

## Sustainable SU: Action Plan

This document aim to provide an overview and guide for the Sustainable SU Steering Group's activity from Spring 2025.

Target	Actions Taken	Responsibility	Timeline	Outcome
<b>Commitment</b>				
Confirm commitment level from the SU's Senior Leadership Team (SLT) towards investment and resources supporting sustainability and climate action initiatives.	<p>Agreed budgets in place with monitoring system in place and reported on.</p> <p>Clear decision-making structure in place.</p>	SLT	2025/26 annual planning	<p>2025/26 budget generated with clear impacts, agreed and allocated.</p> <p>Impact of allocated resources recorded.</p> <p>Sustainable SU working group given authority over budget allocation.</p>
SLT to set clear guidance towards expectations of areas in the delivery.		Sustainable SU Steering Group (SSSG)	2025/26 annual planning	
Complete the Green Impact SU programme annually. Aim to achieve a minimum of a 'good' award in 2024/25	At the beginning of each academic year the Sustainable SU Steering Group will allocate two co-	SSSG 2 co-leads Activities Officer	April 2025 Beginning of each	

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year with the aim of improving each year to achieve 'excellent' by 2026/27.	<p>leads who will be responsible for ensuring all necessary Green Impact actions are taken and deadlines are met.</p> <p>The Activities Officer will lead on raising student awareness of the programme whilst the two co-leads will raise staff awareness.</p>		academic year	
<b>Training</b>				
100% of staff are trained and developed in knowledge and awareness of Sustainability & Climate Action.	<p>The Sustainable SU Steering Group will allocate a training lead who monitor training completion rates and liaise with management as needed to ensure target is met.</p> <p>Provide the <a href="#">Climate Literacy course</a> for identified members of staff.</p>	SSSG lead with support from management	Summer 2025 (All new starters to have as part of induction)	<p>All staff able to recognise and articulate how they and their area can contribute towards future Sustainable SU actions.</p> <p>Measurable actions included in area plans.</p> <p>Staff are equipped to support student groups and leaders with their sustainable efforts.</p>

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	<p>Provide follow on courses in the form of a facilitated workshop, taking learnings and consider how these can be applied to job roles and areas.</p> <p>Provide a 1-hour induction course towards Climate Action and Sustainability at Bath for all SU staff.</p> <p>Signposting to existing training resources (e.g. Green Impact Webinar Series) for self-initiated development.</p>	<p>Support from the University's Climate Action Engagement &amp; Training Manager (Alice Lowe)</p>		Sustainable aims incorporated into event planner.
Student groups and leaders are trained in knowledge and awareness of Sustainability & Climate Action and motivated to make change.	Include new training into the Groups Training Conference through delivery of tailored workshops for student groups and leaders, demonstrating how can they incorporate a	<p>SSSG</p> <p>Skills and Development Manager alongside Area Coordinators.</p>	April 2026	<p>Measurable data points identified (such as training attendance, knowledge checks, impact on activity).</p> <p>Data capture as per above identified points which can be</p>

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	<p>sustainable approach within their offer and events.</p> <p>Inclusion of a sustainability award into the SU Awards.</p>	Support from the University's Climate Action Engagement & Training Manager (Alice Lowe)		<p>used to track progress in the future.</p> <p>Student leaders able to recognise how their group can contribute towards sustainability best practice and make clear, meaningful changes to their offer and events.</p> <p>Student groups motivated to make improvements.</p> <p>Student groups rewarded and showcased for their contribution. Raising awareness.</p>
Accountability				
Sustainable SU Steering Group in place with clear terms of reference.	Research similar working groups, draft terms created and shared with the working group.		Summer 2025	Clear aims and responsibilities of the SSSG are.

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Staff have regular and ongoing responsibility towards the SU's sustainability action plan and more locally towards area plans.	Sustainability and climate action ownership and responsibility incorporated into updated and new role profiles (student officers/ staff).	SSSG in collaboration with SLT and management	Spring 2026	SSSG has representation from across the SU, improved collaboration.  Responsibilities are embedded in role profiles.  Responsibilities incorporated into performance objectives where necessary.
<b>Resource</b>				
Resources via personnel and budgets are agreed by SLT and held by the Sustainable SU group. Resources will be monitored and allocated to central projects or aims run locally within SU areas.	Central projects from within Green Impact evidence or area plans identified, budget needs discussed and agreed.  Budget request submitted for 2025/26.		Summer 2025	Appropriate resources allocated enabling new and existing projects and initiatives to be successfully delivered.  Impact report completed to enable future actions/aims
<b>Awareness</b>				
Improve awareness of: <ul style="list-style-type: none"> <li>Aims and outcome of work carried out by the University and the SU</li> </ul>	SSSG will allocate a communications lead who will work with SSSG and other SU teams as necessary to form and	SSSG lead	Summer 2025	Staff and students have a greater understanding what the SU and University are working towards.

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<ul style="list-style-type: none"> <li>How staff and students can get involved in current and new initiatives</li> </ul>	<p>deliver a communications approach and plan.</p> <p>Provide regular updates via relevant platforms including staff newsletter, all staff meetings and staff away days.</p> <p>Create a student specific webpage outlining aims of the SU and link through to the aims of the University. Provide updates on areas of work.</p> <p>Outline how students and groups and support aims and get involved.</p>			<p>Staff and students able to identify how they can get involved and contribute towards aims and actions.</p> <p>Increased contribution from staff and students towards new initiatives.</p>
<b>New projects linked to Green Impact actions</b>				
<b>Projects from Green Impact TH009</b> – Deliver a project addressing issues of poverty among your student body or in the wider community.	The SU pantry SU Alumni Access Fund	Officers		

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<b>TH007</b> – Deliver a nature protection, recovery or education project.	<ul style="list-style-type: none"> <li>- Joining the Nature Positive Universities programme.</li> <li>- Hosting a BioBlitz or competing in the University Mammal Challenge competing in the Big Hog-Friendly Litter Pick Challenge or becoming a Hedgehog Friendly Campus</li> <li>- Tree planting (free trees available from the Woodland Trust and TCV)</li> <li>- Campaigning for Zero Hour's petition for a Climate and Ecology bill</li> </ul>			