

WE STAND FOR AMBITION.

University of
Kent

Sustainability Strategy

2025-30



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Our Vision

At the University of Kent, we are committed to delivering a sustainable future by embedding environmental excellence and community engagement into every facet of campus life. This vision is grounded in a commitment to achieving net zero emissions, nurturing green spaces, building resilience on our estate, fulfilling our civic mission, and empowering students as catalysts for change.

Rooted in our commitment to the community, we will extend our sustainability efforts beyond the university to actively contribute to sustainability within the region and beyond. We will leverage our expertise, resources, and partnerships to engage with local communities, organisations, and individuals in the co-creation of solutions to the environmental challenges of our time. As a civic leader, we will set an example of how universities can drive meaningful, collective change.

At the heart of our sustainability strategy is our students. We will empower them with the knowledge, skills, and values to lead the charge for a more sustainable world, offering opportunities for hands-on learning, research, and leadership in sustainability initiatives. Our students will be active participants in shaping our sustainable future – creating innovative solutions and advocating for lasting change both on campus and in their future careers.

SUSTAINABILITY AT KENT

The journey so far

Our Foundations

Surrounded by ancient woodland and home to leading research on social and environmental sustainability, Kent started its sustainability journey in 2005 with our first Carbon Management Plan targeting to reduce emissions by 23% by 2020.

Behaviour Change

2010 Green Impact launched supporting 100s of staff take sustainability action locally over 10 years.

The Sustainability Champions Network was built from this and other projects including FutureProof.

Sustainable Operations

2012 Kent's Environmental Management System was certified to ISO14001 standard. We still operate this and retain the certification.

Sustainable Operations

2021 We set an ambitious yet achievable of reducing scope 1 and 2 greenhouse gas emissions to net zero by 2040 and scope 3 emissions to net zero by 2050.

We also signed Race to Zero, A partnership between the Alliance for Sustainability Leadership in Education (EAUC) and UNEP.

Right to Food

2022 The University of Kent commits to become a Right to Food University, promoting food justice, tackling food poverty and transforming our food system.

2023 We planted 300 fruiting trees as part of the Diamond Anniversary Orchard.

Sustainable Finance

2023 We signed the Fossil Free campaign committing to no investments in extractor fossil fuel companies.

2005

2010

2015

2020

2025

2030

Holistic Sustainability

2017 The University signed up to the Sustainable Development Goals Education Accord, committing us to embedding the SDGs across our operations, teaching and research.

Sustainable Operations

2017 Our first BREEAM excellent building, the Sibson Building opened.

Education

2020 We undertook a large scale mapping exercise to understand the extent of the SDGs within our Undergraduate curriculum.

Sustainability Hub

2018 launched the Kent Community Oasis Garden, a hub for sustainable food growing, sustainability education, wellbeing in nature and biodiversity monitoring.

Recognition

2024 the University of Kent was recognised for its work in sustainability, food and biodiversity by the Green Gown Awards and Kent Wildlife Trust.

Research

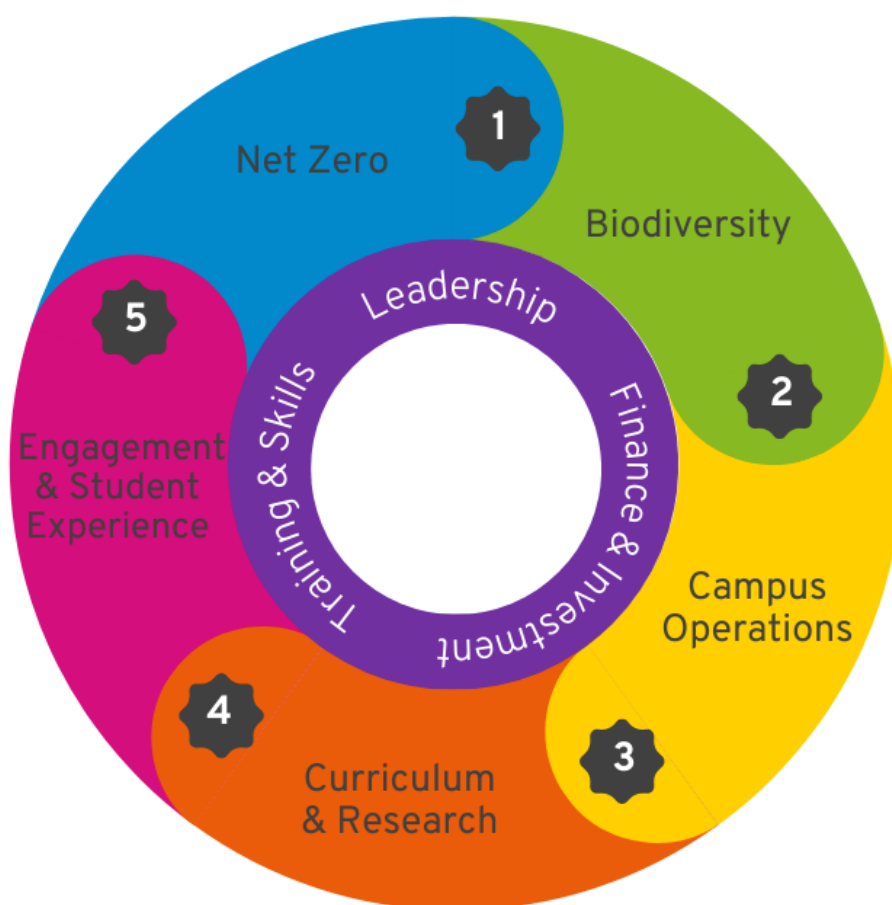
2025 We signed the Concordat for Sustainability in Research and Innovation Practice

University of
Kent

Our Commitments

Our Sustainability Strategy has five key commitments each of which is underpinned by a number of targets and objectives. Each commitment and the associated actions will support delivery of the UN Sustainable Development Goals.

Supporting the delivery these five commitments are a number of enablers which interact with the commitments.



Net Zero

Commitment - We will achieve Net Zero scope 1 and 2 emissions by 2040 and Scope 3 by 2050



Context

The Intergovernmental Panel on Climate Change (IPCC) is clear that we need unprecedented rapid action to reduce global carbon emissions, with catastrophic consequences if we do not act to keep global temperature rise below 1.5°C.

As a forward-thinking institution, we will act decisively to deliver on our Science Based Targets to reduce our emissions and lead the way in tackling climate change. This is an opportunity for the University to demonstrate its capacity for innovation and leadership. Furthermore, as a student-led institution, we act in consensus with our student body that the University should take strong action to tackle climate change.

In early 2023, The Royal Anniversary Trust released “Accelerating towards Net Zero,” which set out a roadmap for carbon reduction in the tertiary education sector recommending core principles of Net Zero planning as well as identifying the key action pathways that the sector must take. The three action pathways; Built Environment, Travel & Transport, and Sustainable Supply Chain have been reflected in our own Net Zero plans and we are using a standardised Carbon Emissions Framework (SCEF) developed for the sector to map our full carbon footprint and establish our baseline for Scope 3 which will be used in future reporting.

Progress against our Net Zero target will be published on our Sustainability webpages and more detail on plans and actions to reduce emissions can be found in our Carbon Management Plan updated annually.

Case Study – Siemens Partnership

The University of Kent has entered into partnership with technology company Siemens to cut scope 1 and 2 emissions by 50% by 2030. Work on site towards the reduction of energy consumption on campus started in 2024 with the installation of LED lighting in the Templeman library building including lighting control systems that are providing us data on occupancy patterns which will inform further work to optimise heating and lighting. Work in 2025 and beyond includes upgrades to building management system controllers (which

control heating, lighting, security systems), as well as space optimisation and an updated metering systems to optimise energy use across our estate.

The plans also include the installation of both roof-mounted and ground-based solar panels which could generate more than 675,000kWh electricity annually. All of the zero-carbon energy generated on site will be used by the University.

Targets

1.1 Achieve Net Zero carbon emissions in our operations (Scopes 1 and 2) by 2040, following a pathway of a 5% year on year reduction compared to our 2018/19 baseline

1.2 Achieve Net Zero carbon emissions across all scopes by 2050 following a pathway of a 4% year-on-year reduction compared to our 2022/23 baseline

Funding for the scheme will be provided by Siemens Financial Services through a flexible financing package allowing us to begin repayments only once the upgrades have been delivered using money saved through reduced utility costs.

Objectives

Objective 1a – Reduce our operational (scopes 1 & 2) emissions

- Work in partnership with Siemens to reduce energy use and decarbonise heating
- Develop better access to and understanding of energy use profiles for building users

Objective 1b –Reduce emissions from our supply chain

- Develop better understanding of supply chain emissions
- Embed sustainability into tenders
- Improve training for staff with significant procurement responsibility

Objective 1c – Reduce our emissions from staff and student travel

- Improve data collection for staff and student commuting
- Improve internal processes for managing business travel
- Reduce the number of staff, students and visitors commuting by single-occupancy car

Supporting documents

- Carbon Management Plan
- Energy Action Plan
- Travel Plans
- Procurement Strategy

Biodiversity

Commitment - We will regenerate the ecology of the campuses to mitigate biodiversity loss and the decline in ecosystem services, whilst supporting the use of our natural spaces for education, engagement, and wellbeing activities.



Context

We are experiencing a rapid decline in biodiversity with human action being the major cause. Biodiversity and nature's benefits to people underpin almost every aspect of human development and are key to the success of the Sustainable Development Goals. They help to produce food, clean water, regulate climate and even control disease. Yet they are being depleted and degraded faster than at any other point in human history. (Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services).

The University seeks to drastically limit its impact on local and global biodiversity by joining the Nature Positive Universities scheme, setting targets that support how we manage our campus for biodiversity, as well as reviewing our supply chains to see how the products and services we buy are impacting global biodiversity.

We are working with internal and external stakeholders through our Biodiversity Working Group to ensure that our operations align with our world leading research and activities carried out by the Durrell Institute of Conservation and Ecology and their innovative E3 project.

Kent, as a county, is at the heart of some of the most exciting national rewilding and conservation projects, so as a regional University we should be at the forefront of building links, sharing resources and research, and showcasing good practice of conservation on our campus.

Case Study

For the last 2 years we have received the Gold Wilder Kent Award from Kent Wildlife Trust (KWT). This award reflects the cumulative work of the Landscape and Grounds Team, Commercial Services & Estates Department, Sustainability Team, Conservation Society, Kent Community Oasis Garden, DICE and BioBlitz Committee to deliver work across our campuses to deliver sustainability improvements; support and enhance our natural spaces for wildlife; and to engage our staff, students and the local community in our actions to address the climate and nature crises.

Our day to day running and management of our campus, as well as specific projects, such as the Diamond Anniversary Orchard, Kent Community Oasis Garden, No Mow May, and the annual BioBlitz all make up the vibrant sustainability and conservation-based activities that were recognised by KWT.

Targets

2.1 Map 100% of the Canterbury campus to the UK Hab standard by September 2026

2.2 Complete the biodiversity impact data collection baseline, utilising nature positive universities resource by the end of 2026

Objectives

Objective 2a – Become a Nature Positive University

- Utilise existing information from across the university to set the baseline of our biodiversity footprint
- Complete a full UK HAB exercise to understand where we are at and provide a framework to measure improvements
- Develop a full nature positive universities plan and report on this publicly

Objective 2b – Deliver Biodiversity improvement projects

- Deliver the River of Vegetation project as part of the celebrations for the University's 60th anniversary
- Deliver our woodland management plan, committing to annual coppicing of campus woodland.

Objective 2c – Operational environmental management

- Continually seek to reduce the use of chemical herbicides on campus
- Work with the Landscape and Grounds Team to set operational targets that continue to reduce management impacts on campus habitats and species

Supporting documents

- Landscape & Biodiversity Strategy
- Woodland Management Plan

Campus Operations

Commitment - We will ensure that our campuses operate in a financially, socially and environmentally sustainable manner creating buildings and facilities that are flexible, resilient and fit for the future.



Context

We have a responsibility to develop, manage and operate our estate sustainably not only to reduce the impact of our activities on the environment but to create resilient spaces that can adapt to the impacts of a changing climate.

Our buildings are one of the most visible aspects of our commitment to sustainability and also impact on the wellbeing of staff and the student experience. Our campus is dynamic and the use of our buildings is always changing and we must ensure that it is developed to meet best practices in efficiency, lifecycle assessment and sustainability.

We also recognise that the effects of climate change are likely to have an increasingly significant impact on our campus and that we will be vulnerable if we do not understand the potential risks and ensure resilience against climate-related impacts is embedded within our systems, processes and infrastructure.

As a university we produce over 1,000 tonnes of waste a year. Waste is a resource and has a cost so we are commitment to reducing the amount we produce and working with the staff and student community on our campuses to increase the proportion of our waste that is reused and recycled by adopting a circular economy approach.

Case Study – WARP IT

WARP-IT is a reuse and recycle service which works as an online marketplace enabling us to redistribute resources legally and conveniently within the University for free. It is designed to make it easy for staff to find others with spare items - reducing procurement spend. It also helps staff who are disposing of “stuff” to find new owners - saving on waste disposal costs. We have been using the scheme since 2016 and since then, nearly 270,000 kg of perfectly good furniture and other items have been given a new lease of life– and avoided ending up as landfill waste.

Targets

- 3.1** Increase the proportion of our waste that is recycled by 5% and reduce the amount of waste we produce by 5% per staff and student FTE by 2030 against a 2022/23 baseline
- 3.2** All construction, refurbishment and infrastructure projects over £50k construction value will complete the sustainability assessment framework and achieve a minimum of 60% of in-scope criteria
- 3.3** Reduce our water consumption by 2% year-on-year against a 2016/17 baseline
- 3.4** Ensure that 80% of relevant staff receive spill response training within 6-months of starting work

Objective**Objective 3a – Ensure sustainability in the built environment**

- Embed sustainability into new build/refurbishment projects
- Enable better access to and analysis of data to inform planning
- Ensure sustainable water use and prevention of pollution

Objective 3b – Ensuring a resilient and sustainable campus in the future

- Embed sustainability into the Estate Strategy and campus masterplan
- Undertake an annual climate change risk assessment and embed adaptation planning into local risk arrangements

Objective 3c – Adopting circular economy principles

- Adopt a waste strategy for the University based on implementation of the waste hierarchy
- Promote re use over the purchasing of new equipment and resources
- Implement food waste collections from student accommodation and explore opportunities to expand collections to staff kitchens

Supporting documents

- Waste & Recycling Strategy
- Water Management Plan
- Sustainability Assessment Framework
- Climate Change Risk Assessment & Adaptation Plan
- Estate Strategy
- Spill Response Procedure

Curriculum and Research

Commitment - We will equip graduates with the essential skills and knowledge needed to thrive on a planet in the process of ecological collapse, seeking to draw on staff expertise throughout the university in order to develop our educational offer as one that is distinctly focused on sustainability.



Context - Incorporating sustainability, employability, and skills development is essential for equipping our students with the knowledge, competencies, and experiences needed to navigate evolving global challenges. As the world increasingly prioritises sustainability and climate action, students must be prepared not only to understand environmental issues but also to contribute solutions, demonstrate leadership, and thrive in green jobs of the future. To ensure students are globally competitive and understand sustainability in a global context, the University encourages international collaborations, exchange programs, and partnerships that address global environmental issues.

We will use our graduate attributes to map sustainability learning and skills to enable our students to not only gain sustainability knowledge but to understand and articulate how this relates to their future careers.

Our Research & Innovation Strategy recognises our strengths in environment and sustainability and has identified this as a priority research area for the university and all our research is underpinned by our commitment as signatories of the concordat for the environmental sustainability of research and innovation practice which provides a framework for us to conduct all our research in a more environmentally responsible and sustainable way.

Case Study – Kent Business School

Kent Business School 's Mission is 'Building a Sustainable Tomorrow' and the school is committed to delivering an education focused on social and environmental sustainability. All education across the school have been mapped to the UN sustainable development goals. At the module level, the relevant SDGs are embedded to raise their visibility in all fields of business and management and convenors include them on their Virtual Learning Environment (VLE) pages. At a course level, how these different SDGs are covered across degrees is mapped and teaching is designed to embed skills with these goals at their centre.

Kent Business School ensures that all graduates leave with “Ethics and sustainability awareness”, one of 5 key assurance of learning competencies that involves students learning to “apply ethical principles to make sustainable decisions in management”. As part of course design, learning outcomes relevant to sustainability are embedded on degrees in compliance with ongoing revisions to sector wide Quality Assurance Agency (QAA) benchmarks.

Targets

- 4.1** Audit the full EM25 portfolio for sustainability and map sustainability provision across academic schools by September 2025
- 4.2** All modules to demonstrate links to sustainability knowledge and skills by September 2026
- 4.3** All teaching labs to achieve minimum Bronze level LEAF by the end of 2025

Objectives

Objective 4a – Embed sustainability knowledge & skills into the curriculum

- Identify opportunities for ESD by mapping existing provision across schools
- Ensure that sustainability is identified as a thematic priority for education and research
- Evidence sustainability links within the curriculum to prospective and existing students

Objective 4b – Promote employability and skills for sustainability

- Develop and run a sustainability leadership award open to all students
- Identify and promote internships and placements that enable students to gain experience of sustainability
- Identify and promote global sustainability opportunities

Objective 4c – Deliver sustainability in Research and Innovation

- To sign the concordat for sustainability in research and innovation practice
- To deliver on the key commitment within the concordat and to support research to be conducted in a sustainable way
- To roll out LEAF across the university

Supporting documents

- Employability Strategy
- Learning & Teaching Strategy
- Research & Innovation Strategy

Engagement, Partnerships and Student Experience

Commitment - To enhance sustainability practices, promote engagement with staff, students and public through our engagement and civic mission initiatives, and foster a positive student experience within the university and local community.



Context

Enhancing the student experience is central to our sustainability and civic mission, ensuring that students feel empowered to contribute meaningfully to their university and local community. We will create opportunities for students to engage with sustainability through curriculum development, hands-on initiatives, and student-led projects that drive positive change. By embedding sustainability into everyday student life – whether through campus services, volunteering, or participation in decision-making – we will foster a culture of responsibility, leadership, and innovation. Through these efforts, we will not only enrich the student journey but also equip graduates with the skills and mindset to champion sustainability beyond university life.

Staff and student engagement is a vital component of our overall institutional sustainability success. We cannot achieve our commitments alone and must work together in partnership to maximise our impact on our own campuses and in the region. We will deliver engaging campaigns, run events and communicate regularly to ensure that our staff and students are at the centre of what we do. We will build on the successes of previous and current initiatives across the university such as the staff sustainability champions network, Kent COG, and our flagship Right to Food project.

We will also explore new ways to lead the region in the transition to net zero, facilitating collaboration between universities, councils, businesses, community groups and individuals across the region on climate and biodiversity action.

Case Study – COG

Our Community Oasis Garden (Kent COG) is a multi-use, accessible and safe space run in partnership with East Kent Mind which provides opportunities for students, staff and the community to engage with sustainable food, biodiversity, gardening, community action and mental health and wellbeing activities, whilst making new friends, getting some time outdoors, and building up skills and confidence.

The garden produces over a ton of food a year which is served in our outlets, given to volunteers and used in sustainable cookery demonstrations and workshops.

Targets

- 5.1** Increase the proportion of vegetarian and plant-based meals sales across campus to 28% by the end of 2025
- 5.2** Successfully launch the Hazaar platform at the University of Kent and achieve 1000 student sign-ups by August 2026
- 5.3** Achieve Green Meetings Bronze Award by December 2025
- 5.4** Achieve Green Flag Award by July 2026

Objectives**Objective 5a – Support health and wellbeing activities on campus and ensure our catering is sustainable, healthy and affordable**

- Implement the sustainable food action plan
- Develop a Health and Wellbeing programme for staff & students

Objective 5b – Engage our staff and students on sustainability

- Deliver sustainability engagement and behaviour change programmes for staff and students
- Successfully launch Hazaar, an online marketplace promoting student engagement and reuse
- Deliver a staff print campaign to reduce impact of printing across the university

Objective 5c – Fulfil our role as a civic university and to engage with the local community on sustainability

- Engage with all relevant internal stakeholders across the university to work towards Green Flag Award for our Canterbury campus
- Use the framework of the Green meetings standard to improve the sustainability of our conferencing and events and achieve recognition through the awards.
- Support delivery of the University's civic engagement agenda

Supporting documents

- Sustainable Food Action Plan
- Civic Engagement Strategy
- Sustainability Engagement & Communications Plan

Enablers

Leadership



Strong leadership will play a pivotal role in driving the success of this strategy, setting the tone, mobilising resources and aligning efforts across the university. We must ensure that sustainability becomes part of all strategic decision-making processes across schools and professional service departments, making it a shared responsibility.

Transparent communication from leadership about the University's sustainability goals, progress, and challenges will ensure that internal and external stakeholders are informed and engaged to build momentum behind the University's sustainability vision.

Targets

6.1 Maintain certification to the ISO14001 standard through operation of our Environmental Management System (Annually from January 2025)

6.2 Report publicly on progress against our commitments and progress against targets (Annually from May 2025)

Training and Skills



We will need to ensure that our staff and students have the sustainability knowledge and capabilities to enable them to support the delivery of this strategy. We must identify the internal skills and resources needed and ensure that our staff have access to training and education as part of their roles. We will continue to offer carbon literacy training and develop further opportunities to enhance sustainability literacy.

Targets

6.3 At least 85% new staff complete the mandatory Introduction to Health, Safety and Environmental Sustainability Module within the probationary period

Finance and Investment



Achieving this strategy will require a long-term investment approach. Transitioning to net zero requires investment in energy-efficient technologies, renewable energy systems and infrastructure upgrades and the university must explore ways to unlock investment through partnerships and third parties to support the delivery of our net zero target. The university will also continue work to understand and mitigate the financed emissions of its own investments through implementation of the ethical investment policy and regularly reviewing whether our level of underlying exposure is acceptable in view of current investments.

Governance and Reporting

Sustainability and Net Zero are dynamic and work in this area is rapidly changing meaning that regular review and reporting is essential. To ensure we remain effective and responsive, each year we will review, and where necessary, update this strategy and its objectives, targets and commitment and report on progress through the Sustainability Steering group, via our sustainability webpages and an annual report to council.

The delivery of this strategy and the certification of our Environmental Management System to the ISO14001 standard is overseen by the Sustainability Steering Group with delivery of our key strategic commitments and operational of the Environmental Management System undertaken across 3 core sub-groups and 2 working groups

Summary of Targets

Ref	Top-Level Objective	Target	Accountability
1.1	Reduce our operational (scopes 1 & 2) emissions	Achieve Net Zero carbon emissions in our operations (Scopes 1 and 2) by 2040, following a pathway of a 5% year on year reduction compared to our 2018/19 baseline (Annually from 24/25)	Director of Campus Services
1.2	Reduce emissions from supply chain	Reduce scope 3 supply chain by 4% per year compared to a 2022/23 baseline (Annually from 24/25)	Director of Finance
1.3	Reduce our emissions from staff and student travel	We will reduce scope 3 business travel emissions by 4% per year compared to a 2022/23 baseline (Annually from 24/25)	Director of Finance

1.4		We will reduce scope 3 commuting emission by 4% per year compared to a 2022/23 baseline (Annually from 24/25)	Director of Campus Services
2.1	Become a Nature Positive University	Complete the biodiversity impact data collection baseline, utilising nature positive universities resource by 2026	DVC Education and Student Experience
2.2		Map 100% of the Canterbury campus to the UK Hab standard by the end of 2026	DVC Education and Student Experience
3.1	Ensure sustainability in the built environment	All construction, refurbishment and infrastructure projects over £50k construction value will complete the sustainability assessment framework and achieve a minimum of 60% of in-scope criteria (Annually from November 2024)	Director of Campus Services
3.2		Reduce our water consumption by 2% year-on-year against a 2016/17 baseline (Annually from 24/25)	Director of Campus Services
3.3		Ensure that 80% of relevant staff receive spill response training within probation (Annually from June 24)	Director of Campus Services
3.4	Adopting circular economy principles	Increase the proportion of our waste that is recycled by 5% and reduce the amount of waste we produce by 5% per staff and student FTE by 2030 against a 2022/23 baseline	Director of Campus Services
4.1	Embed sustainability knowledge & skills into the curriculum	Audit 100% of the EM25 portfolio and map provision across new academic schools by September 2025	Director of Student Life
4.2		100% of modules required to demonstrate sustainability links by September 2026	Director of Student Life
4.3	Sustainability in Research & Innovation	All 'wet' labs to achieve minimum Bronze level LEAF by the end of 2025	Director of Student Life
5.1	Support health, wellbeing and sustainable food	To increase the proportion of vegetarian and plant-based meals sales across campus to 28% by the end of 2025	Director of Campus Services
5.2	Engage of staff and students	Successfully launch the Hazaar platform at the University of Kent and achieve 1000 student sign-ups by August 2026	Director of Campus Services
5.3	Supporting civic engagement	Achieve Green Meetings Bronze Award (December 2025)	Director of Campus Services
5.3		Achieve Green Flag status for Canterbury campus (July 2026)	Director of Campus Services
6.1	Leadership	Maintain certification to the ISO14001 standard through operation of our Environmental Management System (Annually from January 2025)	Director of GALS
6.2		Report publicly on progress against our commitments and progress against targets (Annually from May 2025)	Director of GALS
6.3	Training and Skills	At least 85% new staff complete the mandatory Introduction to Health, Safety and Environmental Sustainability Module within the probationary period	Director of GALS

Detailed Action Plans

Net Zero

Top-Level Objective	Objectives	Actions
Reduce our operational (scope 1 & 2) emissions	Work in partnership with Siemens to reduce energy use and decarbonise heating	Implement phase 1 of the siemens programme including lighting upgrades, and rooftop solar PV (July 2026)
	Develop better access to and understanding of energy use profiles for building users	Roll out the siemens navigator platform to improve visualisation of energy data (June 2025)
		Develop the platform so that building users have access to energy data on request (September 2025)
		Work with comms and IT to develop user-friendly visualisations for display screens and internal comm (December 2025)
Reduce emissions from our supply chain	Develop better understanding of supply chain emissions	Utilise bespoke external software to analyse supply chain emissions (April 2026)
	Embed sustainability into tenders	Embed a RAG rating system for all university contracts into internal procedures (Feb 2025)
		Annually review the minimum weighing for sustainability questions in tenders (Annually from February 2025)
	Improve training for staff with significant procurement responsibility	Produce online (Moodle) training for staff in schools/PSDs with procurement responsibility to include sustainability (June 2025)
		Provide guidance for contract managers in schools and PSDs on setting and monitoring supplier KPIs (June 2025)
		Develop a process and dashboard to collect supplier KPI data (September 2025)
Reduce our emissions from staff and student travel	Improve data collection for staff and student commuting	Develop and implement a data collection procedure for capturing commuting travel mode data for staff and students both day-to-day and end of term (October 2025)
	Improve internal processes for managing business travel	Publish a new business travel policy (September 2025)
		Ensure that sustainability is included as part of the new travel provider and that relevant KPIs are established to monitor performance (Annually review from February 2025)
	Reduce the number of staff, students and visitors commuting by single-occupancy car	Achieve the objectives outlined in the travel plans (ongoing)

Biodiversity

Top-Level Objective	Objectives	Actions
Become a Nature Positive University	Utilise existing information from across the university to set the baseline of our biodiversity footprint	Undertake and complete a full audit of existing data and surveys (September 2025)
		Scope our institutional biodiversity footprint. Engaging procurement and identifying high impact areas (April 2026)
	Complete a UK HAB exercise	Map 50% of the Canterbury campus to the UK Hab standard by September 2025 prioritising woodland areas
	Planning and Engagement	Develop full nature positive plan incl. baseline, targets, actions and reporting (Dec 2025)
		Sign the Nature Positive Universities pledge and promote this across the university (December 2025)
		Produce an annual report on Biodiversity progress (Annually from July 2025)
Deliver Biodiversity improvement projects	River of Vegetation	Officially launch the 'River' as part of the celebrations for the University's 60th Anniversary (September 2025)
		Complete the 'River' project for the University's 60th Anniversary (July 2026)
	Woodland Management	Deliver our woodland management plan, committing to annual coppicing of campus woodland (Annually)
Operational Environmental Management	Minimising our impacts	Continually seek to reduce the use of chemical herbicides on campus (Annually)
		Work with the Landscape and Grounds Team to set operational targets that continue to reduce management impacts on campus habitats and species (July 2025)

Campus Operations

Top-Level Objective	Objectives	Actions
Ensure sustainability in the built environment	Embed sustainability into new build and refurbishment projects	Capital project business cases will include sustainability/climate change consideration. A summary of this will be produced annually for review by the SCO group (Annually from November 2024)
	Enable better access to and analysis of data to inform planning	Collate existing data sources (wifi, smartscan, utilities, room bookings, attendance monitoring) and develop proof of concept to understand what space utilisation data can tell us (January 2026)

	Ensure sustainable water use and prevention of pollution	Achieve the objectives outlined in the water management plan 2025 -27 (ongoing)
Ensuring a resilient and sustainable campus in the future	Embed sustainability into the Estate Strategy and campus masterplan	Embed sustainability and climate change adaptation into the revised Estate Strategy (to follow Canterbury City Council Local Plan adoption) (September 2026)
	Undertake an annual climate change risk assessment and embed adaptation planning into local risk arrangements	Embed the climate change risk assessment and adaptation plans into local CSE risk identification and planning (Annually from June 2025)
		Conduct an annual review of the climate change risk assessment and adaptation plans and produce an annual summary of progress (Annually from June 2025)
Adopting circular economy principles	Promote re use over the purchasing of new equipment and resources	Establish a system for recording details of reuse and embed a process to consider reuse of materials (September 2025)
	Adopt a waste strategy for the University based on implementation of the waste hierarchy	Achieve the objectives outlined in the waste strategy 2025 -2030 (ongoing)
	Implement food waste collections	Review the data and findings from the implementation of food waste collections (December 2025)
		Agree a timeline to roll out food waste collections from staff kitchens (March 2026)

Curriculum & Research

Top-Level Objective	Objectives	Actions
Embed sustainability knowledge & skills into the curriculum	Identifying opportunities for ESD by mapping existing provision	Establish a list of education and research activities available to students across all levels of study (September 2025)
	Ensure that sustainability is identified as a thematic priority for education and research	Ensure that sustainability is embedded as a thematic priority within the new Education and Student Experience Strategy (December 2025)
	Evidence sustainability links within the curriculum to prospective and existing students	Evidence sustainability opportunities for students and staff as intrinsic to the Kent offer (Sept 2025)
		Include sustainability as one of the graduate attributes and use this as a framework to articulate sustainability skills (September 2025)

Promote employability and skills for sustainability	Develop and run a sustainability leadership award open to all students	Create a draft proposal for an extracurricular programme of activity for all students which introduces and nurtures core knowledge, skills and capabilities relevant to the sustainability agenda (May 2025)
		Develop digital learner resources to support students undertaking the leadership award (Sept 2025)
		Launch the Sustainability Leadership Award (September 2025)
	Identify and promote internships and placements that enable students to gain experience of sustainability	Identify and confirm existing business, third sector, local govt and community stakeholders who are able to provide students with opportunities to gain real world experience and address local/regional/national & global sustainability issues (September 2025)
	Identify and promote global sustainability opportunities	Identify and develop targeted and purposeful partnerships that embed opportunities for Kent students and staff to contribute to global sustainability issues (December 2025)
		Map opportunities for sustainability in partner institutions -curriculum and co-curriculum (September 2025)
Deliver sustainability in Research and Innovation	To sign and deliver on the concordat for sustainability in research and innovation practice	Develop and launch dedicated support and guidance for global sustainability opportunities (December 2025)
		Publish the statement of commitment to the concordat for environmental sustainability in research and innovation practice on our webpages and develop an internal SharePoint page with resources (September 2025)
	To roll out LEAF across the University	Determine responsibility and accountability and embed the concordat principles into relevant strategies and action plans (December 2025)
		To develop resources and guidance for all labs to achieve Bronze LEAF (June 2025)

Partnership, Engagement and Student Experience

Top-Level Objective	Objectives	Actions
Support health and wellbeing activities on campus and ensure our catering is sustainable, healthy and affordable	Implement The University of Kent Sustainable Food Action Plan.	To achieve all objectives outlined in the University's Sustainable Food Plan (September 2025)
		Publish end of year 2 food highlights on the university website (October 2025)
		To develop a new sustainable food action plan in conjunction with internal stakeholders for 2025/26 - 2027/28 (October 2025)
	Develop a health & wellbeing programme for staff and	Develop an inclusive wellbeing programme with fitness and mental health sessions (January 2026)

	students	Promote active commuting including cycling/walking incentives (January 2026)
		Implement nature-based wellbeing activities (January 2026)
Engage our staff and students on sustainability	Successfully launch Hazaar, an online marketplace promoting student engagement and reuse	Successfully launch Hazaar (September 2025)
		Compare waste management reports from CS&E at peak periods, e.g. student departures (August 2026)
	Deliver engagement and behaviour change for staff and students	Deliver a termly staff engagement campaign focusing on a different theme each term (Termly from 2024)
		To achieve the objectives set out in the 2023/24 – 2024/25 Sustainability Engagement and Communications Plan (September 2025)
		To develop a new university-wide sustainability behaviour change and engagement plan (September 2025)
	Deliver a staff print campaign to reduce impact of printing across the university	Introduce ‘No Print Days’ across campus(October 2025)
		Set print limits for staff and introduce pop-up reminders before printing (November 2025)
		Launch a university-wide campaign on paper reduction (November 2025)
		Recognise and reward departments with the highest print reductions (February 2026)
Fulfil our role as a civic university and to engage with the local community on sustainability	Use the framework of the Green meetings standard to improve the sustainability of our conferencing and events and achieve recognition through the awards	Update the conferencing and events webpages to include information required for Green Meetings Award (September 2025)
		Upload all information to the Green Meetings web portal (November 2025)
		Undertake a gap analysis and develop an action plan to achieve Green meetings Silver award (February 2026)
	Engage with all relevant internal stakeholders across the university to work towards Green Flag Award for our canterbury campus	Develop the Management Plan required for Green Flag application (September 2025)
		Green Flag working group to review and make improvements where required to the Management Plan (November 2025)
		Submit Green Flag Award application (January 2026)
	Support delivery of the University’s civic engagement agenda	Support the work of the University as a Right to Food University (ongoing)
		Set up a platform to host the canterbury Climate Action Network, supporting businesses, community groups and individuals in the transition to net zero (August 2025)
		Deliver an annual bioblitz event each year to engage the local community in biodiversity and nature (Annually from May)



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