



Annual Sustainability Report

Financial Year 2022-23 and 2023-24

Workspaces by
from 4500

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Statement from the Vice Chancellor

Our ambition is for sustainability to become synonymous with who we are and for UCEM to be regarded as a true global leader.

This year has seen the successful accreditation and launch of new sustainability-focused programmes such as the MSc Innovation in Sustainable Built Environments, as well as new professional training materials needed to upskill built environment professionals. UCEM's focus on excellent sustainability education has been recognised via the King's Foundation Partnership of the Year award, demonstrating how the institution has gone "above and beyond" in our research and provision of educational resources.

The successful award of ISO 14001 certification this year was UCEM's first recognition of its kind; a global standard for environmental management systems. We've built on this success by setting ambitious net zero targets for the institution, showcasing our commitment to do more to address the climate emergency.

At the heart of our journey and ambitions is the development of alumni and graduates who are strong influencers and lifelong ambassadors for sustainability in the built environment and beyond. It was fantastic to recognise their contributions this year, with the presentation of an inaugural sustainability research prize at the UCEM graduation ceremony.

UCEM must be an influencing voice within the sustainability agenda, and this year has

seen a highly successful INSPIRE event looking at 'Leadership for Sustainability in the Built Environment', as well as the launch of the Sustainability Champions Network and the appointment of two Sustainability Student Officers, who will lead and support us as co-creators in delivering our vision.

I would like to thank our students, staff and partners for their contribution to our substantial progress to date. As we look forward to 2024/25, we will continue to build on all that we have accomplished so far.



Ashley Wheaton
UCEM Vice Chancellor

UCEM's Sustainability Strategy

Scope of the report

This report captures sustainability activities, achievements and data collected in the 2022/23 and 2023/24 financial years (FY) at University College of Estate Management (UCEM), in order to transparently report progress against the ambitions and aspirations set out in UCEM's **Sustainability Strategy**.

The institution has adhered to a strict level of transparency and integrity in the creation of this new sustainability report, in order to facilitate full and honest communication with our partners, networks, and wider community.

UCEM's Sustainability Strategy sets out the vision and ambitions of the institution, including how sustainability aligns with UCEM's core purpose to:

provide truly accessible, relevant and cost-effective education, which enhances careers, increases professionalism and contributes to a sustainable built environment.

The Sustainability Strategy sets out five key areas of focus for the institution: the way we teach and what we teach (see learning and teaching section), how we operate (see **operations section**), leadership and governance (see relevant section), and who we influence (see **influence section**).



ANNUAL SUMMARY



95.7%

of research outputs relate to sustainability

89.7%

undergraduate

83.95%

postgraduate

students think their course encouraged them to think about environmental sustainability



94%

of staff consider sustainability to be their responsibility at work



Winner of King's Foundation "Partnership of the Year"



3 gender equality projects completed in Egypt and Jordan

Staff Sustainability Champions Network launched



Responsible Futures reaccreditation achieved



MSc Innovation in Sustainable Built Environments launched

Early achievement of net zero 2030 target for Scope 1 and 2



Environmental Management System ISO 14001 certified

305 staff

recognised using new badge



Sustainability in action



Institute of Environmental Management and Assessment (IEMA) accreditation achieved

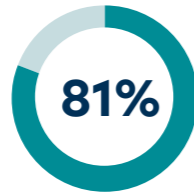
Learning and teaching

Programmes

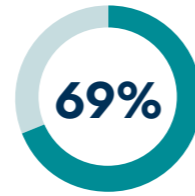
UCEM's 2023/24 skills survey showed that students:



Think that universities and colleges should promote sustainable development



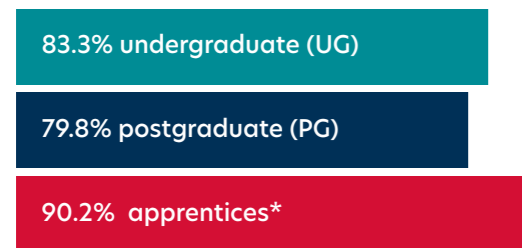
Agree that university courses should develop students' social and environmental skills



Would choose a £1,000 salary cut to work for a company with a strong environmental and social record

UCEM's ambition is to provide teaching and research that provides new and established professionals with the knowledge and skills to deliver a sustainable built environment. UCEM's most recent (2024) National Student Survey and internal Student Experience Survey show the impact UCEM is already having on its students:

Building on this excellent result, significant work was undertaken in 2023/24 FY to further develop UCEM's programmes. This enabled professionals to access relevant, expert knowledge, and to develop students and graduates equipped with a clear vision for creating a sustainable built environment.



Think that UCEM is good or very good at encouraging good environmental practices (SES and NSS, *NSS only)



Think their course was good or very good at encouraging them to think about environmental sustainability (SES and NSS)

<p>1</p> <p>Sustainability embedded into 58 UG modules</p>	<p>2</p> <p>Two new sustainability-focused programmes launched</p>
<p>3</p> <p>Successful IEMA accreditation of two programmes</p>	<p>4</p> <p>New Level 4 sustainability-focused module built into all UG programmes</p>



As part of the annual five-year cycle, UCEM revalidated its entire undergraduate provision and apprenticeship programmes, embedding sustainability across all modules.

Commendations received as part of the revalidation exercise included:

“ It is exciting to see UCEM strengthen their existing courses and introduce new programmes; particularly the incorporation of new sustainability modules, given the importance of this in our sector. [There is a] whole institution approach to EDI to support growing diversity, including attracting and retaining students.”

Work will be ongoing within the next year to undertake the same exercise for UCEM's postgraduate programmes.

IEMA accreditation

UCEM's newly launched MSc Innovation in Sustainable Built Environments and the Sustainability Business Specialist Apprenticeship (academic award title: MSc Sustainability) have both been successfully accredited by the **Institute of Environmental Management and Assessment (IEMA)**. IEMA are the professional body for everyone working in environment and sustainability.

These newly accredited programmes entitle UCEM students to free membership for the duration of their programme, and on successful completion they qualify for GradIEMA. This graduate membership is a launchpad for future leaders within environment and sustainability, offering benefits to support graduates throughout their career. Graduates are also eligible to “fast track” to practitioner membership (PIEMA) following successful completion of the work-based assessment of competence.



Learning and teaching

Sustainable education model



UCEM's teaching is student-centred, and enables greater access, equal opportunity and diversity. Due to our online delivery model, UCEM has a higher proportion of students who study while employed or as part of an apprenticeship, compared to most universities. The highly flexible programme delivery model offers students different routes and a wealth of support to enable all to go on to be successful.

The Student Services teams achieved successful re-accreditation of the **Matrix Standard**, this showcases the high-quality information, advice and guidance services that allow students to reach their full potential. This is reflected in our most recent NSS results, which show that we're outperforming the sector average in programme organisation and management by 9.7%.

Statistics from NSS and SES



Students ranked UCEM's academic support as good or very good



Students ranked programme organisation as good or very good



Students ranked UCEM's assessment and feedback as good or very good



Students ranked UCEM's teaching as good or very good



Students ranked mental wellbeing services as good or very good

Research



"Best paper"

International SEEDS conference



"Partnership of the Year"

King's Foundation



3 new research grants

from British Council

10K +

downloads of UCEM research¹

Signed 3 memorandums of understanding with international partners

to grow UCEM's sustainability research and collaboration



Co-hosted the sixth International Research Conference

on Innovations in Engineering, Science and Technology



International workshops on gender equality hosted across the UK, Brazil, Pakistan, Egypt and Jordan

95.7%

of research outputs² relate to sustainability



UCEM leads "Safe4All" workshop on gender equality in Islamabad, Pakistan

3 projects

supporting SDG 5 completed this year, focusing on gender equality in Egypt and Jordan

Gender equality projects

Our aspiration is to deliver world-leading, co-created research that shapes built environments of the future, delivering global impact to support the creation of sustainable, resilient buildings that embrace ideas to improve the wellbeing and wider cultural lives of all citizens. In early 2023, UCEM was awarded three research grants by the British Council to explore the topic of gender equality within STEM. We firmly advocate that a diverse built environment is more productive and imaginative, and that embracing diversity will allow the flow of new ways of thinking and approaches to STEM challenges, accelerating economic growth and advancements.

In 2023 and 2024, we completed three gender equality projects:

- > Gender, education and career; improving transitions for women from higher education to employment in Egypt
- > Furthering gender equality in Jordanian higher education and leadership via societal and structural changes
- > Levelling up STEM: towards gender equality in the pathways to Jordanian Higher Education and employability

Although UCEM's work on gender equality began from investigating within the built environment, this has since been expanded to other areas such as education being a route to employment in the built environment.

As a result of this work, UCEM hosted six international conferences on gender equality and has since signed a memorandum of understanding (MOU) with Philadelphia University and Hashemite University in Jordan, encouraging further academic collaboration and activities over the next few years. UCEM has also been awarded three new research grants from the British Council for projects on gender equality based in Pakistan, Brazil and Vietnam.



¹ In last 16 months, from UCEM's research repository

² In 2023 and 2024; all research outputs have been mapped to the UN SDGs

Learning and teaching



Introduction of Sustainability Student Officers



Improvement in Responsible Futures scores



Launch of inaugural Sustainability Research Prize, with 4 winners



Successful Responsible Futures reaccreditation



Student-led sustainability events



Responsible Futures host partner 2023/24 FY

Students

Responsible Futures

Responsible Futures is an externally assessed accreditation mark to support higher education institutions in helping students gain the skills and experience needed to thrive as global citizens. We became **the first online provider to be awarded Responsible Futures accreditation back in 2018**, and we are delighted to have been reaccredited for the fourth time in June 2024, which is valid until summer 2026. The audit showed increased scores for most of the themes and an overall improvement of 17.9%, with "Leadership & Strategy" and "Impacts & Outcomes" particularly demonstrating our commitment to sustainability and a whole-institution approach.

The aim of this accreditation by Students Organising for Sustainability (SOS) UK, is to embed sustainability across an institution's formal and informal curriculum, with students leading the auditing process. Throughout the academic year, we have engaged with over 16 students (UK and international) and

"Sustainability is right at the heart of UCEM and has improved with tangible actions in place."

Responsible Futures auditor

additional alumni who have been involved in the auditing process and focus group.

UCEM was also successful in its application to be Responsible Futures host partners for 2023/24 FY. Through this role, we will influence and share knowledge and best practice in developing lifelong cultures of sustainability, supporting other partnerships' development and their journeys towards accreditation.

"UCEM has made an outstanding submission to this year's Responsible Futures accreditation. Progress since 2022 is significant and the extent to which sustainability permeates all facets of the institution is deeply impressive."

Responsible Futures auditor

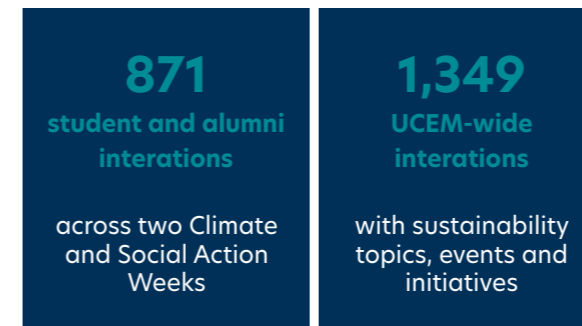


Climate and Social Action Weeks

We have launched two Climate and Social Action Weeks per year, introducing extracurricular sustainability events and activities, bringing together our community of students, staff, and networks to discuss, raise awareness, and share knowledge on climate change and social action.

The activities were co-created with both students and staff, empowering them to drive discussions and choose the themes covered. The weeks had a mix of informal and formal events, such as webinars, workshops, and games spanning both the built environment and more personal environmental topics. During 2023/24 FY, twenty-four different events were held, including those led by students and alumni, with 871 interactions with the events.

Work is planned in the next year to consider how the extra-curricular content can be embedded in UCEM's learning and teaching.



Learning and teaching

Student diversity and inclusion

Be Part of the Change

We launched a Be Part of the Change campaign to challenge a lack of representation in the built environment, and to raise awareness around this vital issue. The campaign aimed to share the success stories of our under-represented students and alumni via "We Built This" articles, inviting built environment professionals across the sector to celebrate their incredible achievements and encourage new talent into the sector.

We also hosted discussions via a student-led podcast on the challenges people from diverse backgrounds face when entering the built environment. The focus so far has been on women in the built environment, mental health, reaching out to young people, and alternative routes into built environment careers.



Widening participation and sustainability

As part of our work in student equality, diversity and inclusion, UCEM has collaborated with several key stakeholders within the built environment this year, as part of not only widening participation within the sector and encouraging young people into the industry, but also providing access to sustainability educational resources and content.

This has included working with the **Construction Industry's Training Board (CITB)** to provide a number of resources for their 'Go Construct' scheme, supporting young people looking to gain skills and employment in the construction industry, or as part of changing careers. The scheme uses STEM Ambassadors who are construction professionals and act as the face of the industry for young people. The ambassadors provide introductions, life-changing guidance on future careers, and share opportunities via schools, workplaces, career fairs and other events.

"The built environment should be as diverse as the communities it serves. It is always encouraging to see the steps the sector is taking to recognise what more it can do, but it is also important that UCEM highlights the success stories of its students and alumni to raise awareness of a more representative built environment."

Charlotte Thackeray
UCEM Outreach and Inclusion Lead



Ethnic minority students received mentoring from built environment professionals



Students supported via UCEM's Hardship Fund



Neurodiverse students supported via partially funded diagnostic assessments for specific learning difficulties



Satisfaction rate from students via Silvercloud mental health support



Learning and teaching

Other teaching and learning activities




UCEM has also collaborated with the Chartered Surveyors Training Trust on the 'My Environment, My Future' and 'Get Zero' schemes, providing teaching resources for teachers and after school clubs, focusing on:

- Climate change and net zero
- Geography and science in the built environment


'My Environment, My Future' resources are now utilised by over 500 teachers in the UK for GCSE and A Level geography.

For further details on future equality, diversity and inclusion activities for students, please see UCEM's:

- > Access and Participation Plan 2024-28
- > Widening Participation Strategy 2024-30



Three Student Ambassadors for equality, diversity and inclusion established



Sustainability educational resources created for GCSEs and A Levels

Collaborative report published

The **Joined up leadership for an inclusive built environment** summary report encapsulates the insights and collaborative efforts needed to foster equity, diversity and inclusion within the built environment. It draws on the collective wisdom of experts across construction, real estate and related sectors, who convened at a UCEM-hosted event to tackle the pressing challenges of attracting, retaining and nurturing diverse talent.

Highlighting key initiatives like the impactful collaboration of professional bodies and strategic recommendations for sector-wide improvement, the report underscores the importance of unified action and leadership. It aims to guide the built environment towards a more inclusive future, emphasising collaborative action and shared commitment as catalysts for lasting change.

Professional training

As part of UCEM's aspirations to provide sustainable education products that enable built environment professionals access to relevant and expert knowledge, new sustainability-themed professional training products were launched in 2022/23 and 2023/24 FY, including:

- > Controlling energy and carbon emissions in buildings
- > Reaching net zero through passive building design
- > Reducing energy use through active building design
- > Understanding energy and carbon assessments for buildings
- > Conducting lifecycle carbon assessments

UCEM also undertook work with the UK Green Building Council (UKGBC) to offer a new programme, **Navigating change** in July 2024. The short, sustainability programme was to enable mid-level leaders to build their knowledge, confidence, and agency for change. It was targeted at UKGBC members, UCEM alumni and built environment professionals.



Leadership and governance

After developing and publishing **UCEM's sustainability strategy** in 2022/23, its aspirations were embedded across leadership and governance at UCEM, including formally amending the institution's core purpose to:

provide truly accessible, relevant and cost-effective education, which enhances careers, increases professionalism and contributes to a sustainable built environment.

The long-term aspiration of this dimension is to embed sustainability as the strategic driver for UCEM, central to the institution's purpose, and at the heart of our culture, decision making, leadership and management.

Strategic focus

As part of strategic focus work in 2023/24 FY, sustainability has been integrated into key leadership roles and governance, including:

- **UCEM's Strategic Plan 2025-30**
This sets out a five-year vision for the institution, including embedding sustainability centrally. This will be published in 2025.
- **Mapping strategic documents to the UN SDGs**
All newly developed strategic documentation has been mapped to the SDGs (such as the **New Widening Participation Strategy**) to show their importance in everything UCEM does.
- **Risk management**
Ensuring that sustainability is captured as part of institutional risk management and as part of UCEM's ISO 14001 accredited Environmental Management System (see Section 7).

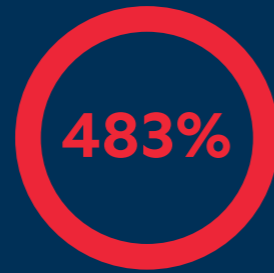
- **Annual planning**
Capturing key sustainability projects, activities and initiatives as part of the annual planning cycle, ensuring that the Senior Leadership Team take responsibility for monitoring and oversight via the Institutional Scorecard.
- **Roles and responsibilities**
Ensuring that sustainability is embedded into 'business as usual' (BAU) roles and responsibilities, and staff are upskilled in the sustainability agenda.



Staff culture



Sustainability Champions Network launched



Increase in volunteering compared to last year



Volunteer hours donated to charity



11,052

miles walked, run, or cycled during April 2024



Sustainability in action

305 staff

recognised using new badge

739 Staff interactions

With the 20 activities organised as part of UCEM's new Climate and Social Action Weeks.

1,906 kgs of CO2

saved via a Clothes Refresh event, keeping 143 kgs of clothes from landfill



£1,435

raised via staff sustainability activities for No5 charity



Culture of sustainability

UCEM launched a project in 2023/24 FY to begin developing a "culture of sustainability" at UCEM. This was delivered via:

- 1 Establishing a staff Sustainability Champions Network, with representation from each team and department across the institution.
- 2 Launching a schedule of sustainability-related activities for staff to get involved in during the year. Staff were encouraged to take "one small act" each month that would go on to have a much larger "collective impact".
- 3 Gathering key staff data via a sustainability survey, that collected baseline information on staff's attitudes to and engagement with sustainability. Feedback from staff was used to shape the activities planned for the year.

As a result of the work delivered in 2023-24 FY, there was a significant change to staff's attitudes to sustainability, as outlined below:

	Autumn 2023	Autumn 2024
Sustainable attitude (% thought UCEM was doing "enough" work in this area)	60%	82%
Responsibility score (% consider sustainability to be their responsibility at work)	69%	94%
Climate anxiety score (% "extremely" worried)	50%	23%

Key barriers identified by staff in autumn 2023 included requiring a clear call to action (29%), a lack of staff knowledge and skills in sustainability (38%), and a lack of staff empowerment (49%) to make changes to ways of working and behaviours. This information was used to develop a schedule of events, which included the following highlights:

October	November	December
Launch of UCEM's inaugural Climate and Social Action Week	Focus on reducing printing, with a 14.7% drop in printing	Focus on updating 290 staff email signatures, to demonstrate UCEM's commitment to sustainability
January	February	April
Focus on volunteering, with a 483% increase compared to 2022/23 FY	Sustainable shopping focus with a Clothes Refresh event saving 143 kgs from landfill	Focus on active travel, with 76% of office workers doing so for their Monday commute

Leadership and governance



Sustainability Champions Network

A staff Champions Network was launched in 2023/24 FY, with all teams and departments asked to provide a representative for monthly meetings. The idea of the network was to ensure staff were brought together to have a voice on sustainability matters and to be co-creators of a UCEM "culture" of sustainability.

"I have met many passionate colleagues who want to drive sustainability transformation within the community. My ideas and suggestions are heard and valued as a member."

Staff Champion

Encouraging participation from a broad range of teams and staff was vital, to provide a view from all corners of the institution, and to ensure that sustainability becomes engrained in our culture. Bringing together people who don't usually work together fostered amazing inter-departmental collaboration and brought about highly effective change across the organisation.

"I've [also] enjoyed the opportunity for creativity and engaging with different activities outside of my normal job role... It has been encouraging to see other staff demonstrate sustainability values independently, such as the soft plastics recycling, as this shows a culture of sustainability is being built."

Staff Champion

Champions were asked to organise monthly activities for staff, as well as championing sustainability day-to-day. Training was offered to Champions on sustainable behaviour change via the Supply Chain Sustainability School, and colleagues across the business running sustainability projects and initiatives were invited to attend sessions and share progress with the Champions. 93% would recommend becoming a Champion (see graph below), and 79% agreed that they had learned more about sustainability, which is a great result for the first year of this initiative.

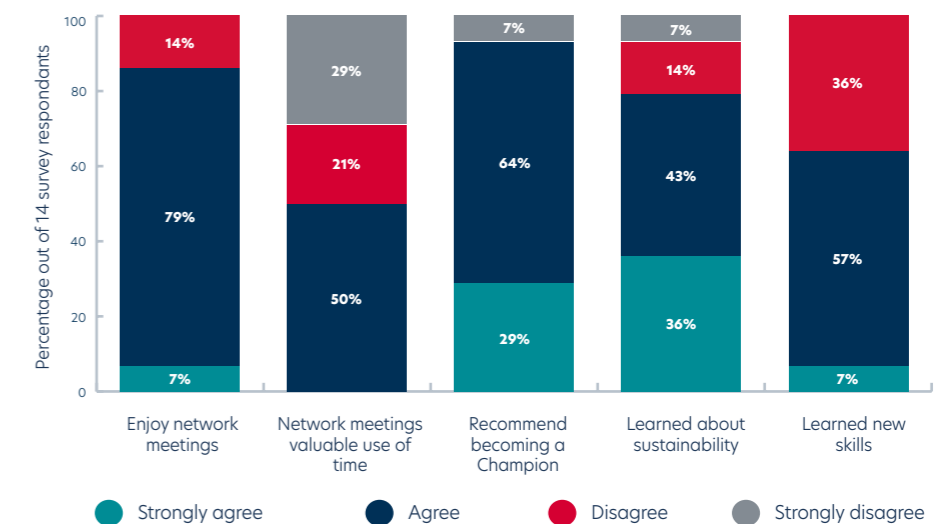
79% of Champions enjoyed Network meetings, but 50% reported that they were not a valuable use of their time, and changes were agreed and made for the following financial year. These included reducing the number of meetings, increasing Champion autonomy by completely handing over responsibility for developing and delivering sustainability activities and events for staff, as well as refocusing meetings to be more collaborative and to become spaces for open discussions.

"I think the Champions Network is something evolving [rather] than a fixed committee. We are learning and growing together."

Staff Champion

Long-term, Champions will empower staff to make changes in their personal and professional lives, leading by example, and developing their own skills and sustainability literacy whilst getting involved in new areas of the institution.

Champions feedback



Leadership and governance

Student voice



Statistics from NSS and SES



Students ranked the freedom to express their ideas, opinions and beliefs as good or very good



Students said they had good or very good opportunities to feedback on their programmes



Students said that their opinions about programmes were valued by staff



Score on "student voice" in the NSS, which is above the sector average of 74%

Statement from the Student Officers

UCEM has two Student Officers for Sustainability to champion the student voice and encourage students to engage with sustainability. Our Student Officers are supported by staff to collaborate and lead on issues related to sustainability and social responsibility. For 2023/24, UCEM's Student Officers were Fortunate Mukombo (BSc Building Surveying) and Donna Modeste (BSc Quantity Surveying). Fortunate Mukombo provided a reflection on the 2022-23 FY:

"It has been a year of great advancement and influence for me as a Student Sustainability Officer and member of the Responsible Futures Working Group. Through collaborative efforts, innovation, and an ardent commitment to environmental responsibility, we have made significant contributions to multiple important campaigns that seek to raise awareness of sustainable practices through workshops and student-led webinars.

I am incredibly proud of the collaborative spirit among the team and UCEM in driving these initiatives forward, and I believe we are paving the way for a more sustainable future within the UCEM community.

Despite the significant advancements, UCEM's environmental initiatives still can expand. I look forward to continuing to contribute to these goals and hope to see UCEM set even higher benchmarks for environmental responsibility in the coming years. Together, we can make UCEM a model for sustainability in our community and beyond!"

Operations

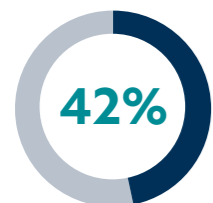
Net Zero targets

In 2023/24 FY, UCEM set the scope of its net zero targets to include “all UK business operations”³, to reflect the level of leadership and ambition the institution has in committing to net zero.

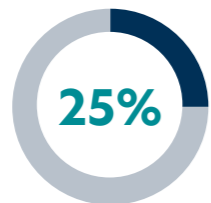
As a result of delivering online learning and teaching, UCEM's emissions profile shows that just 3.3% of its overall emissions relate to Scope 1 and 2 (associated with physical buildings), whereas 96.7% of emissions are within Scope 3. As a result, UCEM pledges to tackle the reduction of all its Scope 3 categories as part of new, ambitious net zero targets.

These include short-term targets to 2030 and long-term targets to 2050, which are aligned with the Science Based Targets initiative (SBTi), as follows:

Short-term targets to 2030



Reduction in Scope 1 and 2 emissions



Reduction in Scope 3 emissions⁴

Long-term target to 2050



Reduction in Scope 1, 2 and 3 emissions

Work will be undertaken in 2024/25 FY to develop a Transition Plan to 2030, to ensure that these new targets can be achieved.

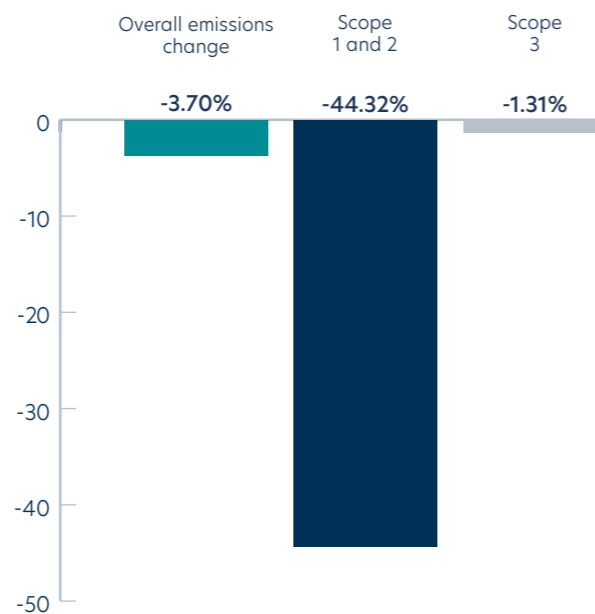


Emissions inventory 22/23 FY

Work in the past year included reviewing UCEM's historical data and setting a baseline year of 2018/19 FY against which to measure performance and begin reducing emissions.

UCEM's first ever emissions inventory for the 2022/23 FY was prepared by Acclaro Advisory in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard⁵, alongside the UK Government's Greenhouse Gas Conversion Factors⁶ for calculating emissions. The complete inventory can be found in Appendix A.

The emissions inventory shows an overall 3.7% reduction in overall emissions, and a fantastic 44.32% reduction in Scope 1 and 2 emissions, which are the result of work focused on improving UCEM's Reading offices.



Percentage difference of emissions by scope, compared to the baseline year.

³ For clarity, this excludes the Shinfield Grange property - which is not in business use by UCEM - and UCEM's Hong Kong office.

⁴ In 67% of UCEM's scope 3 emissions, as per SBTi guidance

44.3% reduction Scope 1 and 2 emissions. Early achievement of 2030 target since the baseline year	Launch New Environmental Management System to minimise UCEM's environmental impact
Successful ISO 14001 accreditation, with no non-conformities	3.7% reduction in overall emissions since the baseline year

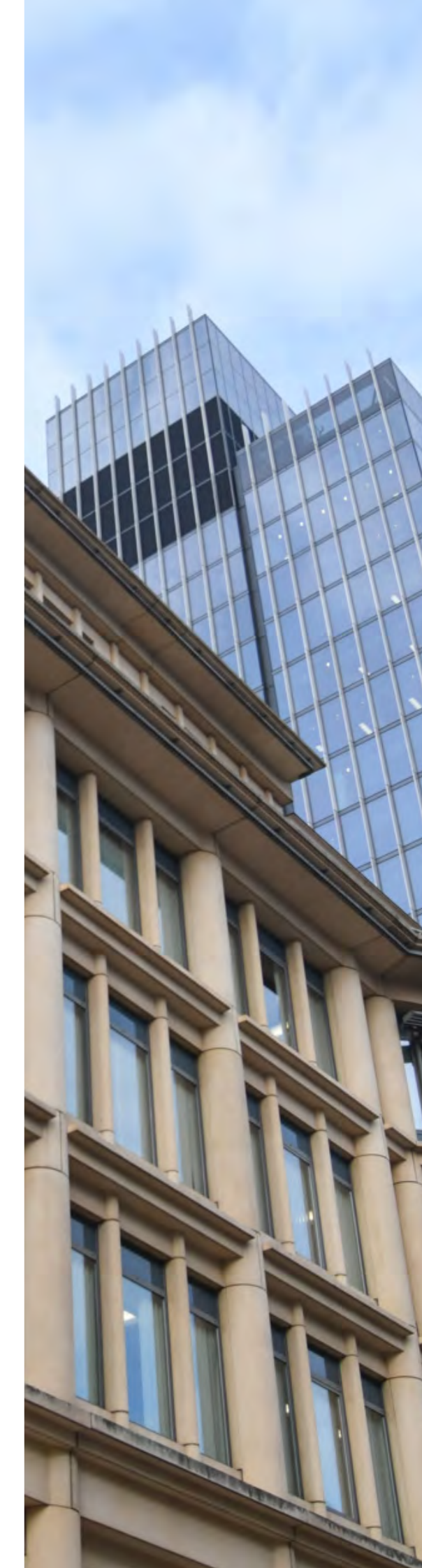
Scope 3 shows a reduction of 1.31%, although increases were seen in the following categories:

- Employee commuting and remote working
An increase in staff numbers by 32.4% since the 2018/19 financial year has likely driven the 169.4% increase in emissions.
- Use of sold products
A 2% increase in student numbers has created a 6.23% increase in emissions.

UCEM has not yet developed a Transition Plan to 2030; this work will be undertaken in 2024/25 FY with a particular focus on identifying and planning reduction activities for Scope 3 emissions.

⁵ ghgprotocol.org/corporate-standard

⁶ gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023



Operations

Emission reduction activities

The following Scope 1, 2 and 3 reduction activities took place in the last financial year (please note that the impact and emissions reduction of these cannot be measured until the following 2023/24 FY emissions inventory):

- Scope 1: Electricity**
 Moving UCEM's energy to a Renewable Energy Guarantee of Origin (REGO) tariff
- Scope 1: Fleet vehicles**
 Acquiring an electric van to replace UCEM's fleet vehicle
- Scope 3: Staff commuting**
 Installing electric car charging points at the office
- Scope 3: Staff commuting**
 An electric vehicle lease salary sacrifice scheme was launched to UK staff in partnership with Tusker, and extended to a hybrid vehicle scheme following staff feedback via the Champions Network

Whilst we have seen a good level of interest in the scheme, early feedback suggested many employees have requested the scheme be made more accessible. To address this, during early 2024 we opened the scheme up to allow some hybrid vehicles to be purchased. Only hybrid cars with an electric mileage range of 40 or higher may be ordered via the scheme, as we must carefully balance making the scheme more accessible with our commitment to sustainability.

For an organisation of our size there has been good initial take-up, and we hope to see more orders over time.

- Scope 3: Staff commuting**
 Existing cycle scheme relaunched to staff (via Culture of Sustainability project), and active travel encouraged via themed month as part of that project (see Section 6.2 for results)
 - Scope 3: Staff procurement**
 Paper and printing reduction activities took place via the Culture of Sustainability project (see Section 6.2 for results) and introduction of e-business cards
 - Scope 3: Waste**
 Delivery of behaviour change initiatives around sorting recycled waste and implementation of a soft plastics recycling bin in the UK office
- Further reduction activities will be planned as part of developing the Transition Plan to 2030 in the next financial year.

Influence

Business and industry



Published articles on sustainability



BE Sustainable podcast launched



Recipients of the BE Sustainable newsletter



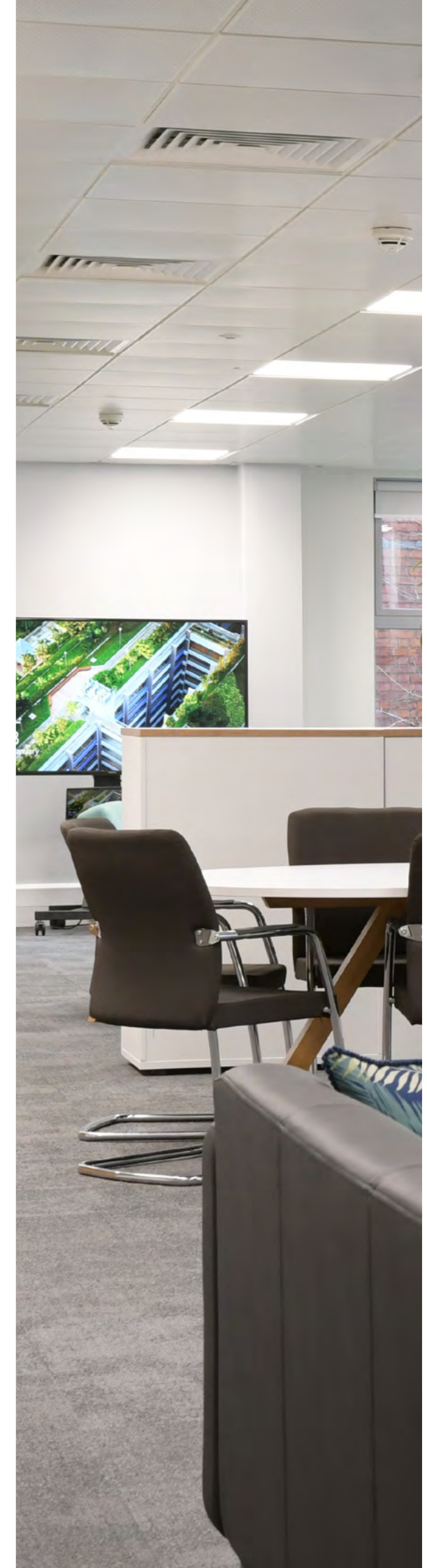
Ran a think tank at Footprint+ sustainability event



Industry experts attended INSPIRE sustainability event



At Futurebuild on the role of education in climate awareness



Influence



INSPIRE Events

As part of our 'INSPIRE' series (themed sessions that bring together influential stakeholders to consider sector challenges) we held a **Leadership for sustainability in the built environment** event. The session was attended by over 75 industry experts, and supported by the Construction Industry Council, the Construction Leadership Council and run in partnership with The Edge, a built environment think tank.

Fourteen expert speakers and panellists from organisations such as JLL, Laing O'Rourke, Mace and the Cambridge Institute of Sustainability Leadership came together at this event. Together, they identified that ambition, adaptation, acceleration and alignment are vital aspects of effective built environment sustainability leadership, with the summary report from the event's session attracting over 1,600 interactions on social media.

Another of our 'INSPIRE' events - **Collaborative futures: competence, capability and capacity** - benefitted from hearing from the Supply Chain Sustainability School's Future Workforce and Retrofit Manager, Holly Hansen-Maughan. Holly underlined the importance of integrating insights from both industry and education partners into sustainability training.



UCEM Vice Chancellor addresses 'leadership for sustainability in the built environment'

Growing influence

Our ambition is to influence and inspire our far-reaching global community to amplify our impact and help shape a sustainable built environment. This year we have published over 40 articles on sustainability and launched a new **BE Sustainable podcast** and **monthly newsletter**, which reaches 1,990 recipients. This work aims to educate and empower professionals in the built environment and bridge the gap between sustainability theory and practice.

Ongoing work has also included driving industry change through leadership, for example co-authoring a **toolkit** to help built environment professional bodies embed climate literacy in their qualification regimes. We have also worked collaboratively, co-signing a **letter** from the UK Green Building Council (UKGBC) and **Energy Efficiency Infrastructure Group** to encourage the UK Government to prioritise upgrading Britain's homes. We have ensured sustainability is considered in wider debates, highlighting the need for sustainability skills as part of the wider submission to the House of Lords' Industry and Regulators Committee's inquiry on **Skills for the future; apprenticeships and training**, as well as working with the Quality Assurance Agency (QAA) to revise the Subject Benchmark Statement for **Land, Construction, Real Estate and Surveying**, focusing on sustainability and equality, diversity and inclusion. Other collaborative work has included inputting into the Construction Industry Council (CIC) **Carbon zero: the professional institutions' climate action plan**, and - as part of a working group for the Construction Leadership Council (CLC) - supporting the production of the **Roadmap of skills for net zero: competencies for domestic retrofit**.

We have also sought to deepen our influence through select partnerships, such as the **Supply Chain Sustainability School**, who specialise in offering free sustainability professional training for the built environment. Our Executive Director of Innovation and Partnerships, Aled Williams, now sits on the School's Board, alongside representatives from industry leaders such as Kier, Skanska, Balfour Beatty and Galliford Try. In addition, UCEM sits on the School's Future Workforce Leadership Group, to help guide the content, design, development and delivery of its learning resources.



Community outreach



Pupils reached at outreach events



Outreach events held



UCEM laptops donated to local schools

£1,435

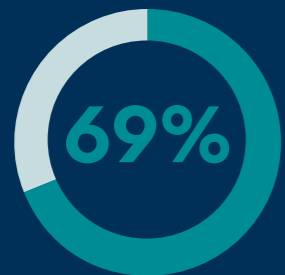
raised for UCEM's partner charity No5



UCEM co-hosted
NEON Mature Learner's Summit

NEON conference

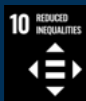
UCEM provided keynote speech on Access and Participation Plans



of pupils rated UrbanPlan workshop as **excellent**

Reading Climate Festival

ran session for a local school



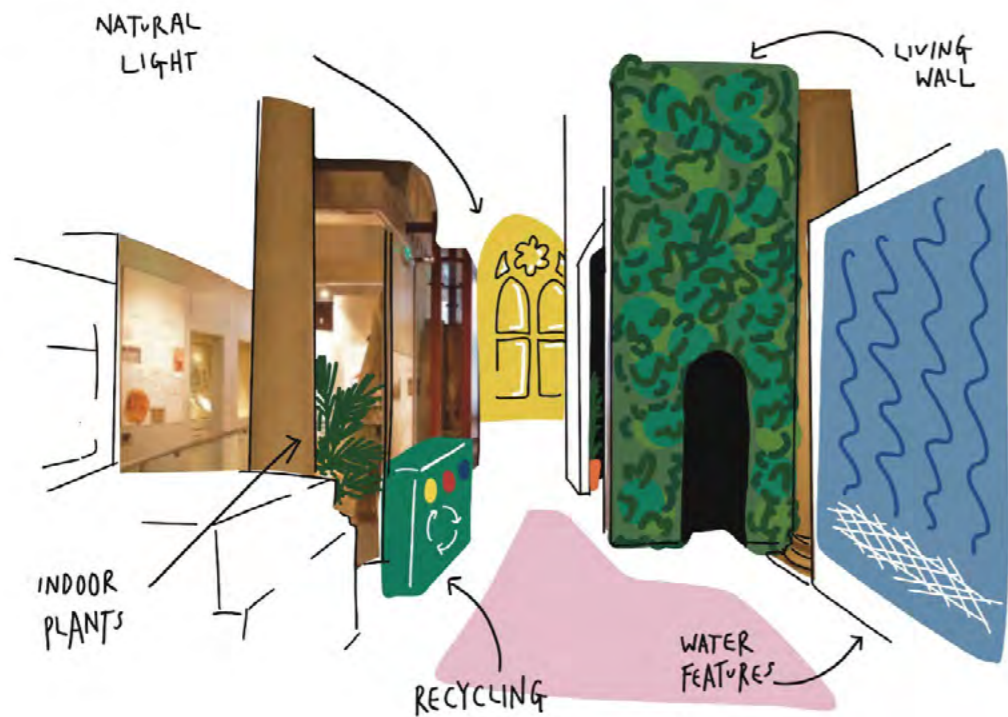
Influence

Reading Climate Festival

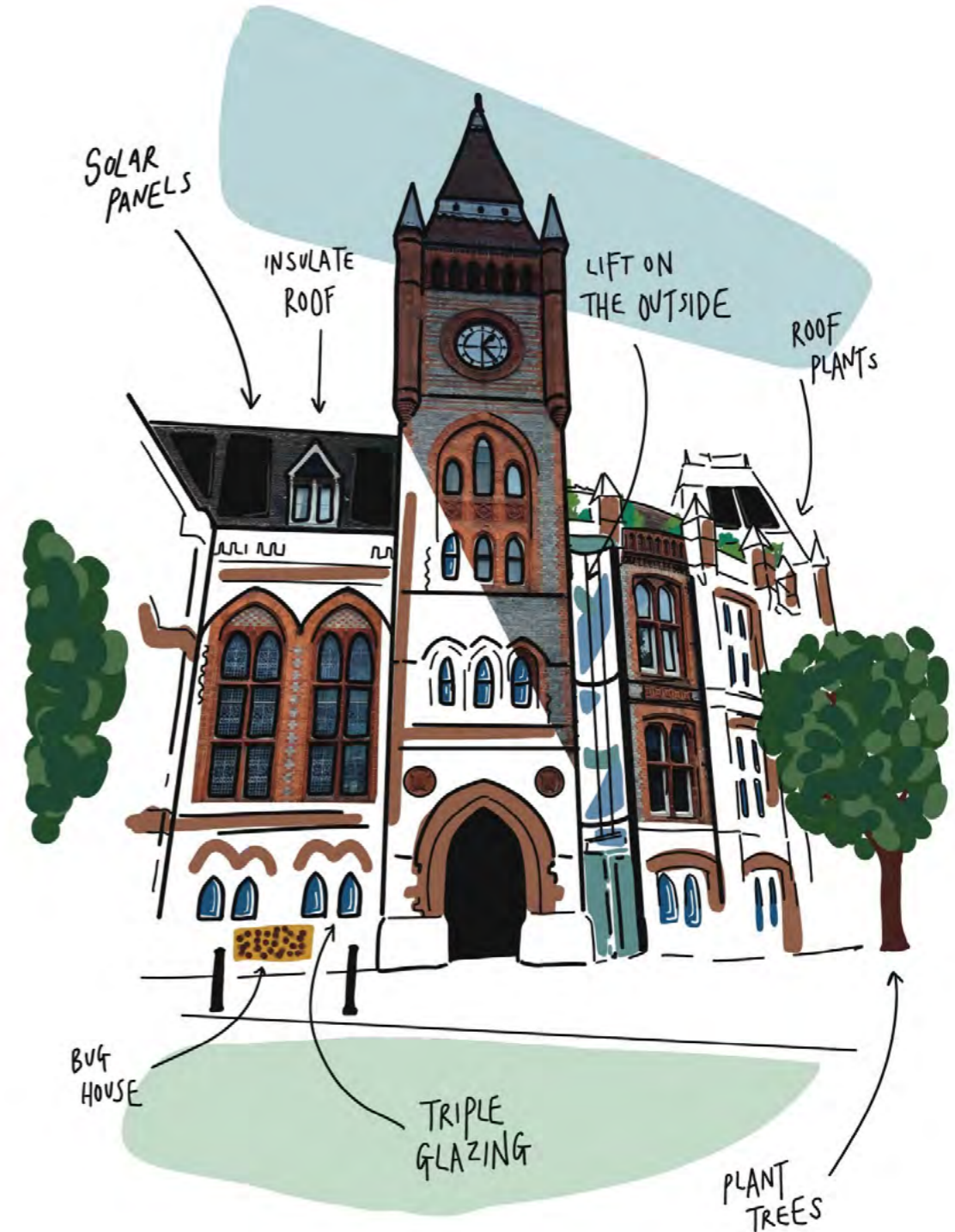
UCEM has collaborated with **Reading Climate Action** (ReadingCAN) as part of **Reading Climate Festival** for the second year running, which offers two weeks of free events to inspire climate action in the local area.

Following on from successful school outreach with 320 local pupils, and **local business outreach** offered in 2023, volunteers from the built environment as well as UCEM staff delivered a **KS3 workshop** at local Waingels School. The workshop focused on redesigning Reading Museum for wellbeing, sustainability, and the needs of the local community.

40% of pupils that took part stated that it had inspired them to consider a future career in the built environment - a positive outcome considering the breadth and diversity of school pupils involved. The session was delivered as part of UCEM's work around widening equality, diversity and inclusion within the built environment sector.



Pupil's drawing of Reading Museum improvements from the workshop, by Squeeze Print Studio



Pupil's plans for Reading Museum from the workshop, by Squeeze Print Studio

Influence

Urban planning event with Urban Land Institute

UCEM has sponsored the **Urban Land Institute's** outreach programme for several years, providing free academically demanding **UrbanPlan workshops** for secondary schools. Students are encouraged to learn about the forces that affect urban regeneration, with the intention to share built environment professionals' experience in land use and inspire the future of real estate. Pupils' feedback on the session was exceedingly positive, with 69% of pupils rating the session as excellent, and 90% of pupils stating that the session had inspired them to consider a future career in the built environment.

The scheme allows UCEM to support local schools in deprived areas⁷, and this year UCEM was able to sponsor a session at Reading Girls' School. The ULI's scheme has now reached over 5,900 pupils in over 230 schools since its launch, supporting social mobility and the long-term diversity of the sector.

Partnership with No5

Staff chose local charity No5 to be UCEM's designated charity for a period of two years, as their work aligns with the institution's own values and students. The partnership aims to raise awareness of the important work of the charity, as well as collaborating on mental health initiatives for young people.

During 2023/24 FY, UCEM made its Reading office spaces available for No5, to support them in holding workshops, training days, and professional (CPD) events for their counsellors and staff.

No5 and UCEM also collaborated on the Culture of Sustainability project (see Section 6.2), with No5 delivering climate

anxiety workshops to staff and students, and supporting the running of the Clothes Refresh staff event as part of encouraging sustainable shopping habits.

Alumni

Alumni Lifelong Influencing Plan

As part of our sustainability strategy, we aspire to develop alumni and students who are lifelong ambassadors and influencers for sustainability in the built environment and beyond. To help achieve this, a multi-year Alumni Lifelong Influencing Plan (ALIP) was developed and launched in 2023/24 FY, delivering the following major milestones:

- Launch of inaugural Sustainability Research Prize at each graduation event, to recognise and award excellence in this field. Four awards were made in July 2024.
- The first in-person alumni event was held in September 2023, with over 70 alumni in attendance.

Other major milestones include:

- Launch of scheme to publish graduates' sustainability-themed dissertations, demonstrating the excellence and impact of UCEM graduates.
- Launch of Student and Alumni Sustainability Committee in July 2024, to champion and challenge sustainability at UCEM.

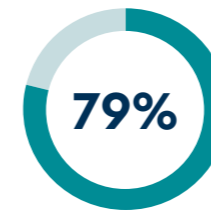
Further work under the ALIP is planned for 2024/25 FY, to continue to develop and influence our network of alumni and recent graduates.

⁷ Defined by the Office for Students' Indices of Multiple Deprivation (IMD 1)

⁸ Alumni sustainability survey in 2022-23



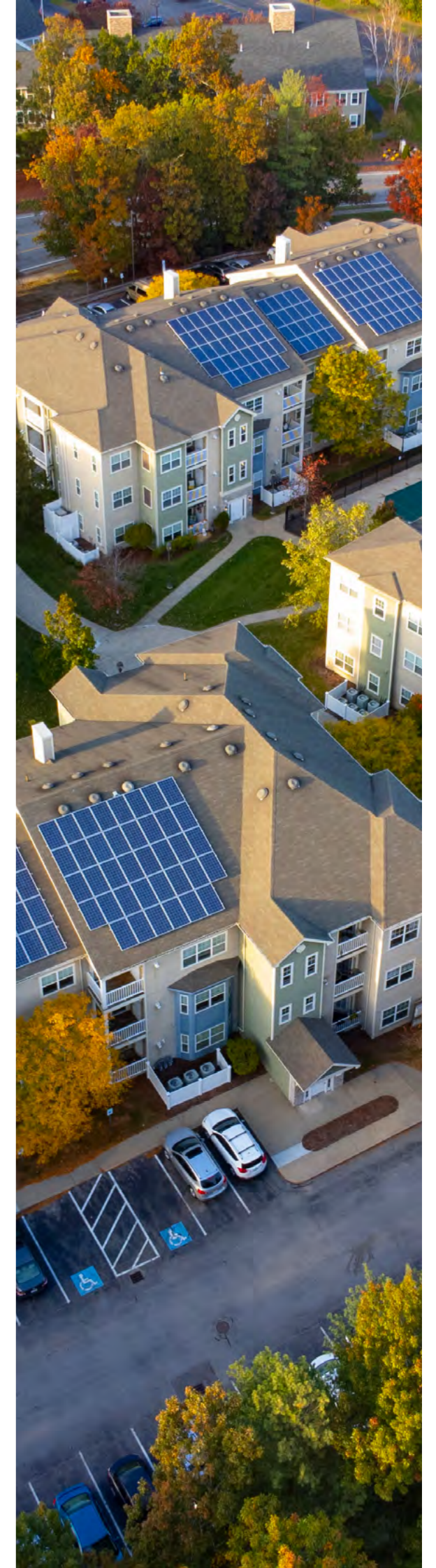
Of alumni think sustainable development is a moderate to high priority for UCEM⁸



Think that social responsibility is a moderate to high priority for UCEM⁸



Reported that sustainable development issues were covered in depth (occasionally or frequently) on their course⁸



Appendix A: carbon emissions reporting

UCEM's first ever emissions inventory for the 2022/23 FY was prepared by Acclaro Advisory in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard⁹, and using the UK Government's Greenhouse Gas Conversion Factors¹⁰ for calculating emissions.

The organisational boundaries of UCEM's carbon emissions reporting has been defined as all "UK business operations"¹¹. The table below sets out the full inventory of UCEM's 2022/23 FY emissions, compared against the baseline year (2018/19 FY). For reporting purposes, all emissions have been prepared based on a financial reporting year (August to July annually).

For transparency, UCEM uses the following reporting levels to explain the accuracy of reported data and the methodology used, in line with the GHG Corporate Standard and associated guidance:

- **Level 1**
Spend-based methodology, calculating emissions via the financial value of a service of goods, and multiplying it by the UK Government emission factors - lower-accuracy methodology
- **Level 2**
Hybrid methodology, calculating emissions via a hybrid spend-based (see above) and activity-based (see below) approach - medium-accuracy methodology
- **Level 3**
Activity-based methodology, calculating emissions via granular data on activities performed by UCEM or as part of indirect emissions - higher-accuracy methodology

Scope 1 and 2

Emission source	Data methodology	Baseline 2018-19 FY (tCO2e)	2022-24 FY (tCO2e)	Change to baseline	
				(tCO2e)	% change
Electricity	Level 2	87.19	47.66	-39.53	-45.34%
Fleet vehicles	Level 3	0.55	1.2	0.65	118.18%
Natural gas	Level 2	1.32	0.73	-0.59	-44.07%

⁹ ghgprotocol.org/corporate-standard

¹⁰ www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023

¹¹ This therefore excludes property not in business use at Shinfield Grange, and UCEM's Hong Kong offices.

Scope 3

Emission source	Data methodology	Baseline 2018-19 FY (tCO2e)	2022-24 FY (tCO2e)	Change to baseline	
				(tCO2e)	% change
Purchased goods and services	Level 1	696.86	577.86	-119	-17.08%
Use of sold products ¹²	Level 1	521.25	553.71	32.46	6.23%
Employee commuting and remote working ¹³	Level 2	95.88	258.31	162.43	169.41%
Business travel	Level 2	140.65	52.11	-88.54	-62.95%
Capital goods and services	Level 1	38.01	36.22	-1.79	-4.71%
Fuel and energy related activities	Level 1	20.73	16.02	-4.71	-22.72
Waste generated in operations	Level 2	0.95	0.22	-0.73	-76.84%

UCEM is not required to comply with the UK Government's Environmental Reporting Guidelines, including streamlined energy and carbon reporting (SECR). However, wherever possible the reporting undertaken in this document aligns with SECR, including information (below) on carbon emission intensity ratios.

The table below shows two intensity ratios, which allow the comparison of emissions data with business metrics (for UCEM, using staff FTE, student engagement, and square metres of floor space). This allows comparison of performance over time and against similar types of organisations.

Carbon emissions intensity data	2018-29 FY baseline	2022-23 FY	Change to baseline	
			Absolute	% change
Carbon emissions intensity (Scope 1 and 2) per FTE employee ¹⁴	0.40	0.22	-0.18	-44.3%
Carbon emissions intensity (Scope 1 and 2) per M ²	0.023	0.012	-0.01	-44.3%
Carbon emissions intensity (Scope 3) per student engagement ¹⁵	0.040	0.042	0.002	6.2%

The chart below provides the overall profile of UCEM's emissions in 2022/23 FY.

¹² Data source: module engagement KPIs

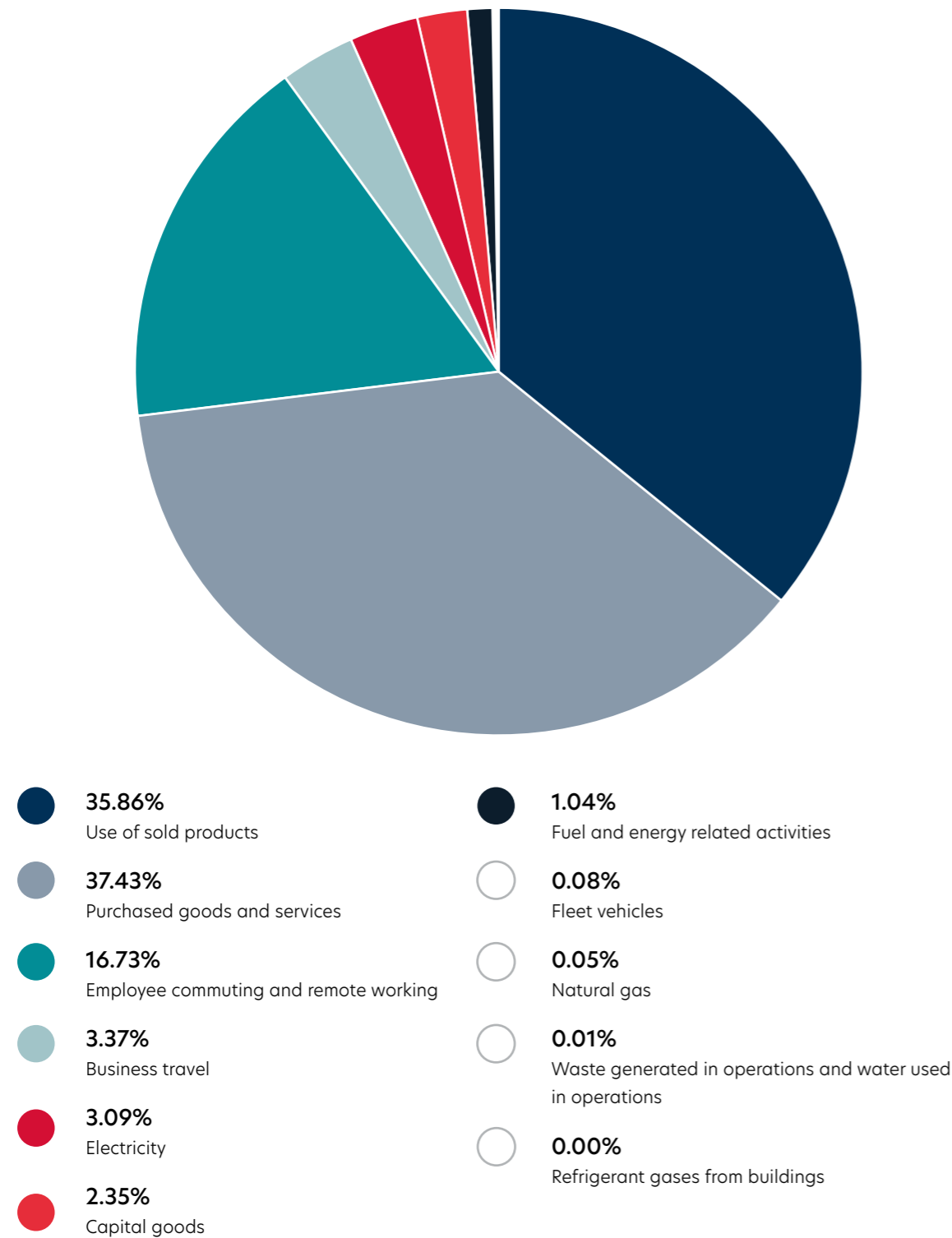
¹³ Data source: Staff Sustainability Survey 2023 (travel survey)

¹⁴ Full time equivalent staff numbers

¹⁵ Measured via number of students who registered and engaged with learning

Our investments

Profile of overall emissions



UCEM seeks to invest funds in an ethical and sustainable manner, paying regard to environmental considerations and aligning the policy with the United Nations Sustainable Development Goals, alongside the institution's own sustainability agenda.

The Sarasin and Partners Climate Active Endowment Fund aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change. Further information about the fund can be found at sarasinandpartners.com/fund/sarasin-climate-active-endowments/

Following a full review of investment policy in 2021, Trustees approved the reinvestment of UCEM's portfolio into the Sarasin and Partners Climate Active Endowment Fund. Trustees will continue to review the institution's investment policy annually. The policy has strong ethical and sustainable objectives, aligning with both the United Nations Sustainable Development Goals and the institution's own sustainability agenda.

Counterparty	Investment type	Value (31 July 2023)
Sarasin and Partners	Climate Active Endowment Fund	£8,368,616
NatWest Bank	Cash deposit (working capital)	£4,022,021
HSBC Bank	Cash deposit (working capital)	£274

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