

Herts SU Sustainability SMART Plan 2024-2025

Smart Target	Measures	Appropriate & achievable	Realistic	Timeframe
<p>1) Continue our commitment to reduce Amazon expenditure by 10% in 2024 - 25 (2023-24 baseline).</p> <p>Target</p> <p>2022-2023= £13,305 2023-2024= £6,104 2024-2025 = £5,493.97</p>	<p>Amazon purchases are all done via invoices. As such we can accurately monitor expenditure. Finance will put off quarterly reports for the Union and Enterprises. The reduction of 10% will be monitored.</p>	<p>Appropriate: As a Union, our values do not align with those of Amazon. As such, we are committed to reduce our reliance on their services.</p> <p>Achievable: Given that there has already been a cultural change within our Union around how Amazon, the target should be achievable.</p> <p>We have passed an 'Amazon not by Default' policy but had already set the motions in place to reduce expenditure. This policy ensures there is time is dedicated to using more ethical alternatives. Our leadership team speak about not using Amazon and sourcing ethical alternatives at staff meetings. We have a subscription to Ethical Consumer and have provided guidance on how to use the resource, so finding alternatives should be easier.</p>	<p>We recognise this will be a difficult target but staff buy-in has been positive. There are adequate resources in place to make this transition, in ethical consumer and policy guidance.</p>	<p>We will monitor our monthly spend on Amazon to ensure we are on track to spend no more than £5,493.97 on Amazon by the 31st of August 2025.</p>
<p>2) To embed Sustainability in our Student Leader training to encourage more ethical choices. Key themes will include</p>	<p>This year we have had 12 student-led sustainability events. Next year we will aim for a 50% increase where we can expect to see 18</p>	<p>Appropriate: this change is informed by the recent piece of first hand research we conducted on sustainability with students. In the free text</p>	<p>Society committee training is pre-recorded and available to students all year round, so embedding sustainability into it will only require filming the</p>	<p>This is ready to be rolled out for the committee members starting in Summer 2024.</p>

<ul style="list-style-type: none"> Ethical procurements (i.e fairtrade, fast fashion, Amazon & food choices) Running sustainability themed events <p>Target</p> <p>50% increase in sustainability themed events = Total 18</p> <p>To create a spreadsheet to monitor expenditure by societies on unethical sites such as Amazon.</p>	<p>sustainability themed events.</p> <p>We only have anecdotal data on the amount of money societies are spending on sites such as Amazon and Shein. However, given it is in such vast quantities (particularly Amazon) we will be able to notice a difference. From September we will begin to monitor society expenditure on Amazon by creating a shared document to note down Amazon reimbursements.</p>	<p>box, a common response was more sustainability information and workshops, so we will start by launching this with our more engaged students (i.e society committees and SCOs) .</p> <p>Achievable: The pre-recorded video on sustainability for society committee training has been created and is ready to be rolled out for the incoming society committees.</p>	<p>video and uploading it once! SCO training is run twice at the beginning of Semester A. The same slides and contents used in the society committee training can be used at the SCO training, with some small tweaks to make it more appropriate for their role.</p>	
<p>3) Marketing Communications</p> <p>We currently promote sustainable initiatives, however we do not have a target or monitor these.</p> <p>Target</p> <p>To produce 6 pieces of communications around sustainability in 2024-2025</p>	<p>Six pieces per year on platforms including:</p> <ul style="list-style-type: none"> Newsletter Instagram Tik Tok Website 	<p>Students stated in our primary research that they want to see the SU do more around sustainability. This marketing will give visibility to the work we are doing and improve the visibility of sustainability.</p>	<p>Extra budget has been allocated to green impact next year with the intention of paying for student content creators to assist in creating these materials.</p> <p>As this has been put on the team's radar early it is more viable, and they will have specific sustainability KPIs from September 2024.</p>	<p>This will be implemented from September 2024 - September 2025.</p>
<p>4) Litter Picking</p> <p>The Union have a commercial established where drinks are provided in plastic reusable glasses. We recognise that students sometimes purchase drinks and throw these in the bushes before entering the venue.</p>	<p>We have done litter picks, but these have not been calendared, although well received. Ensuring these are in the calendar, also gets staff outside of the office increasing wellbeing.</p> <p>We will book a litter pick every</p>	<p>This is appropriate as it is encouraged by the university sustainability team as the areas just off our campus are heavily littered. It is achievable as we now have our own litter pickers and staff buy in.</p>	<p>We have already completed one all staff litter pick which had positive feedback from the team, so there is willingness to participate! These will be added to the calendar well in advance (minimum 3 weeks notice).</p>	<p>We have started this as of March 2024. You can find the images under the thematic project relating to protecting our environment.</p>

<p>Target</p> <p>To do 6 staff litter picks a year in 2024-2025</p>	<p>other month. This is in addition to the litter picks we already do when we hold campus events.</p>		<p>Staff will be led and encouraged to participate by SLT.</p>	
<p>5) All staff members engage with a sustainability initiative AT LEAST ONCE per semester.</p> <p>Targets</p> <ul style="list-style-type: none"> ● Litter picking ● veggie/ vegan lunch day ● Activities run by UH sustainability ● Attend carbon literacy training (Societies Coordinator is carbon literacy certified). 	<p>This will be measured by creating a spreadsheet of staff engagement with sustainable activities. It will be editable so everyone can add their activity to it.</p> <p>A winner will be selected, once a term and given a £25 voucher of their choice.</p> <p>All line managers to add the following objective into personal action plans -</p> <p><i>“To fully embed Herts SU’s commitment to creating a better environment and be excellent in our impact, all staff must take part in at least one sustainable activity per semester. This will be tracked.”</i></p>	<p>Appropriate/ achievable: There are a variety of ways to engage, including accessible options. There will be an appropriate option for all members of staff.</p>	<p>We have created a spreadsheet in which everyone can track what activities they have done. The person who engages the most will win a prize.</p>	<p>This will be run on a semester basis and reviewed at the end of Semester C next academic year.</p>