



Sustainable SU Action Plan

2026–2029



What Is This Plan?

A brief introduction to our Action Plan.

A clear, three-year (AY 2026–2029) framework to establish, strengthen and embed sustainability across the SU.

It builds on our key strength of being student led. Students tell us and want us to do more for the sustainability.

It's ambitious and agile. It recognises staff and student leaders' capacity while aiming for real impact.

It's integrated by design. Sustainability, wherever possible is embedded into existing work, not an extra burden

It's aligned to our strategy. We've looked at linking this plan to our Organisational Development Plan and SU Strategy and is transparent and accountable to board.

How It Works in Our Areas

Each area gets a **guiding principle** to shape decisions and plans over the next three years.

There's a set of **indicative actions**. They are flexible and act as guide and can be updated annually as needs evolve.

Wherever possible, we've tied this to our **SU Strategy** so we can measure our impact.

Delivery is supported by our **Sustainable SU Steering Group** and SLT report progress **Board**.

It prioritises actions that **integrate into existing activities** or where there's **new opportunities**.

Our plan is **student-led**, informed by surveys, forums and feedback from our students, Student Leaders and Student Groups.



Get in Touch!

We'd love to hear from you.

We know there's always more we can and should be doing for sustainability.

This plan is ongoing and agile, so we're seeking feedback from staff and Student Leaders.

Please share comments, concerns, questions and suggestions relevant to any of our areas.

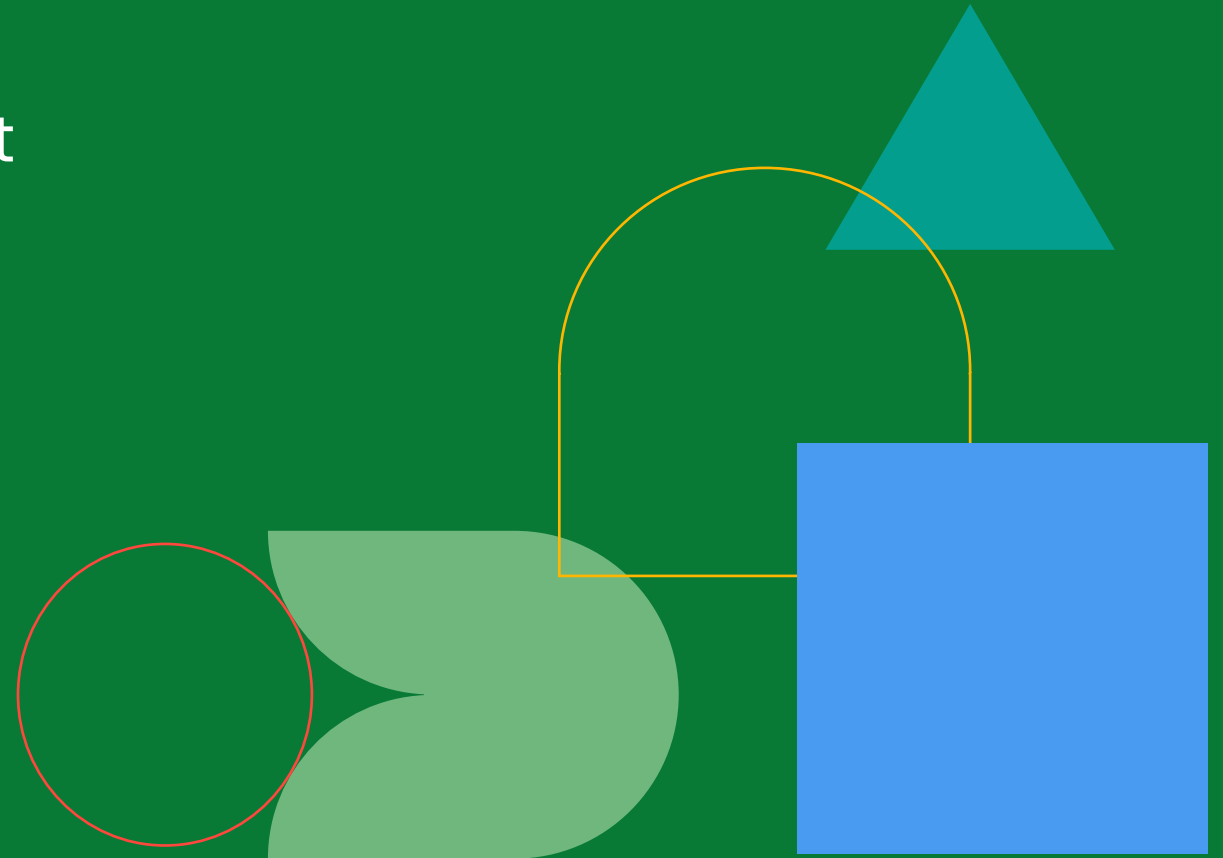
You can get in touch with your officer team via suofficers@bath.ac.uk.



Central Services (Data, Insight and Research, Finance, Governance and Strategy)

We will deliver sustainability through accountable governance, transparent reporting and collaborative planning. By embedding clear structures, consistent oversight and meaningful student involvement, we will ensure progress is measured, resourced and aligned with our community's values.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish strong governance, secure resources and deliver early Green Impact progress to build a stable foundation for the Sustainable SU Plan.

Year 2 (Strengthen)

Strengthen governance, improve reporting and raise Green Impact performance while aligning with wider University sustainability activity.

Year 3 (Embed)

Embed governance and reporting as core practice, complete the full plan cycle and achieve an 'Excellent' Green Impact award.



Action One

Establish Strong and Accountable Governance

Year 1 - Establish

- Finalise and approve TOR + membership
- Schedule quarterly SSSG meetings
- Prepare and deliver annual Board update (June 2027)
- Revise Officer involvement

Year 2 - Strengthen

- Maintain quarterly meeting cycle
- Publish simple annual governance update
- Increase student representation
- Support Officer transitions

Year 3 - Embed

- Maintain quarterly meetings with focus on outcomes & planning
- Deliver an end-of-strategy impact review to Board
- Recommend refinements for 2029-2032 governance cycle



Action Two

Embed and Deliver the Sustainable SU Action Plan

Year 1 - Establish

- Engage students, SLT, staff, SSSG and Officers with the plan
- Conduct ongoing review and update actions as needed

Year 2 - Strengthen

- Update timelines and milestone tools
- Review alignment with University activity and adjust if required

Year 3 - Embed

- Complete final KPI tracking and evidence gathering
- Publish public-facing Sustainable SU Impact Report
- Begin forward planning for next cycle



Action Three

Ensure Resources Are Allocated Effectively

Year 1 - Establish

- Identify Green Impact projects linked to area plans
- Agree resource needs with SLT
- Allocate resources to projects
- Begin collecting evidence for impact reporting

Year 2 - Strengthen

- Review Year 1 resource allocations
- Identify new GI projects or additions to SU area plans
- Deliver internal resource update to SLT
- Continue evidence collection

Year 3 - Embed

- Produce full resource review for Officers, SLT and Board
- Showcase student/community impact
- Recommend long-term budget/any staffing requirements



Action Four

Complete Green Impact Award and Projects

Year 1 - Establish

- Deliver key GI student projects (e.g., TH009 poverty-support; TH007 nature project)
- Join or progress toward Nature Positive Universities
- Submit GI and review priorities for next year

Year 2 - Strengthen

- Strengthen Year 1 projects
- Deliver at least one high-visibility nature project
- Expand participation in Nature Positive
- Submit GI with deeper, improved evidence

Year 3 - Embed

- Deliver flagship nature or poverty-support projects
- Ensure participation is embedded across plan
- Submit full evidence for Excellent GI rating
- Showcase progress towards GI goals since 2026.



Outcomes

Across all of our actions for Central Services, success looks like:

Year 1 – Establish

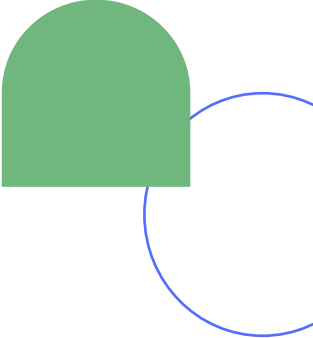
SSSG operates quarterly with TOR approved; Sustainable SU Plan approved across the organisation; Resources agreed and allocated; Green Impact SU award: Good; Initial priority projects delivered

Year 2 – Strengthen

Governance strengthened with consistent reporting; Resource execution improves; Green Impact SU award: Very Good; Mid-year progress snapshot published

Year 3 – Embed

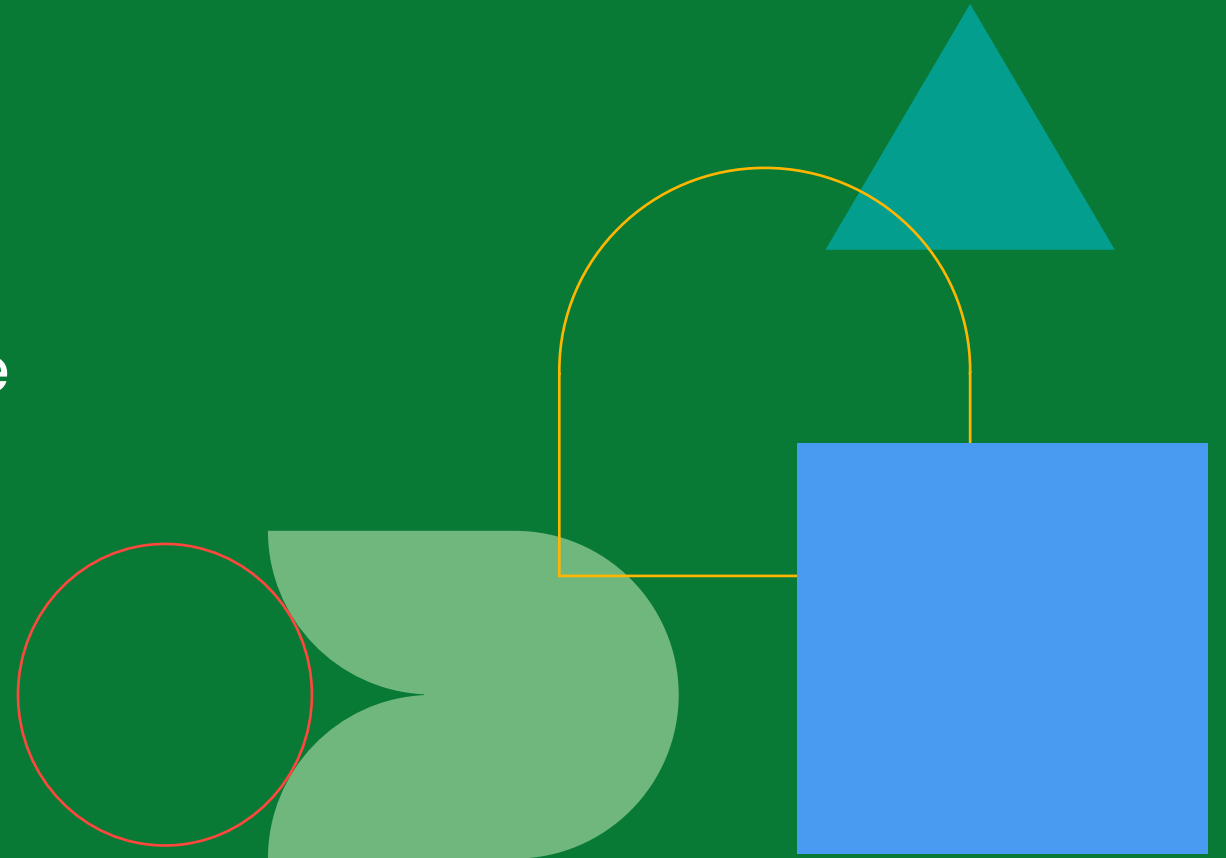
Governance + reporting fully embedded; End-of-cycle impact review delivered; Long-term resource needs identified; Green Impact SU award: Excellent



Marketing and Communications

We will communicate openly and accessibly so sustainability is visible, understood and easy to act on. Through simple updates and clear participation pathways, we will ensure our community sees their impact and celebrates achievements.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish clear, accessible sustainability communications by delivering a yearly roundup and maintaining up-to-date webpages that help students (and staff) understand our aims and how to get involved.

Year 2 (Strengthen)

Strengthen and scale engagement by delivering one central, high-impact sustainability email and a roundup that highlight actions, pathways and progress while maintaining consistent updates across channels.

Year 3 (Embed)

Embed sustainability communications as BAU, ensuring annual emails, yearly roundups and dashboards clearly show multi-year progress and how every community member contributes.



Action One

Increase Visibility of Sustainable SU Activity

Year 1 - Establish

- Publish yearly roundup
- Improve awareness of SU/University sustainability aims
- Clearer participation routes (“how to get involved”),
- SSSG contact allocated to coordinate with Marketing
- Regular staff updates via newsletter/all-staff

Year 2 - Strengthen

- Send one targeted sustainability email
- Publish roundup with stronger student voice
- Increase visibility of participation pathways
- Continue regular staff updates
- SSSG comms lead maintains cross-team coordination

Year 3 - Embed

- Send all-student email
- Publish yearly roundup showing our progress
- Share highlights demonstrating impact & achievements
- Maintain regular staff updates
- Contribution from all communities clearly highlighted



Action Two

Increase Transparent Progress Tracking

Year 1 - Establish

- Promote Sustainable Scheme+ Sustainability Badge
- Include recognition in SU Awards
- Raise awareness of toolkits, sign-ups & FAQs
- Keep webpages updated with simple, action-focused pathways

Year 2 - Strengthen

- Improve webpage accessibility + storytelling
- Showcase student group case studies
- Continue SU Awards recognition for sustainability
- Keep toolkits and FAQs prominent

Year 3 - Embed

- Maintain webpages with clear impact reporting
- Celebrate long-term progress
- Keep awards + FAQs live year-round
- Streamline pathways; ensure maximum clarity & accessibility



Outcomes

Across all of our actions for Marketing and Communications, success looks like:

Year 1 – Establish

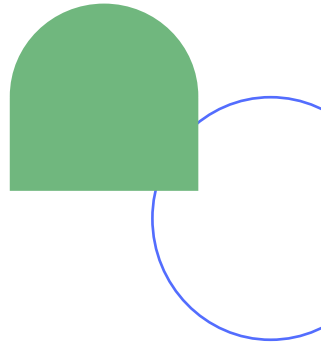
A yearly roundup is published with $\geq 1,000$ reach; webpages remain current with clear “how to get involved” pathways; highlights and student stories are regularly shared; consistent updates and coordinated communications planning are built.

Year 2 – Strengthen

One targeted sustainability email achieves a 20–25% open rate; the yearly roundup reaches $\geq 2,000$ people; webpages and updates remain consistent and accessible as part of strengthened cross-team coordination.

Year 3 – Embed

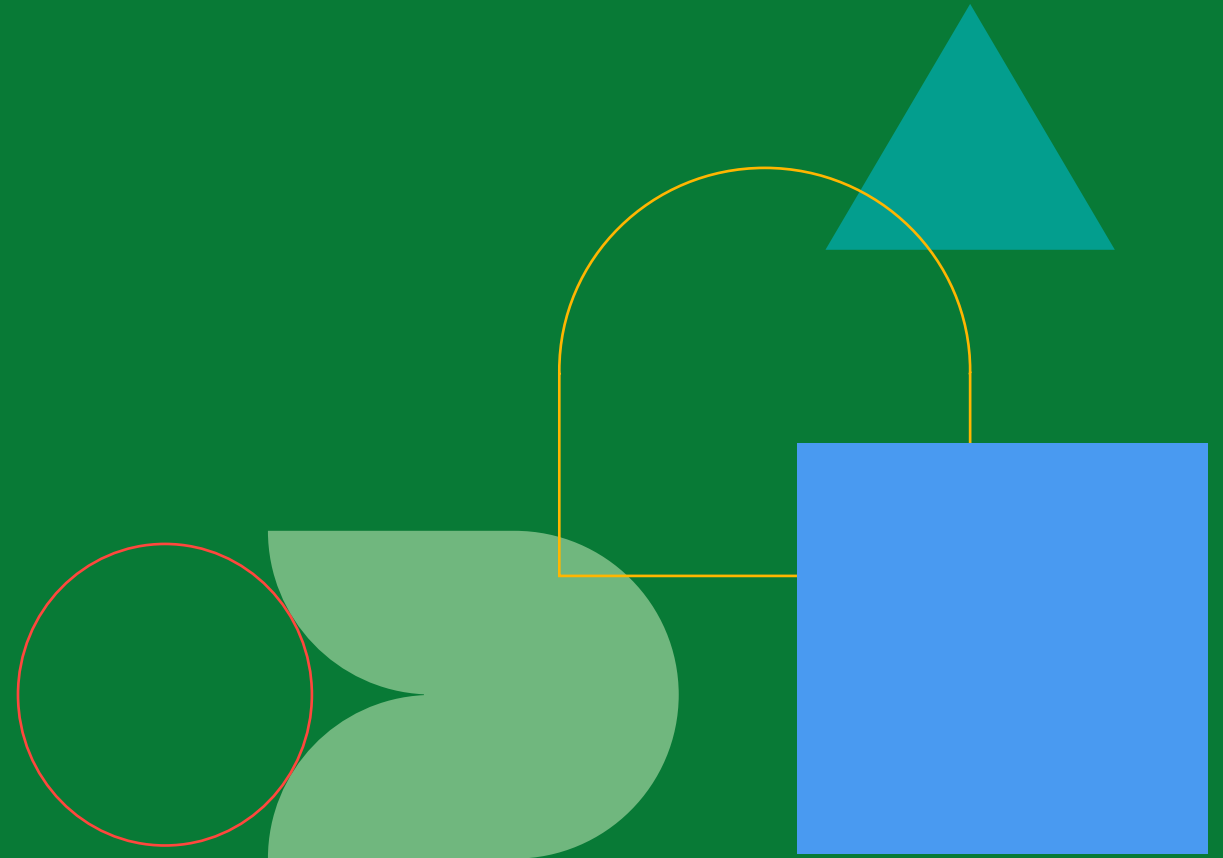
Sustainability communications operate as BAU: the targeted annual email again achieves 20–25% opens; the yearly roundup shows clear progress; impact reported and webpages embed “how to get involved” guidance.



Social Enterprise (Merchandise) and Central (Procurement)

We will protect people, planet and student value by ensuring everything we buy or sell is responsibly sourced, ethically produced and low-waste. Through transparent standards, smarter purchasing and sustainable supply chains, we will embed sustainability into every decision and make responsible choices the default across the SU.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish clear sustainability standards for merchandise and everyday purchasing.

Year 2 (Strengthen)

Strengthen ethical standards, reduce surplus further and embed sustainable procurement into staff practice.

Year 3 (Embed)

Embed fully responsible merchandising and purchasing across the SU, improving supply chains and delivering long-term sustainability impact.



Action One

Normalise Responsible Merchandise Standards

Year 1 - Establish

- Audit all current suppliers and phase out non-compliant items
- Introduce on-demand and pre-order systems to reduce surplus
- Launch repair/return pilot for kit

Year 2 - Strengthen

- Improve supplier scoring, monitoring and audits
- Expand pre-order/on-demand to most clothing items
- Strengthen sports kit repair/return scheme

Year 3 - Embed

- All merchandise meets sustainability + ethical standards
- Maintain full supplier audits
- Continue with sustainable online/pop-up retail model



Action Two

Normalise Sustainable Purchasing Across All SU Areas

Year 1 - Establish

- Map all “high-impact” purchasing categories
- Embed sustainability criteria into event planning/tenders
- Begin staff training in sustainable procurement basics
- Establish system for approving exceptions (e.g., cost or availability)

Year 2 - Strengthen

- Train staff across departments in sustainable procurement
- Include sustainability criteria in contract renewals & tenders
- Provide simple sustainability-risk checklists for all buyers
- Identify gaps and provide team-specific support

Year 3 - Embed

- Fully integrate sustainability checks into everyday workflows
- Use insights to inform the next Sustainable SU strategy post-2029
- Ensure sustainability requirements are embedded in all procurement cycles



Outcomes

Across all of our actions for Merchandise and Procurement, success looks like:

Year 1 – Establish

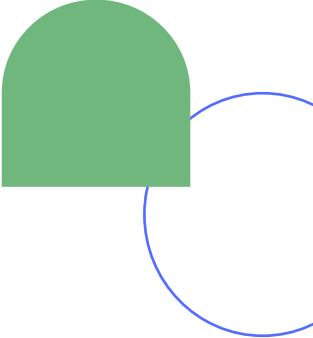
100% of new lines meet sustainability standards; surplus begins to fall under on-demand/pre-order models; repair/return pilot launched; and sustainable procurement standards implemented (with exceptions).

Year 2 – Strengthen

Supplier standards improve; surplus reduces toward; feasibility decision made on retail presence; sustainable procurement embedded in workflows and staff demonstrate increased confidence.

Year 3 – Embed

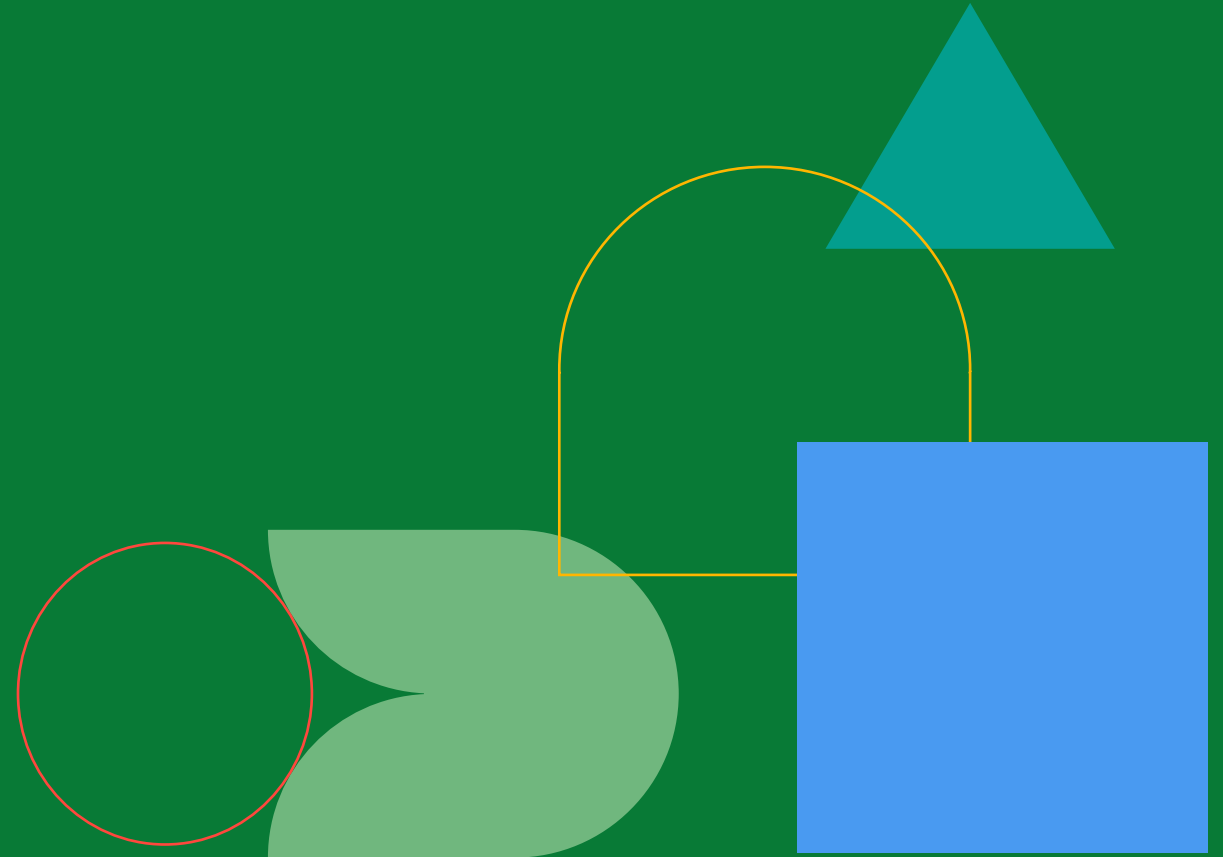
All merchandise meets sustainability standards; surplus reduction is achieved; sustainable retail launched and sustainable procurement is fully embedded and reported transparently across the SU.



Social Enterprise and Facilities (Events and Venues)

We will deliver events and run venues that minimise waste, reduce environmental impact and make sustainable choices simple. Through practical guidance and visible infrastructure, we will embed sustainability into every stage of operations.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Put practical systems in place that make sustainable event planning, food-waste separation and reuse easy, consistent and visible across SU events and venues.

Year 2 (Strengthen)

Improve consistency and participation across venues, scaling sustainable operations and introducing a standardised deposit scheme for cups.

Year 3 (Embed)

Sustainability becomes core practice across all SU venues and events, supported by strong processes, behaviour change and visible long-term impact, with a strengthened deposit scheme.



Action One

Normalise Sustainable/Accessible Event Planning

Year 1 - Establish

- Finalise sustainable event guide (i.e. with People and Planet input)
- Launch event-planning checklist for centrally-run events (by September)
- Add templates and guidance to SU website
- Gather feedback and refine tools

Year 2 - Strengthen

- Update guide and checklist
- Integrate checklist into event sign-off processes
- Showcase case studies demonstrating sustainability/impact

Year 3 - Embed

- Maintain high checklist compliance as BAU
- Publish progress made as part of our Sustainability Webpages and next steps.
- Highlight best examples (e.g., SU Awards recognition)
- Develop future plans for sustainable events.



Action Two

Embed FOH Food Waste Separation

Year 1 - Establish

- Install front-of-house food-waste bins in Plug, Student Centre, The Corner
- Create clear accompanying signage
- Include food-waste instructions in event materials and online resources

Year 2 - Strengthen

- Refresh FOH signage
- Review/optimize bin placement
- Add waste separation to staff/volunteer inductions
- Share visible comms on why food waste matters for the campus

Year 3 - Embed

- Maintain FOH bin presence
- Refresh signage only where needed
- Integrate systems fully into Venues operating procedures
- Coordinate long-term waste and recycling planning further with the University



Action Three

Strengthen Reuse and Reduce Single-Use Waste

Year 1 - Establish

- Ensure reusable cups are used at all major bar/events (e.g., Weekend Warm-Up)
- Promote reuse system (signage + digital comms)
- Review current reuse systems and identify gaps + impact
- Begin to create a Library of Things

Year 2 - Strengthen

- Expand reuse visibility across all events and student led activities
- Introduce additional reuse options where feasible
- Roll out a universal deposit scheme for cups
- Implement improvements identified in Year 1

Year 3 - Embed

- Expand deposit scheme for all cups in centrally run SU events
- Implement operational/student feedback improvements
- Scope next stage expansion across venues.



Outcomes

Across all of our actions for Social Enterprise and Facilities, success looks like:

Year 1 – Establish

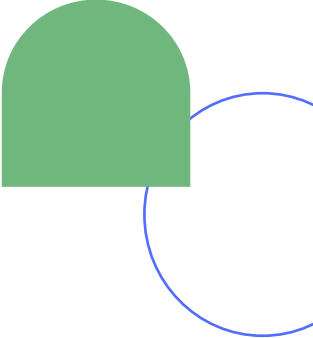
100% of centrally SU run events use the sustainable event checklist; FOH bins installed in Plug, Student Centre and The Corner; Food-waste capture improves with low contamination; reusable cups fully operational during all major events (e.g., Weekend Warm-Up)

Year 2 – Strengthen

Checklist use remains embedded; FOH food-waste systems sustain with less contamination; Reuse expands across all major events; Year-on-year single-use avoidance increases

Year 3 – Embed

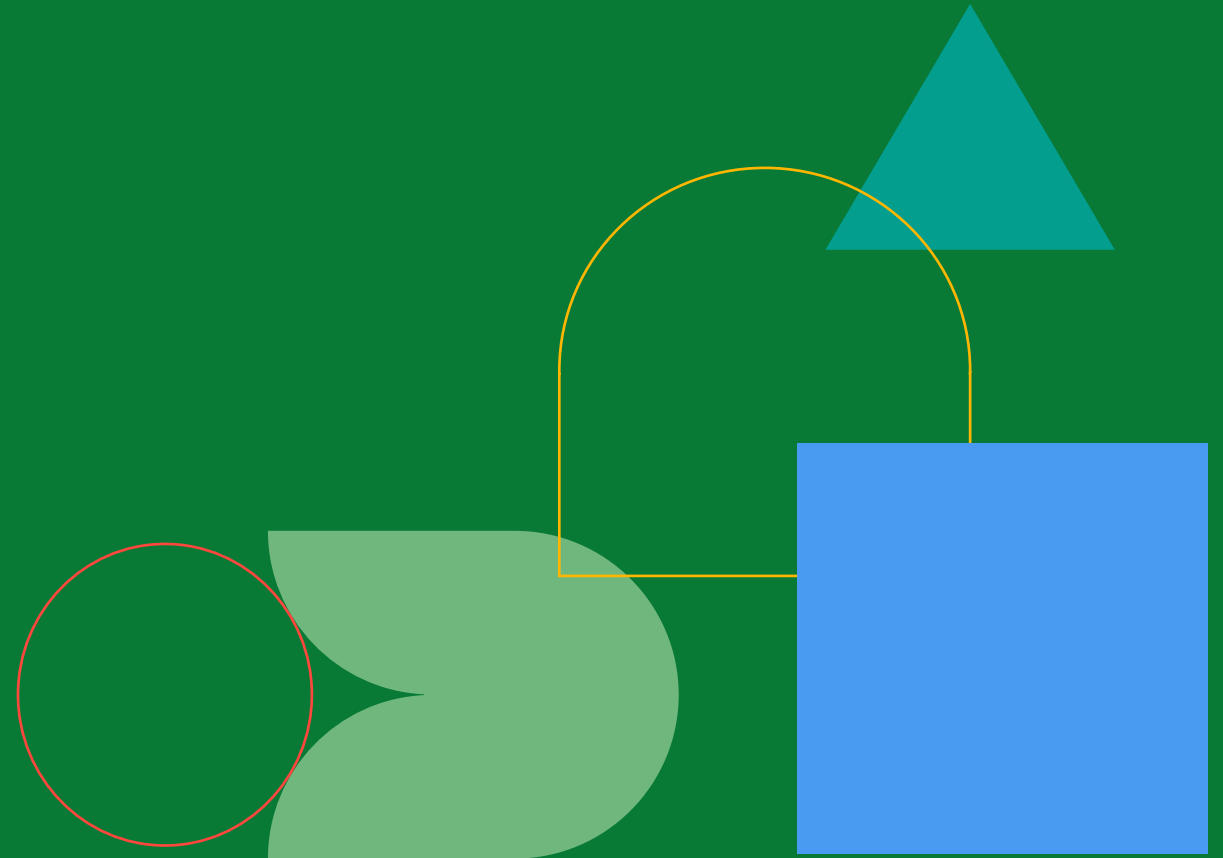
Checklist compliance remains high; Food-waste systems achieve <5% contamination; Reuse becomes standard across all venues and events; Multi-year single-use avoidance evidence shows long-term culture change



Student Groups (Arts, Community, D&S, Media, Societies, Sport and Transport)

We will harness the energy, pride and community of student groups and sport to drive positive environmental action. Through competition, shared values and practical support, we will empower clubs and societies to lead sustainability efforts and reduce their impacts.

Guiding Principle





Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Pilot competitive sustainability activity and establish the foundations of a low-carbon travel approach across sports and student groups.

Year 2 (Strengthen)

Scale sustainability competitions across all student led groups and embed lower carbon travel into booking processes and incentives.

Year 3 (Embed)

Embed sustainability as standard practice in SU Groups through consistent competitions, visible impact and changed travel behaviour.



Action One

Inspire Action Through a Competitive Sustainability Programme

Year 1 - Establish

- Partnership to deliver a competitive sustainability programme
- Recruit pilot cohort of Groups
- Develop & publish sustainable event resources/guides
- Start adapting the model for groups
- Share wins.

Year 2 - Strengthen

- Launch SU-wide competitive sustainability programme
- Improve & expand student-facing resource packs
- Strengthen comms visibility + celebration of achievements
- Begin reporting key wins publicly

Year 3 - Embed

- Run full SU-wide programme annually as BAU
- Strengthen sustainability-focused group activities
- Embed sustainability recognition across group-relevant awards



Action Two

Reduce the Carbon Footprint of Sport and Group Travel

Year 1 - Establish

- Complete baseline review of travel to events
- Engage clubs on barriers and opportunities
- Identify potential future sustainable transport options

Year 2 - Strengthen

- Introduce more travel incentives for active and sustainable routes
- Establish preferred suppliers for coach + rail
- Begin using low-carbon defaults in booking workflows (rail where feasible)

Year 3 - Embed

- Maintain incentives and preferred suppliers
- Integrate sustainable travel requirements into next strategy cycle



Outcomes

Across all of our actions for Student Groups, success looks like:

Year 1 – Establish

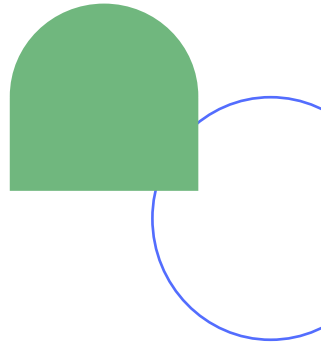
Pilot competitive sustainability programme launched with external organisation; early resource pack in place; transport review completed; initial shared-coach, rail-first and eco-transport guidance published.

Year 2 – Strengthen

Sustainability competition scaled to wider SU Groups (starting with societies); incentives in place for low-carbon travel and preferred suppliers confirmed.

Year 3 – Embed

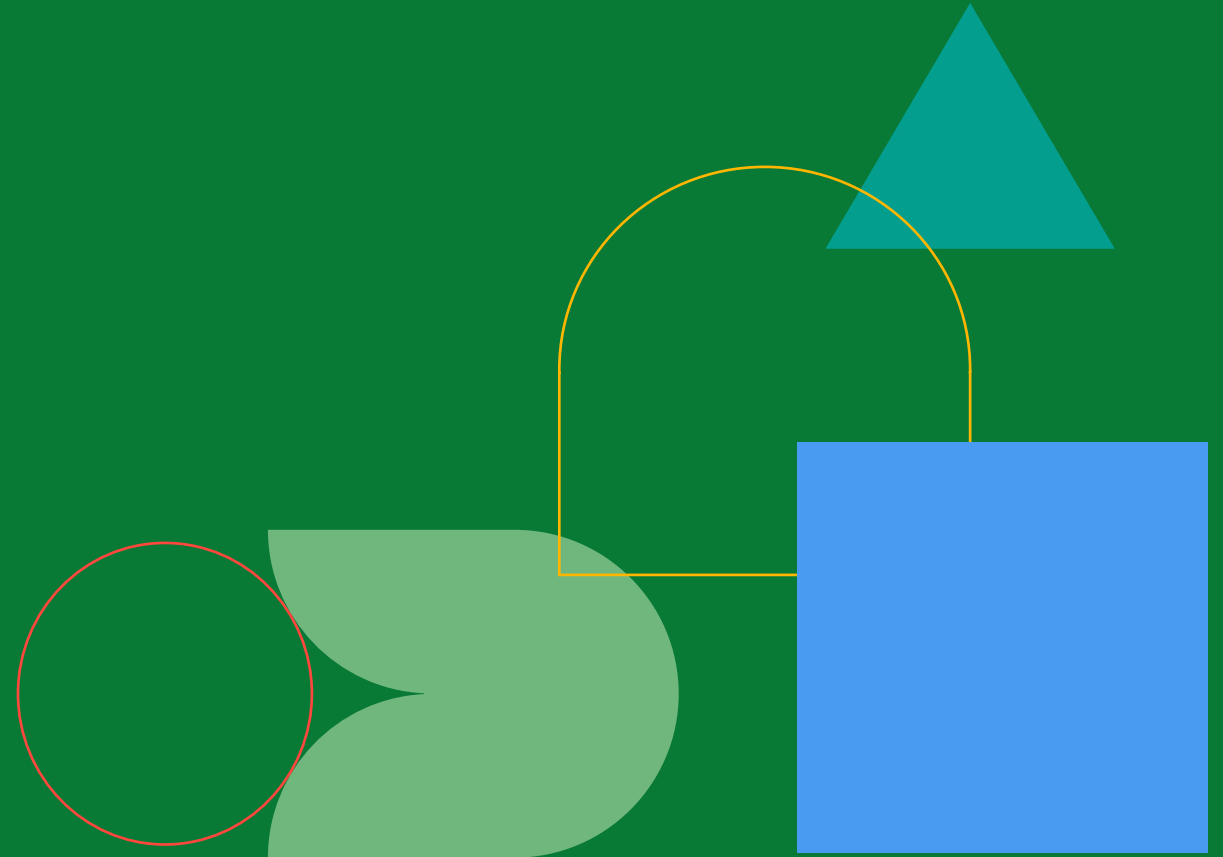
SU-wide sustainability competition embedded; strong participation and measurable YTY improvement; sustainable travel defaults in place and evidence of emissions reduction.



Support (Training and Culture)

We will build a confident, climate-literate Students' Union where sustainability is a shared expectation, embedded across leadership, staff practice and organisational culture. Through accessible learning, consistent reinforcement and visible examples, we will ensure our community has sustainable knowledge, skills and confidence.

Guiding Principle





Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish the foundations of a sustainability-aware SU by introducing accessible training for leaders and staff to build initial climate knowledge and engagement.

Year 2 (Strengthen)

Scale and embed sustainability learning across the organisation by expanding engagement, integrating Carbon Literacy into induction, and strengthening sustainable practice in daily activity.

Year 3 (Embed)

Fully embed sustainability as a standard expectation across leadership and staff by maintaining high engagement, ensuring climate knowledge is refreshed, and supporting confident decision making.



Action One

Normalise Sustainability Learning in Student Leadership

Year 1 - Establish

- Integrate optional 30-45 min sustainability intro
- Build sustainability into handovers
- Develop Sustainable Event Guide for all groups
- Offer optional deep-dives (Climate Fresk, sustainability skills)
- Include prompts for leaders to take forward
- Finalise content/treasurers.

Year 2 - Strengthen

- Refresh & deliver the optional 30-45 min intro session
- Expand deep-dive learning options
- Embed practical action prompts into training
- Confirm facilitators, content + delivery slots
- Embed sustainability in student group event-planning processes

Year 3 - Embed

- Continue intro + deep-dive framework (refined via feedback)
- Deliver sessions through existing leadership training structures
- Confirm annual training plan



Action Two

Scale Carbon Literacy Across Officers and Staff

Year 1 - Establish

- Schedule and deliver Carbon Literacy training to Officers + managers
- Promote sign-up for CL recognition + support pledges
- Coordinate facilitators and secure delivery windows in existing training slots

Year 2 - Strengthen

- Deliver sessions accessible to staff across departments
- Embed Carbon Literacy into new-starter induction
- Begin training internal CL facilitators
- Run multiple sessions across the year
- Aim for $\geq 80\%$ staff certification by 07/28

Year 3 - Embed

- Maintain strong climate knowledge through $\geq 50\%$ refresh completion
- Deliver refresher sessions
- Develop short top-up modules tailored to staff roles
- Maintain facilitator capacity & support CL processes



Outcomes

Across all of our actions for Support (Training and Culture), success looks like:

Year 1 – Establish

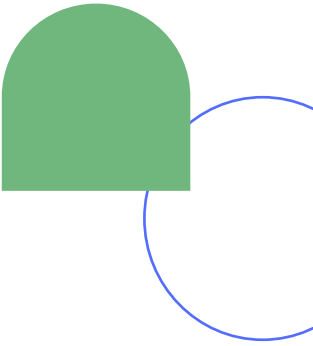
Sustainability included in leadership training; Baseline learning opportunities launched (intros + deep dives); Carbon Literacy training delivered to Officers + managers; Clear path to scaling CL established

Year 2 – Strengthen

≥35% of leaders engage with sustainability learning; Sustainability embedded into student group event planning; Broad staff access to Carbon Literacy; Internal facilitators in development; Early reporting and visibility of cultural shift

Year 3 – Embed

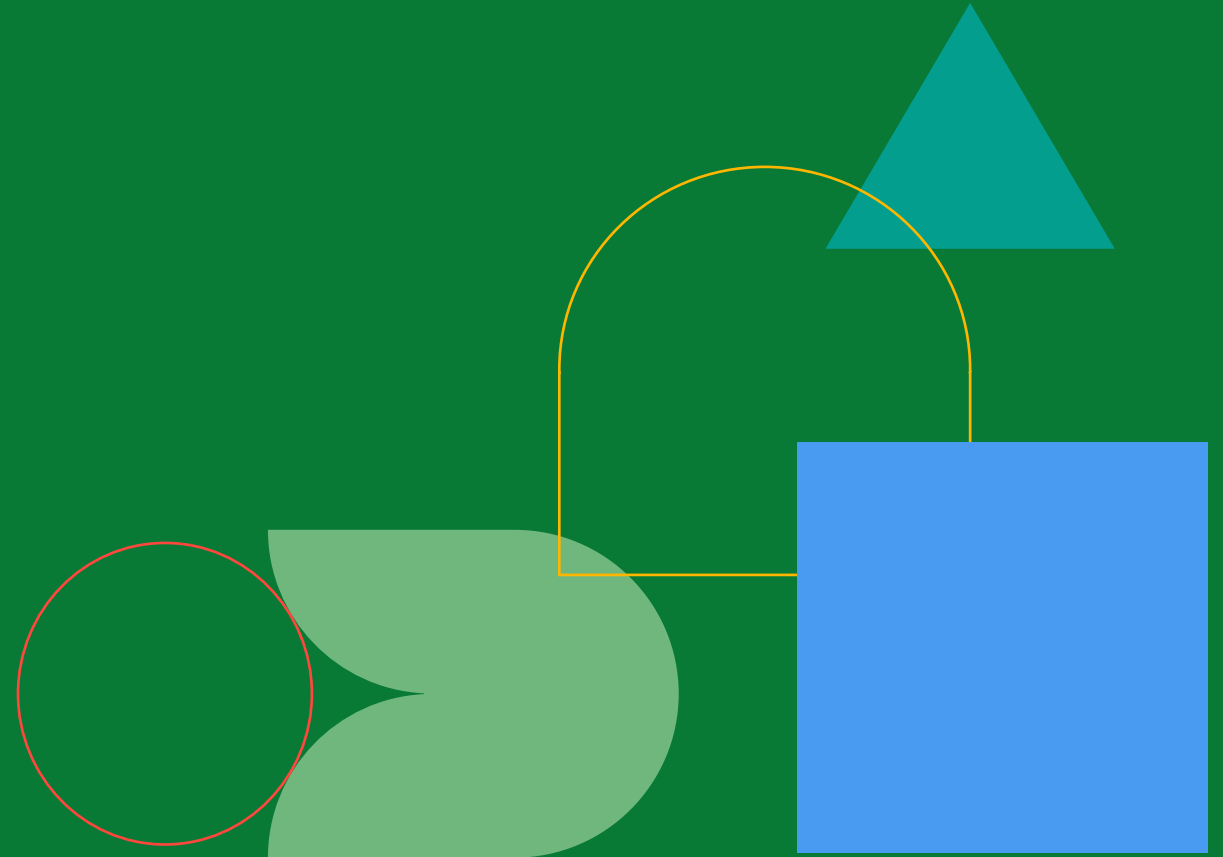
≥45% leaders engage and confidently apply sustainability in decisions; Clarity and relevance of training improved via iterative feedback; ≥80% of CL-trained staff complete refresh; Carbon Literacy becomes standard within SU culture; Leadership behaviours demonstrate long-term culture change



Voice

We will empower students to shape sustainability outcomes by creating open, supportive and visible channels for participation. Through active Forums, clear representation, accessible advocacy pathways and meaningful links between democratic engagement and environmental action.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish clear, accessible channels for the student sustainability voice by running quarterly Forums, maintaining strong representation on SUMmit and providing baseline advocacy support.

Year 2 (Strengthen)

Strengthen participation and advocacy by running effective Forums with transparent follow-through, showcasing advocacy successes and broadening the tools and guidance available to students

Year 3 (Embed)

Embed the student sustainability voice into SU decision-making through consistent Forums, structured advocacy pathways and a sustained, visible link between civic action and environmental impact.



Action One

Normalise the Student Sustainability Voice

Year 1 - Establish

- Run quarterly Sustainable SU Forums
- Maintain Sustainability Rep on SUMmit; promote their role
- Provide baseline support + signposting for advocacy
- Improve visibility of Forum/sustainable purpose, outcomes and opportunities

Year 2 - Strengthen

- Continue quarterly Forums; publish termly action-tracker updates
- Increase visibility of advocacy stories and student wins
- Provide improved campaign guidance/toolkits for representation
- Step-by-step advocacy routes

Year 3 - Embed

- Continue termly Forums with timely publication of outcomes
- Offer structured advocacy pathways
- Maintain high visibility of the SUMmit Rep
- Maintain updated advocacy resources and contribution routes online



Action Two

Link Democracy and Nature Through Votes-to-Trees

Year 1 - Establish

- Launch pledge during elections
- Partner with Woodland Trust/local providers (1 tree per X votes)
- Promote turnout + volunteering sign-ups
- Publish post-results tally + impact story (visuals, map)

Year 2 - Strengthen

- Repeat the pledge
- Enhance promotional content + explainer graphics
- Share local impact stories from planted trees
- Publish transparent tally + lessons learned

Year 3 - Embed

- Continue pledge annually
- Publish cumulative 3 year tally + impact map
- Celebrate participation + community partners
- Capture student testimonials linking voting to environmental action



Outcomes

Across all of our actions for Voice, success looks like:

Year 1 – Establish

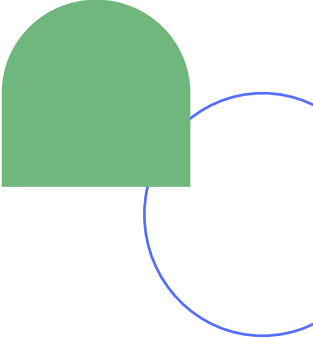
Quarterly Student Forums run with minutes and action trackers published; the Sustainability Rep on SUMmit is visible and active; baseline advocacy support and signposting are in place; webpages explain how to participate; and a votes-to-trees pledge increases turnout by +X% with $\geq X$ trees pledged/planted

Year 2 – Strengthen

Forums continue with clear progress updates; advocacy stories and wins are promoted; improved guidance and toolkits support student campaigns; the SUMmit Rep remains visible; webpages offer step-by-step advocacy routes; and the votes-to-trees pledge delivers another +X% turnout uplift and $\geq X$ trees pledged/planted

Year 3 – Embed

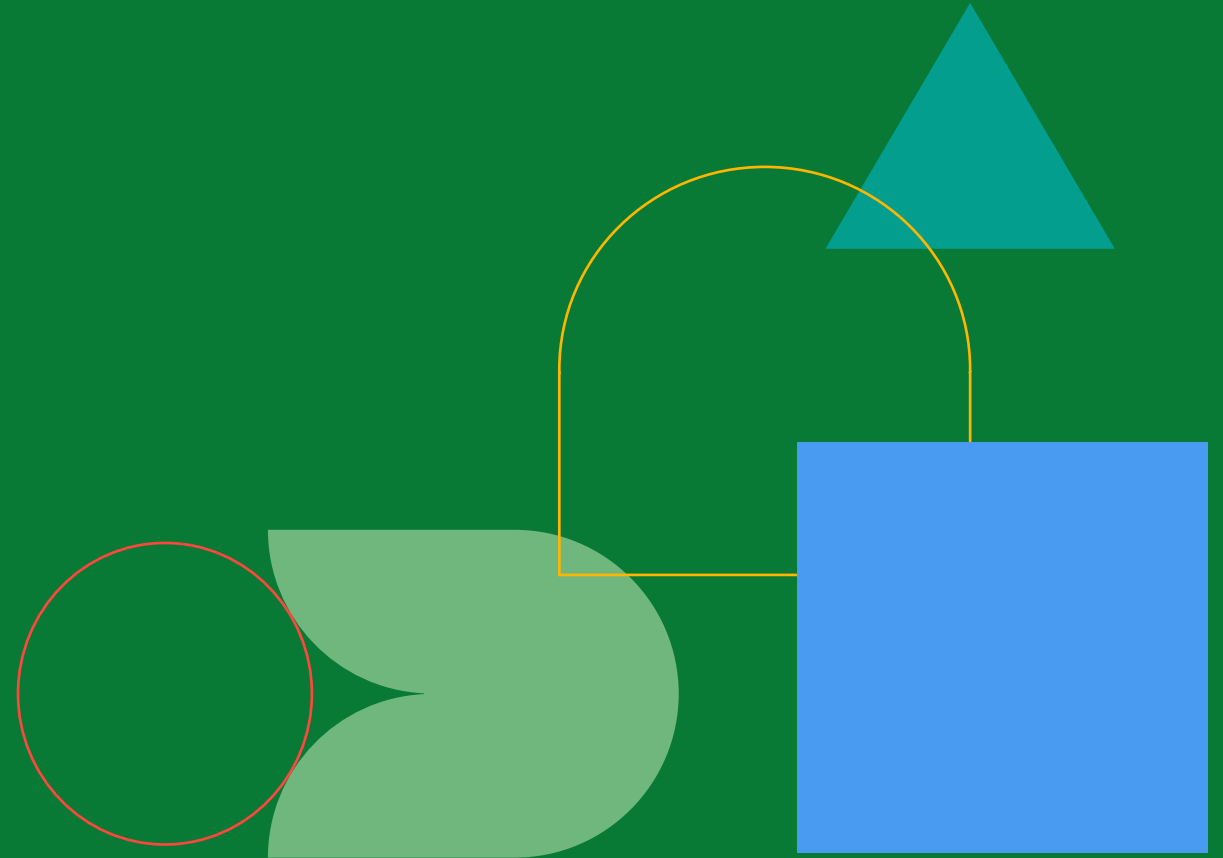
Forums and advocacy pathways operate as BAU with visible follow-through; structured advocacy support is embedded; the SUMmit Rep is integral to sustainability decisions; webpages remain clear and up-to-date; and the votes-to-trees pledge becomes an annual SU tradition



Volunteering and Fundraising

We will make sustainability volunteering simple, social and rewarding. By offering short, local opportunities, recognising contributions and building strong partnerships, we will empower students to take practical action that benefits communities, nature and the climate –without overburdening volunteers or staff.

Guiding Principle





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Area At A Glance

Here's a quick look at what the next three years could look like for this area, based on their Guiding Principle.

Year 1 (Establish)

Establish easy, social and high-impact sustainability volunteering by offering short, local opportunities and building the foundations for wider student involvement.

Year 2 (Strengthen)

Strengthen engagement by introducing a sustainable volunteering pathway and expanding routes for students and groups to get involved.

Year 3 (Embed)

Embed sustainability volunteering as a valued and visible part of SU life through strong partnerships, flagship events and a fully supported recognition offer.



Action One

Make Sustainability Volunteering Easy/Rewarding

Year 1 - Establish

- Promote opportunities through SU Volunteering + key student channels
- Ensure activities are short, local and social for high uptake
- Collect feedback on motivations, barriers and ideal formats
- Track participation numbers

Year 2 - Strengthen

- Continue offering 2–3 sustainability volunteering opportunities
- Promote recognition pathways via SU Groups
- Begin identifying local organisations for partnerships

Year 3 - Embed

- Maintain opportunities as in previous years
- Co-host 1–2 flagship sustainability volunteering events annually
- Showcase impact through stories + recognition
- Integrate partnerships into SU Volunteering delivery to reduce staff strain



Outcomes

Across all of our actions for Volunteering and Fundraising, success looks like:

Year 1 – Establish

2-3 sustainability volunteering opportunities are offered; activities such as repair cafés and local conservation sessions run successfully; and early student engagement shows clear demand for short, local, social opportunities

Year 2 – Strengthen

A sustainable volunteering pathway is launched; students and groups participate in activities with clear routes to recognition; and termly sustainability volunteering continues with growing engagement

Year 3 – Embed

2-3 priority partnerships with local organisations are formalised; 1-2 flagship sustainability volunteering events are co-hosted; and the combined offer demonstrates growth in student participation and community impact

Sustainable SU Action Plan

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 @thesubath