



UNIVERSITY COLLEGE
OF ESTATE MANAGEMENT

UCEM Sustainability and Corporate Social Responsibility Statement

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Approval History

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1.00	28/06/2017	Board of Trustees
1.01	14/6/18	Minor edits proposed by JEF
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3.00	26/03/2020	Board of Trustees

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1. Introduction

University College of Estate Management (UCEM) core purpose is *'to provide truly accessible, relevant and cost effective education, enabling students to enhance careers, increase professionalism and contribute to a better Built Environment'*. This core purpose is derived from the objects of our Royal Charter. UCEM is a registered charity, and as such is accountable to the Charity Commission for the use of its income and assets. All the Trustees abide by Nolan's Principles of Public Life¹, and the work of UCEM's staff is underpinned by our values of support, integrity, passion and excellence.

UCEM fully accepts its responsibilities to the natural environment and the global society. We are committed to driving forward the sustainability agenda and will play a positive and transformative role that will contribute to securing an economically, politically, environmentally and socially sustainable future.

This statement demonstrates how UCEM applies knowledge, skills and resources for the wider public benefit as a sustainable and socially responsible institution. In so doing, we both achieve our strategic objectives as outlined in our Vision 2020-2025 and work in partnership with our stakeholders.

2. Environmental Sustainability

UCEM will ensure that it will take all reasonable steps to manage operations to minimise our environmental impact and to promote good environmental practice. Sustainability will underpin all activities and decisions that are made by UCEM with relation to our operations.

Working to support environmental sustainability we will:

- a) Apply sustainable construction criteria in all refurbishment and new build projects
- b) Engage with suppliers who share our approach with respect to sustainable procurement and socially responsible business practices
- c) Ensure contracts produced by us clearly set out the agreed terms, conditions and the basis of relationships, that will operate in a way that safeguards against unfair business practice
- d) Maintain our 'Excellent' BREEAM rating for Horizons via BREEAM In-Use environmental assessment process
- e) Provide, and strive to maintain, a clean, healthy and safe working environment in line with the UCEM Health and Safety policy;
- f) Encourage all employees to be socially responsible though agreeing to the 'UCEM Sustainability Pledge', which includes the commitment to recycle and save energy

¹ <https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

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- g) Support World Environment Day
- h) Support the environment through the introduction of bee-hives at one of our sites
- i) Implement and maintain a Zero waste to landfill target for operational waste
- j) Ensure our Head Office only utilises certified Green Energy and Carbon Neutral gas
- k) Develop and implement an Environmental Management System that complies with ISO 14001, ISO 50001 Energy Management System; adhering to the standards set out by Carbon Trust
- l) Meet, and where possible exceed relevant legislation together with regulatory guidelines and industry best practice

3. Academic Excellence

Delivering academic excellence is one of UCEM's primary goals. As such students are central to how UCEM operates in a sustainable and socially responsible way to influence and educate future Built Environment professionals.

Working with our students we will:

- a) Provide access to online education and training for the built environment, that is flexible to support students studying alongside work and personal commitments
- b) Provide the opportunities for students to apply for bursaries to enable access to education
- c) Ensure that all students are treated with respect, courtesy and professionalism, with no one disadvantaged regarding 'protected characteristics'²
- d) Listen and respond to the student voice, with a shared understanding of our mutual responsibilities
- e) Establish UCEM as a leader in education for sustainability though embedding sustainability at each academic level within our provision which reflects UCEM practice based focus to increase knowledge and understanding
- f) Undertake applied, real world sustainability research for the benefit of learners, industry and society
- g) Support our diverse student population to enable individual progression and success
- h) Provide opportunities for students to work with UCEM in initiatives that contribute to sustainable futures
- i) Produce students and alumni who through their professionalism take actions that reflect care, concern and responsibility for themselves, for others and for the environment, now and in the future.

² <https://www.equalityhumanrights.com/en/equality-act/protected-characteristics>

4. Employees

UCEM is committed to promoting employee wellbeing as a demonstration of outworking our core values and supporting employees to be sustainable and socially responsible.

Working with our employees we will:

- a) Provide a good working environment, where employees are rewarded and able to maintain a good work-life balance through the provision of flexible working.
- b) Listen to our employees and their views, acting on their feedback through the Employee Engagement Survey and Employee Voice Forum.
- c) Ensure that all employees, as well as the wider staff group, are treated with respect, courtesy and professionalism, with no one disadvantaged regarding 'protected characteristics'
- d) Provide all present and potential employees clear and fair terms of employment, and provide resources to enable their continual development
- e) Promote charitable giving through the salary sacrifice scheme
- f) Encourage all employees to support the work of our UCEM chosen charity
- g) Support and encourage all employees to volunteer with local or national charitable activities where appropriate, including one paid day per year to volunteer
- h) Continue to support sustainable transport to work through the UCEM Green Travel Plan including the provision of the 'Cycle to Work Scheme' and season ticket loans.

5. Supporting the Community

UCEM's values highly the relationship and partnerships it has with others to fulfil the objects of the Royal Charter.

This includes working with colleges, institutions, professional bodies, and other stakeholders to seek to deliver a better built environment.

Working with the wider community we will:

- a) Continue to develop partnerships with others for education, training and research relevant to the built environment and education sector
- b) Contribute to the local community through the work with our chosen local charity
- c) Be socially responsible in our interactions with the community around our physical locations
- d) Support the development of sustainability partnerships aligned with the needs of local, national and international agendas.

6. Communicating the Strategy

The Institutions Sustainability and CSR Statement is supported by individual strategies, action and management plans that translate UCEM's high level ambitions into detailed, local level actions and targets. These policies and strategies have been made accessible to internal stakeholders, encouraging commitment and facilitating action amongst members of staff, the Senior Leadership Team and the Board of Trustees. This has helped to embed sustainability into the culture of the University and made it an institution-wide agenda.

The Sustainability and CSR Statement, in addition to the supporting documents, has been publicised in order to maximise the transparency of our progress and to make ourselves accountable to the whole society for both our actions and our achievements. This measure will also engage further stakeholders in our sustainability journey

7. Measuring Success

The Institutions performance shall be benchmarked against similar institutions and sector standards that will regularly measure our successes and identify areas with the potential for further action. This process will include as a minimum:

- NUS Responsible Futures Accreditation Mark
- Supporting United Nations Sustainable Development Goals (SDGs)
- ISO 14001, ISO 50001
- Carbon Trust
- BREEAM

The Sustainability Working Group, joined by staff and relevant stakeholders, will annually review progress. This will include considering compliance monitoring of the practice and performance related to education for sustainability within the formal curriculum through Annual Programme Reviews. Progress and revised policies shall be reported to the Senior Leadership Team and the University's Board of Trustees.

8. Review

The Sustainability and Corporate Social Responsibility Statement is reviewed annually by the Board of Trustees; its implementation is monitored through the Senior Leadership Team.

9. Linked Policies

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UCEM Student Charter

UCEM Code of Practice: Equality and Diversity

UCEM Code of Practice: Student Engagement

UCEM Flexible Working Policy

UCEM Health and Safety Policy

UCEM Research Strategy

UCEM Learning Teaching and Assessment Strategy

Voluntary and Charity Work

Travelling to Horizons

Travel Plan