.</td>
<td>Human Resources and Wellbeing</td>
<td>Statutory</td>
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<td>LA6</td>
<td>Percentage of total workforce represented in formal joint management-worker health and safety committees.</td>
<td>Human Resources and Wellbeing</td>
<td>(Additional)</td>
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<td>LA7</td>
<td>Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.</td>
<td>Health &amp; Safety Performance</td>
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<td>LA8</td>
<td>Education, training, counselling, prevention, and risk-control programs regarding serious diseases.</td>
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<td>LA10</td>
<td>Average hours of training per year per employee by employee category.</td>
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<td>LA11</td>
<td>Programs for skills management and lifelong learning.</td>
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<td>LA12</td>
<td>Percentage of employees receiving regular performance and career development reviews.</td>
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<td>(Additional)</td>
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<td>LA13</td>
<td>Composition of governance bodies and breakdown of employees per category.</td>
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<td>LA14</td>
<td>Ratio of basic salary of men to women by employee category.</td>
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<td>HR1</td>
<td>Human rights clauses.</td>
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<tr>
<td>HR2</td>
<td>Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.</td>
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<tr>
<td>HR4</td>
<td>Total number of incidents of discrimination and actions taken.</td>
<td>Human Resources and Wellbeing</td>
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<td>HR5</td>
<td>Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk.</td>
<td>Not Reported</td>
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<td>HR6</td>
<td>Operations identified as having significant risk for incidents of child labor, and measures taken.</td>
<td>Not Reported</td>
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<tr>
<td>HR7</td>
<td>Operations identified as having significant risk for incidents of forced or compulsory labor, and measures taken.</td>
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<tr>
<td>SO1</td>
<td>Impact on local and regional community</td>
<td>Community</td>
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<td>SO2</td>
<td>Percentage and total number of business units analyzed for risks related to corruption.</td>
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<td>SO3</td>
<td>Percentage of employees trained in organization's anti-corruption policies and procedures.</td>
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<td>SO4</td>
<td>Actions taken in response to incidents of corruption.</td>
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<td>SO5</td>
<td>Public policy positions and participation in public policy development and lobbying.</td>
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<td>SO8</td>
<td>Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.</td>
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