



UNIVERSITY
OF HULL

Sustainability Report 2022/23



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Sustainability

The University of Hull is helping to shape a fairer world where everyone can thrive without compromising the future of our planet and its inhabitants.

To reach such a world requires global, collective action to address interlocking social, economic and environmental challenges. This multi-dimensional nature of sustainability is reflected in the themes of our Strategy 2030 and the United Nations Sustainable Development Goals (SDGs). These 17 goals map a route towards a sustainable future underpinned by an unwavering commitment to social justice, exhorting us all to play a role in ending poverty and hunger, improving healthcare and education, fighting inequality and taking action to protect our planet.

This report presents an overview of the breadth of our activities to advance sustainability and how this work is contributing towards the delivery of our Strategy 2030 and the UN SDGs. The information detailed in the report primarily focuses on our widespread research activities, as well as actions taken and the progress we have made during the 2022/23 academic year (August 2022 to July 2023).

As this is our first annual Sustainability Report, we have referenced activities that we have previously taken, as well as those that are ongoing and evolving, in order to set the scene regarding our commitment to sustainability.

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Foreword



Welcome to the University of Hull's first Sustainability Report.

The University has been carrying the light of learning for nearly a century. Over that time, our transformative education and innovative research has enriched the lives of hundreds of thousands of people around the world.

Today, we continue to direct our work towards tackling the most important challenges facing humanity. The interconnecting themes of environmental sustainability and social justice are central to Hull's Strategy 2030, and are hugely important to me too. Indeed, the University's deep commitment to inclusive and sustainable development was among the many admirable qualities that attracted me to join Hull as Vice-Chancellor in September 2022.

Collaboration is essential in the fight against climate change, and I am proud of the work our academic teams are leading with a wide range of local, national and international partners. We are supporting businesses to innovate as they transition to a low carbon economy and, leading by example, we have set our own bold aim for our campus to be carbon neutral by the end of 2027, the University's centenary year. Our research is driving progress in the renewable energy sector: with the world's largest offshore wind farms on our doorstep, we are helping to reduce the cost of offshore wind energy and training a pipeline of talented professionals for the industry.

Pioneering work to promote social justice is being carried out across the University. Our world-leading research is helping governments and businesses address historical links with slavery and tackle the forms of modern slavery and human trafficking that, shamefully, still persist today. Meanwhile, our focus on challenging health inequalities and improving health outcomes is transforming the lives of people across our region and beyond.

Our students are equally important partners in this work. Whether planting trees or creating a vegetable garden on campus, distributing food to local community groups or supporting disadvantaged young people to catch up with learning lost due to the pandemic, the commitment and enthusiasm of our students are evident in the examples highlighted throughout this report.

While we are proud of this snapshot of our achievements over the last year, we are clear that there is much more to be done. As we continue to advance the ambitions of our Strategy 2030, I look forward to playing my own part in shaping a fairer, brighter and carbon neutral future.

I hope you enjoy reading our Sustainability Report. We welcome your feedback and comments.

Professor Dave Petley
Vice-Chancellor
University of Hull





Strategy 2030 Overview

Our Mission Statement

To advance education, scholarship, knowledge and understanding through teaching and research, for the benefit of individuals and society at large.

Our Vision

Motivated by society's challenges and inspired by the power of our global community, we are shaping a fairer, brighter and carbon neutral future.

Founded in 1927 to serve as a 'centre of light and culture' for Hull, we retain our profound sense of place and a resolute commitment to social justice. Drawing on the talent of our people and dynamic partnerships, we bring communities together to address the challenges facing our region and share solutions that are transferable across an increasingly connected, yet polarised, world.

Injustices persist across many different areas of society: from inequalities in education and health, to regional disparities in employment opportunities and economic security. Meanwhile, the threats from climate change grow ever more urgent, requiring a rapid and just transition to clean growth and a low-carbon future.

These are intersecting challenges with no quick solutions, but our ambitious Strategy 2030 commits us to the long-term collective effort required to make a difference.

Developed in consultation with our staff and students, Strategy 2030 establishes the ambition to shape socially and environmentally just solutions to the greatest challenges of our age as our enduring objective through to 2030, aligned with the targets set by the [UN Sustainable Development Goals](#).

Collaborating across disciplines and sectors, we are working at the forefront of [environmental sustainability](#) and [social justice](#) to inspire change that is inclusive, empowering and progressive.



Find out more about Strategy 2030 [here](#).

Overall Highlights

ENVIRONMENTAL SUSTAINABILITY

Commitment to carbon neutrality by 2027



We have reduced our carbon emissions by 60% so far, since 1990, which is the UK government's baseline year.

400

Native tree saplings planted by staff and students



Bronze Award in 2022 for being a hedgehog-friendly campus



Green Room Project

Five days, five students, one house, one mission:

live sustainably



As the Humber's leading Net Zero centre, the Aura Innovation Centre fosters a community that supports businesses of all sizes, connecting them to our research teams, taking their carbon-reduction ideas and linking them with expertise, equipment and funding to turn them into reality.



No Mow May



To support flowering plants and pollinators

£141,000

Invested in

20

New EV chargers, bringing the total number of campus charge points to 25



We are a founding member of the

Oh Yes!

Net Zero campaign

98%

In 2023, we encouraged the Humber Street Sesh festival to join the campaign, which saw the event realise a 98% reduction in its carbon emissions.

Shortlisted for the RICS UK Environmental Impact Award 2022



7,000

Reusable cups sold on campus, refilled over

90,000

times



SOCIAL JUSTICE

Exclusive Team GB partnership since 2019



Along with Team GB athlete and University of Hull ambassador Max Whitlock, we hosted mental health awareness events in 2023.



22

of our students and graduates participated in the Humber Internship Programme during 2022/23. The programme matches interns with small businesses in the area.



The Wilberforce Institute is supporting The Guardian in a project exploring its legacy of slavery. Having played a prominent role in shaping and subsequently reviewing the Modern Slavery Act 2015, our Institute continues to review the Act and regularly informs UK legislation and policy.

Re-awarded University of Sanctuary status in 2023



University of
SANCTUARY AWARD
Welcoming People Seeking Sanctuary



The Working Wardrobe project was established to help students tackle the cost-of-living crisis, while recognising the broader move away from fast fashion. 68 students attended and left with a full outfit fit for a job interview or workday.

RANKINGS



**People and Planet
1st Class award
for 2022/23**

We scored
63.8%
and ranked
24th out of 153
UK institutions

**Times Higher
Education
Impact
Rankings
2023**

**101-200 out of
1,591**
in the overall
ranking, with the
individual SDGs
ranked separately

**Joint 40th
out of 901
for SDG 10
Reduced Inequalities**



**Joint 48th
out of 735
for SDG 13
Climate Action**



**Joint 64th
out of 504
for SDG 14
Life Below Water**



**Joint 71st
out of 1,625
for SDG 17
Partnership for
the Goals**



Research

Our academic teams are leading research and innovations which are driving international solutions to the most pressing environmental challenges. Our academics' work focuses on decarbonisation and renewable energy technologies, biodiversity and the interaction of nature with environmental technology, to water stewardship, and advancing climate policy and practice around the world.

CENTRE FOR SUSTAINABLE ENERGY TECHNOLOGIES (CSET)

Since 2022

7 Research projects have been won



worth over
£1.8m

LIVING LAB SUDSLAB



Drainage System

We have developed an on-campus sustainable drainage system, which is in situ at Westfield Court

2022 Highly Commended Award in catchment-based solutions from Susdrain



The Centre for Sustainable Energy Technologies



The Centre for Sustainable Energy Technologies (CSET) operates at the forefront of innovation in sustainable energy, developing new technologies that will shape the fight against climate change. The Centre's research outputs contribute to global decarbonisation targets via reduced fossil fuel consumption, as well as contributing to accelerated economic growth, improvements in air quality and enhanced living standards across the UK and internationally. Since its establishment in 2019, the CSET has secured and undertaken 17 research projects with fund value in excess of £7.3m. The team addresses issues relating to the climate crisis through established research excellence in energy efficiency, renewable energy, sustainable heating and cooling, energy management, and green/low-energy buildings.

Over a more than 35-year career, Professor Xudong Zhao, Director of CSET, has led or participated in 68 research projects worth £28m, 40 engineering consultancy projects worth £5m, and claimed 14 patents. Professor Zhao has won numerous prestigious national and international awards, and is one of only five UK-based academics to be included in the engineering category of the Highly Cited Researchers Report 2017, compiled by Clarivate Analytics. Professor Zhao is a Fellow of the European Academy of Sciences, and in 2018, he led the organising committee for the international EU-China Symposiums on Sustainable Energy, Energy Efficiency and Phase Change Energy Storage Technologies; an event which was hosted by the University of Hull.

Professor Zhao is leading a project which has been funded over £1.3m by the Engineering and Physical Sciences Research Council (EPSRC) to develop a near-zero-carbon and climate-adaptive air conditioning system.

“These technologies can provide heating and cooling to buildings alongside extremely low energy bills and near-to-zero carbon emissions. Thus, creating comfortable room conditions, reduced air pollution, and improved health and living standards.

Professor Xudong Zhao
Director of the Centre for Sustainable Energy Technologies,
University of Hull



CASE STUDY

Wave Energy Research

Our experts are supporting a new collaborative research project which aims to develop cutting-edge technologies to capture the huge renewable power of the oceans. The £1m Novel High-Performance Wave Energy Converters (NHP-WEC) project is being funded with £798,000 from the Engineering and Physical Sciences Research Council (EPSRC), as well as partner University contributions. The research team will advance 'wave energy conversion' (WEC) technologies by developing the critical control and monitoring systems that will make wave energy machines more controllable and reliable.

This project contributes to a series of eight projects which have been supported by a £7.5m investment by the EPSRC, which will build upon the UK's leading role in marine wave energy. These projects will help to overcome the challenges posed to devices that capture the energy generated by waves, such as the capability to withstand storms and extreme weather and help to turn it into a renewable source of energy.

“Wave energy converters are an important future component of balanced energy solutions. SmartWave uses artificial intelligence and remote satellite monitoring for high-fidelity sea state condition predictions. Such predictions are critical to enable optimised design and control of wave energy converters, maximising efficiency and durability.

Professor Robert Dorrell
Professor of Fluid Mechanics
Energy and Environment
Institute,
University of Hull



CASE STUDY

Fish and Eel Entrainment at Pumping Stations

Our researchers are delivering a strategic, inter-disciplinary and collaborative project with the Environment Agency called REDEEM: Research and Development of Fish and Eel Entrainment Mitigation at pumping stations. Dr Jon Bolland is leading this £1.4m project, in collaboration with the Environment Agency and other partners.

Our research will focus on understanding the spatial distribution of fish and critically endangered European eel in pumped catchments and the processes that lead to entrainment. The European eel has a migratory life cycle which makes it particularly vulnerable to the impact of pumps when they emigrate from lowland rivers to spawn at sea.

This project is developing and assessing the effectiveness of altered operating regimes, physical screens, fish-friendly pumps and alternative downstream bypass channels to provide applied outcomes. The knowledge arising from our research is anticipated to inform and revise guidance and process for protecting fish at hazardous intakes at national, European and global levels.



“The Environment Agency has worked with the Hull International Fisheries Institute (HIFI) since 2012 to undertake research investigating practical and innovative options for pumping stations to be compliant with eel legislation and to minimise fish kills. Their team of researchers and postgraduate students has undertaken groundbreaking research to find effective solutions to minimise fish kills and facilitate eel passage and protection. Their findings and recommendations are informing our guidance, and help us prioritise and plan future mitigation at pumping stations, which results in wider biodiversity benefits and can be applied internationally.

Ros Wright

**Senior Fisheries Technical Specialist,
Environment Agency**



Climate Policy and Practice

Dr Lisa Jones was awarded a Maximising Impact Grant of £48,000 by the British Academy, to extend the impact of their research advancing policy and practice on climate action through intergenerational dialogue in South East Asia, with a focus on Vietnam, Thailand and Cambodia. This is building on the original project, which was granted £296,000. Through this research, Dr Jones is working in partnership with young people, supporting them to identify imaginative ways to mitigate climate change challenges. Their youth-led work is exploring how local, traditional and indigenous knowledge can develop understanding and strengthen local and societal resilience, incorporating peer-to-peer, intergenerational and inter/cross-cultural forms of collaborative learning.



CASE STUDY

Offshore Wind Energy

Dr Krysia Mazik is leading a project worth £867,000, funded under the Natural Environment Research Council (NERC)/Crown Estate ECOWind programme. This project will help ensure the sustainable expansion of offshore wind, while protecting the diversity of marine benthic (seabed) species and habitats. It is expected that the expansion of offshore wind will be key towards contributing to the UK's commitment to reach Net Zero by 2050, however understanding of the impact on other seabed dwellers is limited.

The project will use a blend of social and environmental research to help fill gaps in current knowledge, and aid in the development of sustainable decision-making processes and practices, by examining the impact on invertebrate and fish species of offshore wind expansion. Using autonomous underwater vehicles, the seabed, species and habitats will all be monitored, while stakeholders will be engaged to locate areas of uncertainty in knowledge and decision-making. The project will support industry, regulators, and policy makers to put into practice robust methods for offshore wind development, with consideration to the biodiversity, marine environmental recovery, and net gain targets.



“ This project will explore the impacts of physical disturbance, electromagnetic fields, pile driving-induced vibration and alteration of marine habitats on benthic (seabed-dwelling) species, against a background of increasing pressure arising from climate change and bottom trawling. Data generated from field and laboratory studies will feed into models which will be used to inform decision support tools to facilitate the consenting process for offshore windfarm development.

Dr Krysia Mazik
Senior Lecturer
School of Environmental Sciences,
University of Hull



Agri-food Supply Chains

Professor Gunjan Saxena led the European Commission funded EC-Asia Research Network on Integration of Global and Local Agri-Food Supply Chains Towards Sustainable Food Security (GOLF). It focused on case studies, with input from partners across Europe, as well as East and South East Asia. The project aimed to identify effective approaches for local agri-food production, while maintaining the local ecological system through place-based policies and solutions. With increasing concerns regarding the impact on food production from the threat of climate change, achieving a sustainable and reliable source of food production and security is imperative for the future resilience of communities.



Sustainable Drainage Systems



In 2020, we recognised the need to understand more fully the hydrological processes within Sustainable Drainage Systems (SuDS) in order to evaluate and improve surface water management across campus. We have developed an innovative blueprint which others can follow to monitor SuDS and through demonstrations to a range of interested parties, we can share the project's learnings with a wider audience. In collaboration with the Doncaster, Immingham and Grimsby (DIG) Project, we have appointed a full-time Knowledge Exchange Fellow in Floods and SuDS.

SuDSlab UK is an initiative of our Energy and Environment Institute (EEI) to evaluate and improve the effectiveness of SuDS through engagement with communities, risk management authorities and other partners. It supports a wide range of education provision, incorporating new learning opportunities about sustainable drainage within our own undergraduate and postgraduate programmes, including our MSc in Flood Risk Management. We also use SuDSlab UK as a community learning tool to raise awareness of flood risk and sustainable drainage within our local region.

We are exploring partnerships that will enable the expansion of the SuDSlab UK network throughout the UK. This will enable real-time monitoring of SuDS in a wide variety of real-world settings, providing valuable data to assess the capabilities of these important assets for climate change adaptation.

In 2022, we were pleased to receive a Highly Commended award in catchment-based solutions by [Susdrain](#) for our work in this area.

“By looking at the journey water makes through the campus we get an understanding of how water quantity and quality are affected by SuDS. We currently see that from the planters on campus there is up to a 70% reduction in flow rate going into the sewers, which reduces the strain locally on the drainage network. From monitoring the Wilberforce swale, we see evidence of bioremediation of pollutants, essentially cleaning the water before it would require treatment at a later stage.

SuDSlab Team
University of Hull

“The SuDSlab UK project is demonstrating ways to create more space for accessible nature in our urban environments, while capturing meaningful evidence for decision makers to replicate these changes elsewhere.

Matthew Millington
Local Nature Partnership Development Officer,
East Riding of Yorkshire Council



Campus

With a focus on our ambitious goal to be carbon neutral by the end of 2027, we have put in place policies, commitments and specific working practices to ensure that our campus community, activities and assets reduce our impact on the environment. These are championed by the passionate University community who are reducing single-use plastics, taking our sustainability e-module and assisting with our nature-positive activities on campus.



100%
Peat free
campus
for planting
schemes

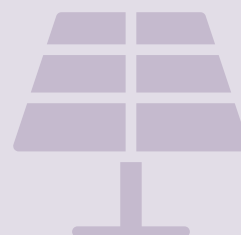
Bird
boxes



Awarded Platinum status
by Ark Wildlife for our
commitment to being a
wildlife-friendly campus

Solar Energy

Solar panels on
campus enable us to
generate **181,850kWh**
of renewable energy
per annum



Carbon Neutral Goals

Colleagues and students are uniting in action to help achieve carbon neutrality for our campus by the end of 2027. We're rising to the challenge, leading the way to help to solve some of these complex problems, not just for our region, but for all society. The majority of carbon emissions are from our production and consumption of energy, therefore transitioning to renewables to power the campus, and making further energy efficiencies through optimising our estate and campus infrastructure, are two of our top priorities. Our aim is to improve our practices not just on campus, but within our wider community and partnerships. This is why we are also focusing on improving our recycling and waste management, reducing single-use plastics and water consumption, sourcing from environmentally-responsible businesses, enhancing biodiversity on campus and supporting colleagues to make more sustainable travel choices.

Carbon Neutral Goals

Our Progress

Relevant UN SDGs

Transitioning to renewable sources of energy to fuel the campus	See Expanding Our Use of Renewables	  
Making further energy efficiencies through optimising our estate and campus infrastructure	See Sustainable Construction and Refurbishment	  
Improving our recycling rate and waste management	See Waste Management	 
Reducing single-use plastics	See Single-Use Plastics	 
Reducing our water consumption	See Water Management	 
Sourcing from environmentally responsible businesses	See Sustainable Procurement	  
Enhancing the levels of biodiversity on campus	See Nature on Campus	
Supporting colleagues in considering sustainability when making travel choices	See Sustainable Travel, Bike Hub	  

CASE STUDY

Sustainable Construction and Refurbishment

DAIM Building

The Data Science, Artificial Intelligence and Modelling (DAIM) Building is a brand new £4.5m facility housing the largest computational teaching space on campus. Spread over two levels, it has over 250 computer seats for students to learn, practice and apply their coding, programming, artificial intelligence, and data science skills. The design of the new building offers an immersive, contemporary, and high-quality setting with a minimised environmental impact.

- The building was constructed from refurbished modular units produced at a factory within 15 miles of our campus. Each repurposed unit is highly insulated to reduce energy consumption and significantly cut construction waste, dust and pollution.
- Energy efficient LED lighting and lighting controls were installed throughout to reduce energy consumption and a 28kW Solar Photovoltaic (PV) array positioned on the roof, so that the building can generate its own electricity.
- The building also has an energy efficient heat recovery system providing its heating and cooling to maintain optimum temperatures year-round.
- All of these measures have resulted in the building obtaining an A energy rating under the Energy Performance Certificate assessment.

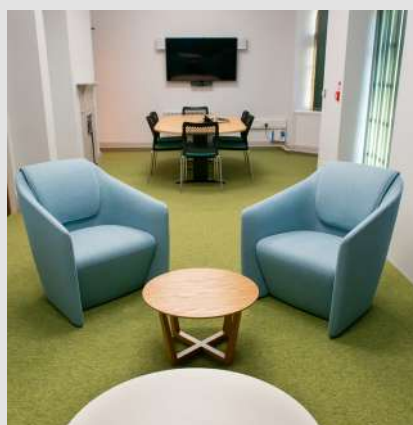
The DAIM building was Highly Commended in the Modern Methods of Construction Award category from the Constructing Excellence in Yorkshire and Humber Awards 2023.



Newly opened DAIM building

Energy and Environment Institute

The £2m redevelopment of our old Chemical Engineering building, completed in September 2021, involved a major refurbishment of an existing building, which now houses the University's prestigious Energy and Environment Institute (EEI). The project provides 1,000m² of new office, postgraduate taught and research space, with major emphasis on environmental performance. The space creates an environment that actively facilitates collaboration between members of the research team, enabling informal discussions that lead to the next research paper, policy or research project proposal.



- The University decided to pioneer the new refurbishment-related sustainability standard SKA and achieved the highest rating possible, 'SKA Gold', becoming the first University in the region to achieve this standard.
- SKA Gold focuses on environmental performance of buildings, incorporating the well-being of occupants, so the building design had a strong focus across biophilic design, biodiversity, social interaction, air quality, daylight, recycled, reused and low-impact materials, and high efficiency systems.
- The project was highly commended at the Education Estates awards ceremony in 2021 for Refurbishment of the Year. The project was submitted for a Royal Institution of Chartered Surveyors (RICS) sustainability award in February 2022.



CASE STUDY

Expanding Our Use of Renewables



In 2015, we installed an 856-panel Solar Photovoltaic (PV) system 214kWp on top of the Aire, Dearne, Larkin, and Enterprise Centre buildings. This enables us to generate circa 181,850kWh of clean energy per annum and prevents the release of 42.4 tCO₂e annually.

The Aura Innovation Centre has a 39.25kWp Solar PV system generating circa 34,300kWh per annum of electricity and prevents the release of 8.0 tCO₂e annually. In 2023, we installed a new 28kW Solar PV array on top of the DAIM building.

In line with our strategic objective to become a carbon-neutral campus by the end of 2027, we are looking to dramatically expand our portfolio of renewable sources of energy over the coming years. We will revolutionise the way we heat our buildings, which will involve a move away from traditional gas-fired systems. We are proposing the construction of a number of new solar farms, totalling 18 megawatts (MW), at various sites around campus and the local area. These will be a combination of ground and rooftop arrays.



CASE STUDY

Nature on Campus

We are committed to maintaining and improving the biodiversity of our campus. Our site is 55 hectares, comprising enclosed planted courtyards and lawns, green margins and an extensive area of sports fields to the North and North West, around a densely-built core.

Some of our nature-positive activities completed over the last 12 months include:

- Being awarded Platinum status by [Ark Wildlife](#) for our commitment to being a wildlife-friendly campus.
- Receiving a Bronze Award in 2022 as a hedgehog-friendly campus from the [Hedgehog Friendly Campus Initiative](#).
- Staff and students planting 400 native tree saplings on the west campus playing fields.
- Managing the woodland area in Salmon Grove, encouraging woodland plants and improving the [understory biodiversity](#).
- Participating in Plantlife's '[No Mow May](#)' campaign, leaving some areas unmown to support flowering plants and pollinators. We continue to have low-mow areas throughout the year.
- Moving to become peat-free and plastic-free in our planting schemes.
- Planting the Wilberforce car park green wall with native wildflower 'bee bombs'.
- Installing insect houses and bird boxes around the campus.
- Sowing one of the main lawns (next to Larkin East) with white clover, to provide a more bee-friendly and sustainable area.
- Leaving dead trees as monoliths to promote a natural habitat for flora and fauna, as they decay naturally.
- Supporting the creation of a student-led vegetable garden 'Eden' next to the Students' Union building.



Sustainable Travel



The overarching aim of our travel and transport strategy is to make available to all staff and students, the opportunity to commute to the University, by whichever means has the lowest environmental impact possible for their own personal circumstances. We have introduced a Liftshare scheme for colleagues and students. This scheme allows colleagues and students to register their journey details and be matched to others using the scheme, to lift share on their journeys to and from campus.

We provide a subsidised bike hire service with opportunities for students to learn about maintenance under a professional engineer. We also participate in a cycle to work scheme, which allows our staff members to sacrifice a part of their salary and save between 32% and 42% on the cost of a bike and accessories to be used to commute to work.

We have introduced a new travel provider, Travel Planet, which is able to improve our carbon reporting, to help us monitor and reduce our carbon footprint.

We have invested £141,000 into the installation of 20 EV chargers in the Wilberforce car park, to enable our staff and students to charge their electric vehicles when visiting campus. These 20 new chargers join our five existing chargers, with a further £69,000 committed to this project in 2023/24.

“The new travel process has been simplified to enhance the user experience and to make processes around travel more streamlined. With one eye on the environment, now we are able to understand our carbon footprint on all our business travel, while maintaining compliance and retaining financial control and visibility.

Jeremy Hartley
Chief Finance Officer,
University of Hull



CASE STUDY

Sustainable Procurement

Our Procurement Policy establishes our commitment to sustainable purchasing and responsible investment, and aims to mitigate some of the negative effects that our activities have on the environment. It aids supplier engagement to support our aims and assist with the development of their own policies. Suppliers must be able to demonstrate that they have credible documented policies relating to environmental management and wider corporate social responsibility. We ensure that their environmental, social and ethical credentials are, as far as legally practicable, considered in the supplier appraisal process.

We recognise our responsibility to provide sustainable and healthy food choices for our staff and students and the considerable influence we have in using our buying power to encourage more sustainable food production and consumption.



“ Procurement is working in partnership with suppliers and utilising public frameworks to ensure that contract awards support our Strategy 2030 vision by considering sustainability and social justice within the supplier selection process. In addition to that, supplier questionnaires have been introduced as part of a due diligence process for approved suppliers. This involves suppliers providing information on accreditations, carbon management policies and total carbon emissions.

Melissa Upfield
Head of Procurement,
University of Hull



Waste Management

Our Waste Management action plan aims to promote good waste management practices and visible waste reduction initiatives. We have six focus areas: availability of information, re-use of items, reduction in food waste, zero waste to landfill, increase in recycling and re-use and recycling of construction waste. Under current waste arrangements, less than 0.1% of our waste goes directly to landfill, with all waste sent either to recycling facilities or to be incinerated for energy production. Our recycling rate for 2022/23 was 39.70%



	2018/19		2019/20		2020/21		2021/22		2022/23	
Waste Stream (excluding construction-related waste)	Tonnes	%	Tonnes	%	Tonnes	%	Tonnes	%	Tonnes	%
Mixed Recycling	203.43	19.20%	123.55	19.82%	145.64	26.03%	377.71	45.34%	224.78	34.95%
Composting	43.31	4.09%	79.68	12.78%	89.50	15.99%	61.60	7.39%	22.14	3.44%
Anaerobic Digestion	32.10	3.03%	19.35	3.10%	10.16	1.82%	4.60	0.55%	8.31	1.29%
Total Recycling Rate	278.84	26.32%	222.58	35.70%	245.30	43.84%	443.91	53.28%	255.23	39.70%
Incineration	7.52	0.71%	2.80	0.45%	11.10	1.98%	9.10	1.09%	1.62	0.25%
Landfill	0.00	0.00%	0.00	0.00%	0.88	0.16%	0.43	0.05%	0.32	0.05%
Used to Create Energy	772.95	72.97%	397.96	63.84%	302.30	54.02%	379.65	45.57%	385.90	60.01%
Total	1,059.31		623.34		559.58		833.09		643.07	

Due to the Covid-19 pandemic, the number of people frequenting our campus was significantly reduced. During this period, the Grounds Team took the opportunity to undertake tasks which resulted in the generation of a greater volume of recyclable material. This contributed to our increased recycling rate during year 2020/21.



Water Management

We use water to support our activities across our campus: most of this relates to the provision of domestic water for student accommodation including toilets, washrooms, and onsite catering. Water consumption is also a necessary aspect of many taught courses and research activities. Work completed on water main replacements around campus has enabled a drop in consumption by more than 25%. Since 2019/20, we have reduced our carbon emissions from water by 35 tCO₂e and our wastewater by 86 tCO₂e.

Carbon Emissions in Tonnes CO ₂ e	2018/19	2019/20	2020/21	2021/22	2022/23
Water	62	55	16	12	20
Wastewater	121	107	28	21	21



Single-Use Plastic

We have made significant progress in reducing single-use plastics across campus, including:

- Encouraging staff and students to use reusable cups by offering a discount on all hot drinks served in a reusable cup.
- Selling over 7,000 reusable cups, which have been refilled over 90,000 times.
- Selling a further 19,000 hot drinks in reusable chinaware, saving disposable cups from landfill.
- Replacing all single-use plastic cups with glasses in The Pantry and biodegradable paper cups in all other outlets.
- Providing water urns in all outlets for staff and students to refill their own water bottles and installing more water fountains across campus.
- Removing plastic bottles from all but one retail outlet (replacing with cans).
- Replacing all plastic straws with biodegradable alternatives.
- Replacing plastic cutlery with sustainable wooden alternatives.
- Using paper bags or sheets to serve retail products, replacing plastic bags.
- Replacing polystyrene boxes with biodegradable takeaway boxes.



Sustainability in the Curriculum

In 2023, we introduced a new online module for all students and staff members on environmental sustainability which outlines an introduction to climate change, sustainable energy, waste management, and biodiversity.

By the end of the course, our staff and students will understand why sustainability matters, how we are improving our environmental performance to meet our 2027 carbon neutral ambition and be able to identify some of the positive actions they can take to support these efforts.



Partnerships

Tackling the climate crisis demands true collaboration: building trusted relationships and working in partnership across all sections of industry. Here we outline just a few of the ways our staff and students have been working in partnership with the local community, external experts, international partners and advisors to advance our environmental sustainability.



Largest decarbonisation event in the North of England

Aura Innovation Centre played host to The Waterline Summit 2022



2nd Annual SDG Conference

In 2023, our theme was centered on responding to the challenge of achieving a 'just transition', with contributions from institutions and organisations across the globe



CASE STUDY

Green Room Project

Five days, five students, one house, one mission: live sustainably.

The [Green Room Project](#) is an annual week-long social experiment, now in its second year of operation in 2023, challenging five Hull University Business School students to live sustainably.

The students live together in a house in the University Quarter, next to campus, and are filmed completing a series of tasks and learning what it is like to live sustainably.

The aim of the Green Room Project, shortlisted for the Environmental Impact Award in the Royal Institution of Chartered Surveyors (RICS) UK Awards 2022, is to bring together people from all walks of life and allow them to share and thrive in their practical knowledge of sustainable living.

From an eco-warrior escape room, to making vegan pizza for the first time, the project gives many of the students a taste of new experiences, including driving a new MG EV and learning about food waste. With the participation of many local businesses, the project includes students with a variety of attitudes towards sustainable living, from those who are reluctant to change their lifestyles, to those who have already taken personal action to live a lower-carbon life.

“Through the project, I gained a deeper appreciation for how even small actions can have a significant impact, and I have since made several eco-friendly changes to my own lifestyle.

Komal Ahmed
Postgraduate Advertising and Marketing Student,
University of Hull

Project partners

Aldermore Bank
University Quarter
MG
Summit Media
EyeSea Green

Bonus Solar
Arco
R-evolution
iParcelBox
Domino's Pizza

Plant Based Bloke
Groundwork
TRAID
The Refill Jar



“We are delighted that students will have the opportunity to apply to take part in the Green Room Project in the next academic year. It is a great idea and concept and one that we hope to build on for future years. It has been popular with staff and students across the University who have been interested to follow and find out about the experiences of the housemates on social media.

Dr Fannie Yeung
Senior Lecturer in Marketing and Director of Student Experience
Hull University Business School,
University of Hull



Oh Yes! Net Zero



We are a Founding Partner of the 'Oh Yes! Net Zero' campaign, uniting Hull and its surrounding region, as it champions a cleaner, greener and more prosperous future. We have joined over 150 other member organisations of all sizes, collectively representing over 46,500 employees. In its first year alone (2021/22), 'Oh Yes! Net Zero' inspired its members to commit over £150m in climate change investment and secured the support of government at all levels and across all major political parties.

To support the launch of 'Oh Yes! Net Zero' in March 2022, we hosted a range of activities and exhibition stalls on campus. Outside our Brynmor Jones Library, an 'Oh Yes! Net Zero' shed encouraged members of our community to write their own sustainability pledges on its walls. Pledges so far have ranged from travelling more sustainably and reducing consumption of meat, to taking shorter showers and ensuring lights and TVs are switched off when not in use.

Humber Street Sesh - Oh Yes! Net Zero

For the 2023 Humber Street Sesh festival, we influenced the festival organisers to join the 'Oh Yes! Net Zero' campaign. The festival reduced its carbon footprint by transitioning from diesel to Hydrotreated Vegetable Oil (HVO) to generate power this year. JR Rix and Sons agreed to supply them with discounted HVO and calculated the environmental impact of using the green fuel. Switching to HVO reduced the festival's carbon emissions from 3,302kgs to 46kgs. Our carbon analysts from the Faculty of Science and Engineering and the Energy and Environment Institute (EEI) have validated these findings as part of our responsibility as a Sesh principal partner.

“The University of Hull, who support the festival's bamboo wristbands and the Main Stage, encouraged us to join the 'Oh Yes! Net Zero' Campaign. We signed up in 2022 and it made us take a critical look at the festival's practices and identify our biggest carbon emitter - diesel generators. Working with fellow members of the campaign, Rix and the University of Hull, we have achieved our ambitious decarbonisation goal this year.

Dave Mays
Festival Director,
Humber Street Sesh



CASE STUDY

Sustainable Skills Programme

We offer Continuing Professional Development (CPD) courses for businesses looking to equip themselves to meet the opportunities and challenges created by the climate crisis.

Our Sustainable Skills Programme is a comprehensive suite of courses designed to meet the emerging needs of businesses, offering practical solutions for employers to help them to address the impact of climate change and adapt to its effects. Our courses have been developed in collaboration with employers in the region, to design the right content, level of insight and format to bring maximum benefit to businesses.

Businesses which sign up to our courses demonstrate their commitment to a more sustainable future and help equip their teams with the knowledge they need to champion sustainability in their organisations, as well as the opportunity to enhance organisational performance and resilience, now and in the future.

Our Sustainable Skills Programme is inclusive, providing a high level of support and a variety of approaches to teaching, to ensure that each student has a rich and valuable experience.



CASE STUDY

Accommodation Construction Partnership

Westfield Court

Located on our campus, this Public Private Partnership (PPP) project, delivered with our accommodation partners UPP, was the single biggest development in Hull since the construction of the Humber Bridge. Speed of delivery and achieving excellent sustainability credentials were key to the success of this project. The final phase was handed over in August 2019, at a total project cost of £130m, through a PPP arrangement with our development partners UPP.

- The development achieved BREEAM Excellent and includes an array of sustainability features, including two large combined heat and power engines, district heating system, use of innovative

construction methods to reduce waste and use of highly sustainable materials.

- The project also included the implementation of a Sustainable Drainage System (SuDS), which has now led to the formation of a research project and partnership, bringing together Estates professionals, our Energy and Environment Institute (EEI), Hull City Council flood specialists and senior members of the planning authority. The research outcomes from this spin-off project are used to inform planning policy and latest thinking on a national scale, on how to reduce/mitigate flood risk through innovative use of alternative drainage systems.



Aura Innovation Centre

Led by the University of Hull, since 2015, the [Aura Innovation Centre](#) has been helping businesses bring their low-carbon ideas to market and participating in large academic Research and Development programmes. For example, the Prosperity Partnership in Offshore Wind, the ORE Supergen and Aura Centre for Doctoral Training have been providing funded PhD scholarships in offshore wind energy and the environment. Aura also works with sister organisations, including the Flood Innovation Centre, SparkFund and Humber Internships Programme to support small businesses.

Aura engages with academia, industry, NGOs and national and local government, to help deliver against their three main areas of activity:

- Talent pipeline - to understand current and future skills requirements and deliver for those entering, progressing or returning to the sector.
- Research, development and innovation - to identify and address the technical challenges facing a nascent industry.
- Industry engagement - to support supply chain growth and development and promote collaboration.

Aura finds solutions for the challenges we face: technical, operational, economic and societal. As a catalyst for collaboration, Aura brings together industry partners to harness and drive innovation in the offshore wind sector, rooted in the Humber, at the heart of the UK's Energy Estuary.

As the Humber's leading Net Zero centre, Aura fosters a community that supports businesses of all sizes, connecting them to our research teams, taking their carbon-reduction ideas and linking them with expertise, equipment and funding to turn them into reality.

Innovation support across all sectors includes reducing carbon emissions, energy cost saving, increasing efficiency and productivity, accessing new markets and feasibility studies, digitisation, prototyping, testing and initial manufacturing. New materials, additive manufacturing and product engineering are also a specialism, alongside waste, repurposing and recycling.

Aura also hosts the annual Waterline Summit, organised in partnership between Marketing Humber and the University of Hull. The Waterline Summit has addressed the challenges and significant opportunities facing the region as a result of the global climate crisis. The summits have highlighted the crucial role the Humber has to play, as the UK's biggest climate change opportunity and an exemplar and demonstrator region to the world. The annual event is the largest decarbonisation event in the North of England.

“ We now have 150 companies signed up to help create a movement where we ask them to look at ways of lowering their carbon footprint, and get the larger firms to help their smaller counterparts. Our SMEs in the Humber are the backbone of our economy and the key to big change. Fostering collaboration is important and what we focus on in Aura, because at the end of the day this is all about helping people to get on; it's about clean growth for the region's economy so that everyone benefits.

Louise Smith
Director of Aura Innovation Centre,
University of Hull



CASE STUDY

SDG Conference

Our second annual SDG conference was held in July 2023 exploring our role in driving sustainable development through education, research, and community engagement.

The conference asked what we can do to respond to the challenge of achieving a 'just transition', advocating for an interdisciplinary approach, spanning renewable energy and decarbonisation, climate resilience, and responsible artificial intelligence. The debate challenged the narrow approach taken by some of viewing sustainable development as an exclusive agenda for the Global South and community engagement as a complete agenda for their local region, which limits potential impact on sustainable development.

The conference had four key objectives: building awareness of our contributions to the SDGs through education, research, and community engagement, as well as building an SDG network institutionally and internationally. It also focused on addressing sustainable development challenges at the local level and the intersection of social justice and sustainable development, as well as promoting knowledge sharing and collaborative learning.



Hosting the conference enables us to invite worldwide academic leaders to discuss the upcoming sustainability challenges we will face. For the 2023 conference, we were excited to host peers from the University of North Carolina Wilmington, The Environment Agency, East Riding Council, Tufts University, Manchester Metropolitan University, ITT Madras and Aura Innovation Centre.



Campus Bike Hire

Our well-loved campus bike hub is managed by local charity R-evolution. The hub was first established in October 2021 and remains active to serve our campus community. It enables students and staff members to rent and repair bikes on campus and is designed to encourage students to use pedal power while commuting to the Cottingham Road campus, while enjoying the associated physical and mental health benefits. It also supports a lower reliance on cars, as users can make use of the city's upgraded cycle lane network.

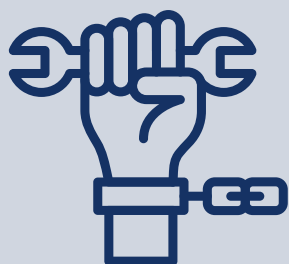
“We are so pleased to see that this partnership has developed further. The bike hire hub enables students to travel to and from campus in a sustainable way, as well as explore Hull and see everything this wonderful city has to offer.”

Phoebe Bastiani
Former President of Hull University
Students' Union



Research

Our academic teams are leading research and innovations, which are driving international solutions to ongoing social challenges. Our academics' work ranges from modern slavery and exploitation to food insecurity and health inequalities.



£58,000

has been awarded to develop an assessment on the value of cultural competency in addressing modern slavery risks in the UK for those facing identity-based oppression

Food Insecurity in Hull

Our work has informed an ongoing strategy



CASE STUDY

Wilberforce Institute for the Study of Slavery and Emancipation

Slavery remains a global problem 200 years after abolitionist William Wilberforce fought to the end for his cause.

As Wilberforce, born in Hull in 1759, said, “My walk is a public one.” A crucial part of our mission is sharing our insights with the wider world, challenging and shaping public views on slavery, both past and present. Our community of researchers are committed to disciplinary excellence and to interdisciplinary research that will benefit society on a national and international level.

The Wilberforce Institute for the Study of Slavery and Emancipation actively works with governments, NGOs, communities and other organisations to inform policy and practice at a local, national and international level, to tackle modern slavery, human trafficking and exploitation. The Institute played an integral role in the development of the UK’s Modern Slavery Act (2015) and is helping to improve the legislation by continuing to advise the House of Parliament on proposed revisions to the Act. Its expertise is influencing policy in the UK and worldwide, including briefing MPs and providing specialist advice to government, helping leaders and communities to deliver change.

The Wilberforce Business Academy was set up to provide businesses and third sector organisations with practical training in how to apply due diligence and best practice in recruiting and managing workers across global supply chains.

Our online training programme has been designed to help organisations meet the requirements of the Modern Slavery Act and EU Due Diligence laws. Provided free of charge, these bite-sized 45-minute training sessions build on the expertise of labour and human rights practitioners with direct experience of conducting risk assessments and working alongside businesses, NGOs and trade unions, to improve living and working conditions of workers worldwide.



In 2023, the Guardian has embarked on an ambitious project of restorative justice that follows on from research done by the Wilberforce Institute, with the lead researcher being Dr Cassandra Gooptar: an early career researcher from Trinidad and Tobago and a commitment as a researcher to exploring the multiple linkages of historical slavery in the modern world. The Guardian, originally the *Manchester Guardian*, had extensive links with cotton merchants, who dealt in cotton forcibly produced by enslaved people in the West Indies, Brazil and the Sea Islands of Georgia and South

Carolina. Cotton transformed the economic fortunes of Britain and the USA in the nineteenth century but had devastating human and environmental impacts. Ensuring that the enslaved people are at the forefront of our research, the Wilberforce Institute with the Scott Trust will explore the *Manchester Guardian*’s links with historical slavery in several phases through research on cotton production and supply, cultural, physical, and financial legacies of slavery and tracing who were the enslaved people connected to the *Manchester Guardian*.

“The Scott Trust Legacies of Slavery Project entails producing cutting edge research which will help to inform a 10-year restorative justice project headed by the Guardian focused on Manchester, Jamaica, the Sea Islands and Brazil. The research which will span the course of three years will focus on understanding Manchester’s wider historical links with slavery, identifying who were the enslaved people connected to the funders of the Manchester Guardian and further exploration of the Guardian’s connections with historical slavery in Jamaica, Brazil and the US.

Professor Trevor Burnard

**Director of the Wilberforce Institute for the Study of Slavery and Emancipation,
University of Hull**



CASE STUDY

Research Impact in Hull

Health Inequalities

Professor Fliss Murtagh is leading a project, funded by the National Institute for Health and Care Research (NIHR), from March 2022 to February 2024, to establish a Yorkshire and Humber Palliative Care Research Network.

This network aims to help address inequalities in palliative and end-of-life care across Yorkshire and the Humber, for people of all ages, through increasing research capacity in our region and improving engagement of the public, patients, practitioners, and decision-makers in palliative care research solutions.

“ Our project is having considerable impact; we have already worked with a diverse range of new partners to improve evidence and care, and to develop seven new funding bids for future collaborative projects. One example of impact is our highly productive ‘practitioner backfill’ scheme. This provides funding for health and social care professionals to be released from practice for one or two sessions each week, for about 3-6 months, and work collaboratively with our Wolfson Palliative Care Research Centre team on an important practice challenge – finding solutions through quality improvement and research. This brings the immediacy and excitement of developing real-world research solutions together at pace.

Professor Fliss Murtagh
Professor of Palliative Care,
Hull York Medical School



University of Hull Pilot Research: Food Insecurity in Hull, UK

An ongoing project is investigating food insecurity in Hull during the Covid-19 pandemic from the perspective of food support service users. The findings of the report have informed an ongoing three-year strategic food poverty action plan for Hull.

This pilot research demonstrates that ‘food affordability’ is a key dimension of food insecurity in Hull. The survey was distributed between April and May 2021, with almost 50% of respondents to the survey indicating that they had been worried (in the last 12 months) that the food they have at home would run out before they had money to buy more. Compounding this, almost 20% of respondents lacked access to a kitchen and the utensils with which to cook to make meals for themselves or members of their household.



CASE STUDY

Heat Impacts on Health

Short-term Heat Acclimation to Assist Athletes and the Elderly

Our researchers from Sport, Exercise and Rehabilitation Sciences have discovered new information on how people can better adapt to heat through short-term heat acclimation. Heat can have devastating impacts on a range of people, with the older population (over 50s) having a greater mortality risk during heatwaves due to increased cardiovascular stress. The recent study, led by PhD student Edward Cole, provides information on how short-term acclimation can reduce these issues.

Research from a review has shown that people who undertook hot-water immersion experienced comparable results with those who underwent traditional heat acclimation, by being exposed to high air temperatures.

To learn more from their research studies, the team also launched a new focus with older adults (50-70 years). It is a hot water immersion study involving triathletes who were preparing for the Ironman in Lanzarote (reputed to be one of the hardest Ironman challenges in the world). The team has also worked with

ex-serviceman, Darren Wilson, as he prepared to walk Death Valley in the USA for the Walking with the Wounded charity.

Dr Andrew Garrett, who is a Senior Lecturer in Exercise and Environmental Physiology and was Edward's PhD supervisor, said: "All the participants were faced with hot conditions, and the work we did, with repeated hot water immersion partially adapted them to the heat when they arrived in their destinations.

This reduced the risk of heat stress and allowed them to focus on the other challenging needs of ultra-endurance activity. From a health perspective, it may be that the use of the hot water immersion technique, which people can do in their own homes, could be used as a method of preparing older adults for heat waves in this time of climate change."

Dr Andrew Garrett is a founder member of the British Association of Sport and Exercise Sciences' Climate Change Action Team. The research of our team is closely aligned with the Association to better understand the implications of climate change and the effect it will have on society.



“At its core, it's a very exciting concept that could go in many different directions and the reality is that we've only just begun to scratch the surface.

Edward Cole
PhD Student,
University of Hull



CASE STUDY

Modern Slavery

Dr Zahra Shirgholami has been awarded £58,000 by the Arts and Humanities Research Council (AHRC) to develop an assessment on the value of cultural competency in addressing modern slavery risks for those facing identity-based oppression.

“We need reliable data on the link between structural discrimination and modern slavery risks as well as the value of cultural understanding and sensitivity in enhancing the inclusivity of responses to modern slavery. Nonetheless, such research, while valuable in addressing modern slavery in the UK, is currently limited.

Dr Zahra Shirgholami
Lecturer in Modern Slavery
Wilberforce Institute for the Study of Slavery and Emancipation,
University of Hull



Campus

It is important to us that social justice is reflected and supported within our campus and community and we lead by example as an employer. We aim to provide a supportive, fair and just environment for all of our students and staff members. We are actively participating in a variety of projects, from recognising and challenging inequalities from our gender pay gap reporting to decolonising our curriculum.



**101
Graduates**

participated in our
Graduate Internship
Programme projects in
2022/23

39+

Human Library

contributors have shared their
stories with us, to shed light on
a stigma they have faced



CASE STUDY

Being a Responsible Employer

Inclusive Employer

We are committed to eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity and fostering good relations between people with different characteristics such as age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Menopause Friendly Employer

We are proud to announce that we are now a Level 2 Menopause Friendly Employer. Being a menopause friendly employer shows our commitment towards long-term, sustainable change, fostering an inclusive culture where everyone can be at their best.

Disability Confident Employer

We are a Disability Confident Employer and Hull University Students' Union (HUSU) has recently been awarded Level 2 Disability Confident Employer accreditation across both Hull University Students' Union charity and Hull University Union Services Limited.

Graduate Internship Programme

We offer a graduate internships programme for graduates of the University of Hull, across a variety of projects and positions. In 2022/23, 101 of our graduate interns were placed in key areas of the University, including Administration, Marketing, Engineering, Computer Science, Law and Sport. These internships typically lasted 10 weeks to provide graduates with practical experience and a stepping-stone into a professional setting.

Ministry of Defence's Employer Recognition Scheme (ERS)

In June 2023, we were awarded the Ministry of Defence's Employer Recognition Scheme (ERS) Silver Award, having signed the Armed Forces Covenant in 2017. The Covenant is a promise from the nation ensuring

that those who serve or who have served in the Armed Forces, and their families, are treated fairly, while the silver award recognises the fantastic efforts of employers who have both elevated their communities under the Armed Forces Covenant and provided actual benefits to the Armed Forces Community.



“The internship allowed me to gain real-world experience, under the wing of a mentor: it offered me a strong support system with staff members that you may not receive if you jump straight into a corporate company.

Understanding the importance of how my small part fits into and supports the bigger vision for the team. Learning how to communicate effectively and appropriately within a corporate environment.

Learning how to work independently. Learning how to manage time, consider travel and external commitments.

**University of Hull Graduate Intern,
2022/23**



Inclusive Campus

Inclusive Education Framework

Our Framework adopts a broad definition of inclusivity. It moves away from a culture of reasonable adjustments for individual students, but instead considers the needs of a diverse student body. We adopt an intersectional approach to inclusion, recognising that individual students might belong to multiple historically disadvantaged groups. Inclusive education also recognises that students are individuals, not just members of a demographic 'group'.



University of Sanctuary

We were first awarded University of Sanctuary status in June 2018 and we were last re-awarded this accreditation in 2023. Applications for re-accreditation occur every three years. Our Sanctuary Champions, a network of staff and student volunteers from across the University, work together to foster a University-wide culture of inclusion for those seeking sanctuary. They also lead projects to support the needs of people seeking sanctuary in higher education and the wider community.



Athena Swan

We were re-awarded Bronze Athena Swan in 2022. The Athena Swan charter is a framework which is used across the globe to support and transform gender equality within higher education (HE) and research.



White Ribbon Status

We, in partnership with Hull University Students' Union (HUSU), are White Ribbon Supporter Organisations. White Ribbon is the leading UK charity supporting men and boys to end violence against women and girls. Their mission is to prevent violence by changing harmful attitudes, systems and behaviours around masculinity that allow gender inequality to continue and perpetuate men's violence against women.

“We are building an equitable and inclusive community, embracing diversity of thought, people and ideas, a space where everyone can thrive. We recognise that change is a continual process, and that we are not yet where we would like to be. The expanded Athena Swan Charter is one strand of this work, which focuses on addressing institutional inequalities across all genders, including issues of representation, progression, career development, and life-work balance.”

Professor Becky Huxley-Binns
Pro-Vice-Chancellor for Education,
University of Hull



Teaching Excellence Framework 2023

We were awarded Gold in the Teaching Excellence Framework (TEF) in 2023. The TEF is a national scheme run by the Office for Students (OfS) which aims to encourage higher education providers to improve and deliver excellence in the areas that students care about most: teaching, learning and achieving positive outcomes for their students. With a Gold award, our undergraduate student experience and student outcomes are typically outstanding.

Part of our submission summed up our inclusive community: “It is our intention that students feel they belong to an inclusive, empowering, progressive and supportive community—a community that fosters imagination and creativity and where it feels safe to question, challenge and act to make a positive difference to individuals and society.”



CASE STUDY

Gender Pay Gap

The gender pay gap remains a key issue within society, with greater numbers of women employed in lower paid roles and men disproportionately employed in senior, higher paid roles. This situation reflects the need for all organisations to remove the obstacles and barriers that hinder pay parity and to take proactive, positive steps to influence and shape an environment which promotes equality. It is important to note that the gaps highlighted in this section are not the result of unequal pay for women.

We are working to close the gap by increasing the number of women employed in roles within our highest pay bands, as well as ensuring that our management processes and practices remain transparent, consistent and fair and support the development of women.

Measure	2018/19	2019/20	2020/21 (Baseline)	2021/22	2022/23
Median Gender Pay gap	23.2%	17.1%	13.7%	12.4%	12.6%



“The Sustainability Report 2022/23 highlights the culture we are creating - one in which everyone feels respected and supported to realise their potential. We know there's still a way to go and lots more work ahead. We've set a goal to reduce the gender pay gap to below 10% by 2027 and we hope to achieve this by setting high standards with meaningful actions that will deliver tangible outcomes. Ultimately, we will only achieve this by working together to create an environment which is truly inclusive, empowering and progressive.

Sarah Wilson
Chief People Officer,
University of Hull



CASE STUDY

Decolonising the Curriculum

Our Teaching Excellence Academy has developed a [key resource document](#) for all members of staff to use as a guide for development and to decolonise our curriculums.

Decolonising the curriculum is the process of recognising, challenging and dismantling the white Western male-elite domination of knowledge and learning. This process leaves open the potential to reconstruct knowledge, in partnership with diverse cultures and create inclusive ways of knowing and teaching.

All staff are asked to keep their knowledge of the issues at play current, using our Equality and Diversity and Unconscious Bias training, and to apply the principles explored in this training to all of their work and teaching.

We are working to diversify and decolonise our library collections to ensure a wide range of voices, perspectives, and issues is available to our users. Reading lists that are decolonised, democratised and diversified help students to explore a wide range of voices and viewpoints. It also helps them to experience different ways of creating and sharing knowledge. Such lists reflect the diverse backgrounds of our students, better represent all of our communities, and build a sense of belonging.



Rainbow Laces Walk and Talk Event

To celebrate Rainbow Laces Day in October 2022, our Equality, Diversity and Inclusion (EDI) team hosted a lunchtime walk and talk. Everyone was encouraged to wear rainbow laces as a symbol of inclusion.

The Rainbow Laces campaign is an annual event that shows support to the LGBTQIA+ community and the support of increasing diversity in sport across the world. We encourage everyone to lace up, get active and show support for this fabulous campaign.



CASE STUDY

Human Library Project

Our Human Library Project is a virtual library where human 'books' shed light on their experiences, to help people understand one another, challenge their own unconscious bias, overcome stereotypes and help build a more inclusive society where no one is left behind. Every 'book' is a volunteer who has faced stigma in their life due to a personal difference. Here, they are given the space to explain their perspective and experiences to help challenge prejudice, eradicate discrimination, prevent conflicts and contribute to greater human cohesion across social, religious and ethnic divisions.

Our 'books' have shed light on a wide variety of stigma faced by members of our community, including topics of race, disability, neurodiversity, LGBTQIA+, religion, lifestyle and imposter syndrome. So far, we have had over 39 contributors share their story with us.

We are also collaborating with other Universities who wish to learn more about our Human Library Project.



Working Wardrobe

Our Working Wardrobe event in May 2023 was created to help students tackle the cost of living crisis, while recognising the broader move away from fast fashion. The initiative saw high-quality clothing donations collected from both University staff, including our Vice-Chancellor and those of local external businesses, which could be used to provide suitable professional outfits for students.

Selected students were invited for a personal shopping experience and one-to-one triage from a Careers Consultant, while the main event gave open access for any students to select up to three clothing items. 68 students attended and left with a full outfit fit for a job interview or workday.

The event was a great success and we will be running it again in 2023/24.

“The Working Wardrobe is a fantastic initiative from the Student Futures team which amplifies important messages about sustainability in fashion and helps out students during the current cost of living crisis.

Joe Hancock
Acting Head of Student Futures,
University of Hull



Partnerships

Tackling barriers to social justice demands true collaboration: building trusted relationships and working in partnership across all sections of society. Here we outline just a few of the ways our staff and students have been working in partnership with the local community, external experts, international partners and advisors to advance our social justice agenda.



We're proud to be standing in solidarity with the people of Mariupol State University

In June 2022, we formed a partnership under the [#TwinforHope](#) initiative



1,000+
people

have received help from our Legal Advice Centre, which provides free, confidential and independent advice to the local community



CASE STUDY

Students Active in the Community

Our students have helped hundreds of good causes as part of our student-led and external [volunteering programmes](#). There is something available for everyone, with this work benefitting our community, helping our students to make new friends, and adding relevant experience to their CVs.

Hull Homeless Project

In February 2022, students completed a charity 'camp out', raising money and awareness for the [Hull Homeless Project](#), which aims to support anyone affected by, or at risk of, homelessness, poverty and crisis in Hull and the surrounding areas.

Students spent the night outside the Students' Union building, from 7pm until the next morning. The group of students raised more than £400 from their fundraising efforts.

FareShare Hull and Humber

Student volunteers work as part of a team to manually sort and store large deliveries of surplus food to [FareShare's](#) regional depot, helping to assemble the daily deliveries of food for local charities and community groups.

MIND - Hull and East Yorkshire

Student volunteers help to support the fundraising team at the exciting range of Hull and East Yorkshire Mind events, including comedy nights, national mental health campaign days and the Hull Marathon.

Hull Sisters

Student volunteers support clients in the activities and group sessions of this local [women's support charity](#). They help with events, report and case study writing, assisting staff with day-to-day administration and management of the premises, and working to empower and support women and children to make positive choices.



The Access Project

[The Access Project](#) supports students from disadvantaged backgrounds to access top Universities. Student volunteers tutor a young person aged 14-18 online for one hour per week, helping them catch up on lost learning due to the pandemic. This enables our students to gain valuable tutoring experience and enhance their CV through developing transferable skills, including communication, leadership and planning.

“As a Student President at Hull University Students' Union (HUSU), I think it's brilliant to see what challenges our students set themselves to help others and raise money for good causes. We have an extensive volunteer network here at HUSU, and our student volunteering programme has been around for 60 years - so we're excited to see what's in store for the future!

Phoebe Bastiani
Former President of Hull
University Students' Union



CASE STUDY

Socially Responsible Investment

As a result of our policy on Socially Responsible Investment, the University of Hull expects its investment managers to take account of social, environmental and ethical considerations in the selection, retention and realisation of its investments. We are committed to ensuring that funds in which we

invest adopt high ethical standards and responsible attitudes towards the environment.

We do not intentionally invest either directly or indirectly in organisations with exposure to fossil fuels or high exposure to activities or substances which are injurious to health,

destabilise community cohesion or threaten international stability. We also do not intentionally invest in organisations which contribute to the development and maintenance of poverty, the abuse of children and the use of torture or in organisations that are clearly subsidiaries or closely linked to the organisations described above.

“Socially responsible investment is close to the heart of the University. We review our investments on a regular basis for socially responsible investments to ensure that our investment portfolio evolves and that it links back to our values.

Jeremy Hartley
Chief Finance Officer,
University of Hull



CASE STUDY

Legal Advice Centre



Our Legal Advice Centre provides free, confidential and independent legal advice to the local community. It is a student-run service, which is supervised by qualified members of academic staff. It enables our Law students to gain practical experience of the legal profession: interviewing and dealing with clients from diverse backgrounds, practical legal research, assembling a case, and offering reliable legal opinions while supporting the community.

All Student Advisors are final-year Law students who have been professionally trained to help with a range of issues including those related to consumer issues, criminal/civil disputes, neighbour disputes, housing, employment and family matters.

To date, the Centre has helped more than 1,000 people.

“I’ve definitely gained confidence through doing this - just being able to go to talk to somebody you’ve never met before and bring them in, sit them down and lead an interview with them, has helped a lot. It’s not an experience you really get elsewhere.

Joe Wignall
LLB Law Student,
University of Hull



CASE STUDY

Staff and Student Mental Health



Team GB Partnership Mental Health Events

In 2019, we became the exclusive University Partner of Team GB. Since the partnership started, we've created a range of valuable opportunities for staff, students and the local community. In the summer of 2023, we extended our partnership to the Olympic Games in 2028.

Three-time Olympic champion Max Whitlock OBE joined us for mental health awareness events on campus in May 2023, to share his story and described how he hit an all-time low after his success at the Tokyo Olympics.

During one appearance, Max and other guests shared their stories about overcoming the struggles they have faced, as well as providing advice on how to look after yourself mentally and sharing resources for support.

“The decision to stop gymnastics hit me like a tonne of bricks. I felt completely lost. I looked forward - I didn't have a pathway or any goals. I felt like a complete waste of space, a failure.”

Max Whitlock
OBE



Dog Therapy Sessions

During Mental Health Awareness Week in May 2023, dog therapy sessions were held in collaboration with the Students' Union and the charity Pet Respect. The sessions offered a timeout and de-stress moment for staff members and students to meet some friendly dogs.



Cape Town Study Tour

A group of 19 students and two staff members recently participated in Global Hull's second-ever study tour, which was hosted by the University of Cape Town in June 2023. The two-week programme focused on the important themes of social justice and global citizenship. As part of the trip, the group talked to stakeholders about local problems surrounding clean water availability.

“The study tour has contributed to my academic development through the variety of different lectures we did, such as learning about social justice and the political side to Apartheid/the history of South Africa, as this can be directly applied and used in examples in my degree and coursework. I believe that I have learnt a lot from hearing local people's experiences, and as a physical geographer, have enjoyed experiencing the different landscapes Cape Town has to offer.”

Cape Town Study Tour
Student Participant
2022/23



CASE STUDY

Humber Internship Programme

“I’ve been impressed with the energy and enthusiasm Saffron is bringing to her role, she is keen to learn and add her own ideas. It’s very rewarding for us to be able to provide a meaningful summer internship that offers a genuine learning experience with a permanent role when the internship ends.

Diana Taylor
Marketing Humber
(Bondholder Scheme Ltd)

Our Humber Internships Programme has helped match interns to over 40 small businesses within the region. The programme has provided local employers with skills and resources through new and emerging talent. The European Union Social Fund subsidises part of the student wage, ensuring that small businesses have the resources to offer these places to students.

“I’m gaining valuable experience and making great contacts along the way, and of course, the income is helping me afford items I wouldn’t have previously been able to buy and has offered an insight into what money I could earn going into a career I really want. I’d highly recommend it to anyone who is thinking about completing an internship in the future!

Saffron Rose Gregg
Marketing Intern,
Marketing Humber

In 2022/23, 22 of our students completed Humber Internship Programme work placements and a further 11 internships have started since August 2023.

Following a particularly successful 12 weeks, one of our student interns, Saffron Rose Gregg, accepted a permanent role with Marketing Humber.



CASE STUDY

Mariupol State University

We are proud to be standing in solidarity with the people of Mariupol State University who, in this dark time, continue to carry the light of learning. We invite our wider community to actively participate in our partnership and help us support our colleagues who are teaching, learning and researching through the war and devastation, to keep that flame undiminished.

It is essential that life and learning continues in Ukraine. Many of those students and academics will be in the

vanguard of rebuilding a destroyed city and besieged country both physically and culturally. The continuation of higher education is, in itself, a potent symbol of their resistance.

In June 2022, we formed a partnership with Mariupol State University (MSU) in Ukraine under the #TwinforHope initiative. A year later, we have engaged in a variety of educational and research projects, and a significant shipment of IT equipment has arrived at MSU’s temporary Kyiv campus. Through this partnership we plan to assist MSU

academically through the development of double degree programmes, the provision of opportunities for academic mobility programmes and the opening up of online educational resources.



CASE STUDY

Humber Women in the Workforce

We are a proud partner for the Humber Women in the Workforce project. This delivers support and training to tackle barriers specific to women in the workforce and engages with SME employers to help them address workplace inequalities through training and education. The project also addresses strategies to make positive change in workplace culture and in the review of policies and procedures. It is creating a network to influence and support young women in the Humber area.

We offer a Women in Leadership Accelerator Programme, delivered at our Business School over 12 sessions and accredited by the Chartered Management Institute as a Level 5 qualification. Designed for female managers and leaders, as well as aspiring leaders, it helps them develop skills and knowledge in management, including developing individuals and teams, project planning, finance, and human resources. In June 2023, the Humber Women in the Workforce: The Art of the Possible conference was hosted at Aura Innovation Centre,



to spotlight issues women face at work. From imposter syndrome to employment law, leadership to encouraging older women back into work, the conference explored how we can all play a part to help shatter the glass ceiling.



Women's IT Skills Bootcamps

We partnered with Firebrand to run an online Skills Bootcamp, to encourage, advance and develop women with cyber technical skills. This fully funded, intensive programme was open to women in the UK over the age of 19. The 12-week online programme helped individuals to develop critical cyber skills for the workforce of the future. Participants received industry-recognised certification and benefitted from six months of employability support with Firebrand Recruitment Advisors.

We collaborated with Babington, an external partner, to offer training to more than 28 talented women, who successfully completed a bootcamp. The focus was to impart comprehensive knowledge and practical skills in digital and data analysis. From foundational concepts to advanced techniques, the participants received a well-rounded education in this rapidly evolving area. They tackled real-world datasets, refined their analytical abilities, and gained invaluable hands-on experience and qualifications. Each of them demonstrated an unwavering commitment to their personal growth and professional development.



Appendix: SDG Mapping

SDG	Case Studies	
	Active in the Community – Hull Homeless Project Working Wardrobe	
	Research Impact – Food Insecurity in Hull Active in the Community – FareShare Hull and Humber Agri-food Supply Chains Sustainable Procurement	
	Campus Bike Hub Heat Impacts on Health Active in the Community – MIND Hull and East Yorkshire Staff and Student Mental Health – Team GB Events and Dog Therapy	Research Impact – Food Insecurity in Hull Sustainable Travel Research Impact – Health Inequalities
	SDGs in the Curriculum Inclusive Campus – Inclusive Education Framework Decolonising the Curriculum Cape Town Study Tour Mariupol State University Women's IT Skills Bootcamps Teaching Excellence Framework 2023 Climate Policy and Practice	Sustainable Drainage Systems Green Room Project Sustainable Skills Programme SDG Conference The Wilberforce Institute Active in the Community – The Access Project Legal Advice Centre
	Being a Responsible Employer Inclusive Campus Gender Pay Gap Humber Women in the Workforce	Active in the Community – Hull Sisters Women's IT Skills Bootcamps Decolonising the Curriculum
	Sustainable Drainage Systems Water Management Cape Town Study Tour Accommodation Construction Partnership	
	Centre for Sustainable Energy Technologies Offshore Wind Energy Wave Energy Research Expanding Our Use of Renewables	Aura Innovation Centre SDG Conference Sustainable Construction and Refurbishment
	Aura Innovation Centre The Wilberforce Institute Being a Responsible Employer Sustainable Procurement Women's IT Skills Bootcamps Gender Pay Gap	Working Wardrobe Active in the Community – The Access Project Humber Women in the Workforce Socially Responsible Investment Humber Internship Programme
	Sustainable Construction and Refurbishment Sustainable Travel Campus Bike Hire Accommodation Construction Partnership	Aura Innovation Centre Centre for Sustainable Energy Technologies Wave Energy Research Offshore Wind Energy

SDG	Case Studies	
	Being a Responsible Employer Inclusive Campus Decolonising the Curriculum Rainbow Laces Walk and Talk Humber Women in the Workforce Gender Pay Gap	Women's IT Skills Bootcamps Human Library Project Teaching Excellence Framework 2023 Modern Slavery Working Wardrobe Active in the Community - The Access Project
	Sustainable Drainage Systems Climate Policy and Practice Centre for Sustainable Energy Technologies Aura Innovation Centre	
	Sustainable Construction and Refurbishment Sustainable Procurement Waste Management Water Management Green Room Project Working Wardrobe Socially Responsible Investment	Expanding Our Use of Renewables Centre for Sustainable Energy Technologies Wave Energy Research Offshore Wind Energy Single-Use Plastics Oh Yes! Net Zero Aura Innovation Centre
	Centre for Sustainable Energy Technologies Offshore Wind Energy Wave Energy Research Climate Policy and Practice Expanding Our Use of Renewables Waste Management Sustainable Travel Green Room Project	Oh Yes! Net Zero Sustainable Skills Programme SDG Conference Heat Impacts on Health Aura Innovation Centre Sustainable Drainage Systems Single-Use Plastics
	Offshore Wind Energy Fish and Eel Entrainment at Pumping Stations Wave Energy Research	
	Sustainable Drainage Systems Nature on Campus Sustainable Procurement Accommodation Construction Partnership	Agri-food Supply Chains
	The Wilberforce Institute Modern Slavery Inclusive Campus Legal Advice Centre Human Library Project Being a Responsible Employer Teaching Excellence Framework 2023	Gender Pay Gap Decolonising the Curriculum Rainbow Laces Walk and Talk Working Wardrobe Students Active in the Community Socially Responsible Investment Mariupol State University
	Agri-food Supply Chains Sustainable Drainage Systems Climate Policy and Practice Oh Yes! Net Zero SDG Conference The Wilberforce Institute Research Impact - Food Insecurity in Hull	Students Active in the Community Mariupol State University Aura Innovation Centre Green Room Project Research Impact - Health Inequalities Staff and Student Mental Health - Team GB Events

Appendix: Greenhouse Gas Emissions

Carbon Emissions in Tonnes CO ₂ e	2018/19	2019/20	2020/21	2021/22	2022/23
Scope 1					
Gas	5,840	4,741	4,656	4,693	4,149
Scope 2					
Electricity	4,856	3,600	3,003	3,114	3,340
Location based emissions Electricity *	4,856	3,600	3,003	3,114	3,340
Market based emissions Electricity **	-	-	-	-	0
Scope 3					
Electricity Transport and Distribution	412	310	266	285	292
Staff Commuting	-	-	-	-	1,826
Student Commuting	-	-	-	-	7,823
International Students	-	-	-	-	7,406
Business Travel	-	1,044	426	3,746	5,135
Waste***	22	12	11	17	14
Water	62	55	16	12	20
Wastewater	121	107	28	21	21
Homeworking	-	-	-	-	288
Supply Chain	20,787	19,925	18,186	26,940	19,539
Scope 3 Total	21,404	21,453	18,933	31,021	42,364
Total Carbon Emissions	32,100	29,794	26,592	38,828	49,853

* Location based scope 2 emissions are the emissions we have produced from our electricity use on site. Based on the UK grid average carbon emissions.

** Market based emissions show emissions that the University is responsible for through its purchasing decisions. Our electricity supply is nuclear power-based electricity generation and will produce zero emissions.

*** Waste - excludes construction waste

- Data for this period is not available.



Reporting Methodology

Sustainability Linked Finance

Our Sustainability Linked Loan reflects our commitment to placing sustainability and social justice at the heart of all we do, including our financing strategy, and sets challenging targets for our performance on reducing our carbon emissions and gender pay gap while increasing our proportion of recycled waste.

We have established a [Green Finance Framework](#) to embed our sustainability strategy into our financing strategy. This Framework enables the University to raise funds which specifically support its environmental objectives and have a positive environmental impact.

Our Framework has been drafted in alignment with the internationally recognised ICMA and LMA principles for Green Bonds and for Green Loans. We will adhere to and follow the most recent version of these principles. The Framework supports us in issuing a broad range of green debt instruments, such as bonds, private placements, bank loans and revolving credit facilities.

Our Framework has four core components in line with these principles: Use of Proceeds, Process for Project Evaluation and Selection, Management of Proceeds and Reporting.

Scope of the Report

Performance data included within this report relates to University of Hull activity that we had operational control over during 2022/23. For KPIs 1 and 2, this relates to the 2022/23 academic year, covering August 2022 to July 2023. For KPI 3, the 2022/23 data is a point in time measure taken on 31st March 2023, which aligns with the UK government's gender pay gap reporting requirements.

Green Finance Allocation

In April 2022, the University issued loan notes of £86.0m in a private placement and under the Green Finance Framework to aid its investment strategy. In May 2022, £27.75m was allocated to an existing eligible green project category as part of refinancing an existing debt. Under the Green Finance Framework, funds can be used for qualifying historical capital expenditure as well as future expenditure. The University has allocated funds to two projects that qualify under the Green Finance Framework under the Green Buildings category.

- Allam Medical Building - allocation of £15.75m

This project saw the development of a new building dedicated to health education and research, including facilities for the Hull York Medical School. Facilities include teaching spaces, lecture theatres, a café, meeting/interview spaces, postgraduate research spaces, and state of the art 'true to life' hospital wards, including an operating theatre.

In accordance with Article 'A1 Technical Description' through completion of a S-BEM calculation and associated air test, the building fully meets the energy efficiency performance rating as defined within BREEAM (Excellent) ENE01.

- The Courtyard (Student Residences) - allocation of £12.0m

This project constituted a major step change in the University of Hull's accommodation offer with the development of 562 high quality self-catered, en-suite study bedrooms, with adjacent student social spaces, kitchens and ancillary spaces. The project was also able to improve the biodiversity of the campus.

In accordance with Article 'A1 Technical Description' through completion of a S-BEM calculation and associated air test, the building fully meets the energy efficiency performance rating as defined within BREEAM (Excellent) ENE01.

Baselines

KPI 1 - Our progress for scope 1 and scope 2 location based emissions is measured against the level of carbon emissions in 1990, which is consistent with the baseline used by the UK government.

KPI 2 - Our progress is measured against our total recycling rate % in 2018/19.

KPI 3 - Our progress is measured against our median gender pay gap in 2021.

Setting Revised Baselines

We will correct any identified errors >1% of the individual KPIs and make this clear in the report where this is the case. We will also conduct an annual review of changes to our operating structure and re-baseline (where required) using actual or estimated data if any of the changes, or the cumulative effect of the changes, are deemed to be quantitatively or qualitatively material.

Standards and Guidelines

KPI 1 - The KPI targets are based on tonnes of carbon dioxide equivalent (tCO₂e). Carbon dioxide equivalent is a standard unit for collective measurement of all forms of greenhouse gas (GHG) emissions. The carbon emissions are calculated based on the general principles within the GHG protocol, and adopting the indirect measurement approach.

For KPI 1, the emissions are based on the scope 1 and scope 2 emissions resulting from the University's consumption of gas and electricity. These are monitored monthly as part of bill validation and these consumption levels, summed at year end to give the period total, are then converted to CO₂e quantities by use of the DEFRA issued conversion factors.

The CO₂e figures track the University's financial year whereas conversion factors follow a calendar year and so, following the guidance issued with these factors, the factors corresponding to the year which forms the majority of the reporting year are those applied. In practice this means the 2022/23 emissions levels are based on the DEFRA factors for 2023.

Occasionally some utility bills (predominately gas) contain estimated meter reads and/or a billing period that differs slightly from the calendar month. In these circumstances the monthly tracking data apportions that bill to the calendar months involved (essentially a pro rata adjustment) to allow like for like analysis across years. Estimated bills are challenged and as the main gas meters all have AMR installed, any estimated reads are usually reconciled in later months with actual meter reads.

A very small number of University owned buildings are excluded from the calculation where these are operated by third parties and these building occupiers take responsibility for paying the utility bills. The utilities to these buildings are metered and these meter reads form the basis of the deductions.

The scope 1 emissions are made up of gas consumption figures only. The emissions levels from fuel supplies for stand-by generator sets are regarded as de minimis. Similarly, fugitive emissions from refrigerant gases are also seen as de minimis. These are monitored via the University's F-gas register and in 2022/23 these emissions were less than 1.5% of the emissions from mains gas use.

Measure	Baseline (1990)	Actual	Targets				
		2022/23	2022/23	2023/24	2024/25	2025/26	2026/27
tCO ₂ e	19,090	7,489	8,345	3,897	3,463	2,485	1,225

Description - This KPI will measure progress towards delivering our pledge that our campus will be carbon neutral by the end of 2027.

Our carbon neutral campus pledge commits us to eliminating carbon emissions from scope 1 as used for heating and hot water and scope 2 electricity purchased for power sources on our campus by the end of 2027. Our progress is measured against the level of carbon emissions in 1990, which is consistent with the baseline used by the UK government. The University's scope 3 footprint is not yet fully mapped. While we intend to add scope 3 emissions to our carbon reduction strategy in due course, these are excluded from our current KPI targets.

Progress to date - We have already reduced our scope 1 and 2 carbon emissions by 60% since 1990. This includes a 24% reduction in carbon emissions since 2018/19, with a step change reduction expected in 2024 when the installation of new facilities to generate solar energy is expected to be complete.

Our carbon reduction roadmap includes a requirement to offset emissions to the order of around 1,000 tCO₂e. Discussions are already underway with potential providers, as we seek to ensure that carbon offsetting projects are subject to thorough due diligence and selected based on their alignment with the University's values and strategy. It is anticipated that offsetting will be required for only a limited period until additional carbon reduction interventions can be implemented beyond 2027.

KPI 2 - The recycling rate KPI is defined as whole estate recycling volumes as a proportion of total waste volumes. Recycled waste streams include metal, wood, green waste (recycled as compost), glass, WEEE, food waste (recycled via anaerobic digestion) and mixed recyclables (paper, card, cans, bottles, etc). All general waste (classified as non-recyclable in our system) currently goes to incineration for energy recovery. Construction waste is not included as part of the KPI due to the infrequent volumes concerned and the lack of clarity this would create in the underlying trend. In general terms though the same principles of striving to avoid landfill and maximising recycling are applied to construction waste streams.

Our main waste contractor for the 2022/23 period removed all of the above waste streams, barring confidential waste and WEEE, which were dealt with via a second contractor.

Our regular waste collections for general waste and mixed recycling are calculated via dynamic weighing on the collection vehicles. The vehicles are calibrated at the beginning of each day using an empty bin. Estimated weight of waste would only be used if there was an issue with the dynamic weighing system on a bin lorry; in this case an average weight for that type of waste would be used, but to our knowledge this has not happened during the 2022/23 period.

Larger item waste streams such as the metal, wood, green waste, etc., are done via skip and RORO provision. The weights for these are measured via the weighbridge at the relevant waste transfer station.

For WEEE waste streams, anything where removal is charged per kg will be weighed on scales at the depot and the exact weight recorded. Items that are charged as an 'each' or a 'container' have weights estimated. In practice this means significant quantities of WEEE waste weights will be based on estimated values. In 2022/23, WEEE and electronics accounted for 3.3% of the total recycling percentage.

Confidential waste collection is charged by volume and the weight of this waste stream is estimated based on the number of full bags collected. In 2022/23, confidential waste accounted for 7.8% of the total recycling percentage.

The calculation will exclude major capital building work waste streams as these tend to artificially increase recycling rates.

Measure	Baseline (2018/19)	Actual	Targets				
		2022/23	2022/23	2023/24	2024/25	2025/26	2026/27
% Total recycling rate	26.3%	39.7%	40.0%	45.0%	50.0%	55.0%	65.0%

Description - This KPI will measure progress towards increasing the proportion of our waste that is recycled to 65% by the end of the 2026/27 period.

Progress to date - In 2018/19, the University produced 1,060 tonnes of waste (excluding construction-related waste volumes). By 2022/23, this had reduced to 643 tonnes.

The corresponding total recycling rates have improved from 26.3% in 2018/19 to 43.8% in 2020/21 to 53.2% in 2021/22 to 39.7% in 2022/23 (again excluding the construction-related waste).

Due to the Covid-19 pandemic, the number of people frequenting our campus was significantly reduced. During this period, the Grounds Team took the opportunity to undertake tasks which resulted in the generation of a greater volume of recyclable material. This contributed to our increased recycling rate during the 2020/21 academic year and for the reasons noted, it is therefore slightly skewed when compared to the data for the latest year.

KPI 3 - Our median gender pay gap is calculated annually using MHR Payroll Analytics. The calculation methodology we follow can be found [here](#), which follows the [government guidelines](#) for gender pay gap reporting. The relevant pay period for 2022/23 was 1st April 2022 - 31st March 2023, the point in time measure for KPI 3 was taken on 31st March 2023.

The median gender pay gap is defined as the “difference between the hourly pay of the median full-pay relevant man and the hourly pay of the median full-pay relevant woman”.

The gender pay gap calculations are based on the number of individual relevant employees, and not on full-time equivalents. This means that each part-time employee counts as one employee. Employees included in our reporting are full-pay relevant employees. Employees not receiving full pay are not included in our reporting, and there may be many reasons why they are not receiving full-pay, such as reduced pay sick leave or reduced maternity pay or being involved in strike action.

Employee Status: Relevant Full-pay

- At work
- On paid annual leave
- On full-pay sick leave
- On full-pay maternity / paternity leave

Measure	Baseline (2021)	Actual	Targets				
		2022/23	2022/23	2023/24	2024/25	2025/26	2026/27
Median Gender Pay Gap for Hourly Pay	13.7%	12.6%	13.0%	12.0%	11.0%	10.0%	9.0%

Description - This KPI will measure progress towards reducing our median gender pay gap, with a target to be in line with the anticipated UK figure by the end of July 2027.

Measure definition - Our median gender pay gap is calculated annually using MHR Payroll Analytics. The calculation methodology follows the UK government guidelines.

All University staff, including temporary and permanent, academic and non-academic are within the scope of the calculation. This also includes all forms of remuneration, including allowances and excellence awards.

Progress towards our KPI target will be measured against a baseline of our 2021 median gender pay gap.

Lead indicators that will be used to monitor progress on a quarterly basis throughout the year include:

- % women on or having completed CPD programmes, including apprenticeships
- % women being recruited
- % women on fixed-term contracts
- % women making up Grades 4-6 (currently 67%)
- % women making up Grades 7-10 (currently 52%)
- Investment in female development
- Athena Swan Charter results

We are also looking to use payroll data to produce an interim pay gap report at least every six months.

In 2022/23, the University committed to and made progress in the following areas:

- Increasing the number of women employed in higher band roles.
- Ensuring that management practices remain transparent and fair and support the development of women.
- Pursuing flexible working arrangements.
- The University was re-awarded Bronze [Athena Swan](#) in 2022.
- The University publishes an annual [gender pay gap report](#) where further information and data can be found.
- The median gender pay gap for hourly pay in 2023 is 12.6% which exceeds the target of 13.0% for 2022/23.
- Hosting female-only skills bootcamps to improve talent mobility into higher-graded infrastructure and technical roles, to a value of c£200,000 in training.
- Sharing a £142,000 apprenticeship levy with Yorkshire-based employers to encourage new skills and mid-career-reskilling packages for women.

Independent Limited Assurance Report



Grant Thornton UK LLP ('Grant Thornton' or 'we') were engaged by University of Hull ('the University') to provide limited assurance over the Subject Matter Information described below.

Limited assurance conclusion

Based on the work we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Reporting Criteria.

This conclusion is to be read in the context of what we say in the remainder of this report.

Subject Matter Information

The scope of our work was limited to assurance over selected aspects of the University of Hull's Sustainability Report ("the Report") for the year ended 31 July 2023, listed in Appendix 1 to our report ('the Subject Matter Information').

Our assurance does not extend to any other information that may be included in the Report for the current year or for previous periods unless otherwise indicated.

Reporting Criteria

The Reporting Criteria used for the measurement or evaluation of the Subject Matter Information and to form our judgements are set out in the Reporting Methodology sub-section of the Report and the University of Hull Green Finance Framework (together "the Reporting Criteria").

Inherent limitations

The absence of a significant body of established practice on which to draw to measure or evaluate the Subject Matter Information allows for different, but acceptable, measurement or evaluation techniques and can affect comparability between entities and over time. In particular we draw attention to the methodological and assumption based limitations the University have disclosed in the Reporting Criteria.

Directors' responsibilities

The Directors of the University are responsible for:

- the design, implementation and maintenance of internal control relevant to the preparation and presentation of Subject Matter Information that is free from material misstatement, whether due to fraud or error;
 - selecting and/or establishing suitable Reporting Criteria;
 - measuring or evaluating and presenting the Subject Matter Information in accordance with the Reporting Criteria; and
 - the preparation of the Report and the Reporting Criteria and their contents.
-

Our responsibilities

We are responsible for:

- planning and performing the engagement to obtain limited assurance about whether the Subject Matter Information has been prepared in accordance with the Reporting Criteria;
- forming an independent limited assurance conclusion, based on the work we have performed and the evidence we have obtained; and
- reporting our limited assurance conclusion to the University.

Our independence, professional standards and quality control

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

We apply International Standard on Quality Management (ISQM) 1, 'Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements' and accordingly we maintain a comprehensive system of quality management including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Assurance standards and level of assurance

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised) 'Assurance Engagements other than Audits and Reviews of Historical Financial Information' ('ISAE 3000 (Revised)'), and in respect of the greenhouse gas emissions information included within the Subject Matter Information, in accordance with International Standard on Assurance Engagements 3410 - 'Assurance Engagements on Greenhouse Gas Statements' ('ISAE 3410'), issued by the International Auditing and Assurance Standards Board (IAASB). These standards require that we plan and perform this engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks which vary in nature from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not report a reasonable assurance conclusion.

Work performed

Considering the circumstances of the engagement our work included, but was not restricted to:

- assessing the suitability of the Reporting Criteria as the basis of preparation for the Subject Matter Information;
- assessing the risk of material misstatement of the Subject Matter Information, whether due to fraud or error, and responding to the assessed risk as necessary in the circumstances;
- conducting interviews with relevant management and examining selected documents to obtain an understanding of the processes, systems and controls in use for measuring or evaluating, recording, managing, collating and reporting the Subject Matter Information;
- performing selected limited substantive testing including agreeing a selection of the Subject Matter Information to corresponding supporting information;
- considering the appropriateness of a selection of selected carbon conversion factor calculations, other unit conversion factor calculations and other calculations used by the University to prepare the Subject Matter Information including by reference to widely recognised and established conversion factors;
- evaluating the overall presentation of the Subject Matter Information; and
- reading the Report and narrative accompanying the Subject Matter Information in the Report with regard to the Reporting Criteria, and for consistency with our findings.

Intended use of this report

This limited assurance report, including our conclusion, is made solely to University of Hull in accordance with the terms of the agreement between us. Our work has been undertaken so that we might state to the University those matters we are required to state to them in an independent limited assurance report and for no other purpose. We have not considered the interest of any other party in the Subject Matter Information.

To the fullest extent permitted by law, we do not accept or assume responsibility and deny any liability to any party other than University of Hull for our work or this report, including our conclusion.

Grant Thornton UK LLP

Grant Thornton UK LLP

Chartered Accountants
Cambridge

14th December 2023

The maintenance and integrity of University of Hull's website is the responsibility of the Directors; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information, the Report or the Reporting Criteria presented on University of Hull's website since the date of our limited assurance report.

Appendix 1:

Underlying Subject Matter	Units	Subject Matter Information
KPI 1: Carbon emissions Scope 1 and 2 GHG emissions	Tonnes CO2e	7,489
KPI 2: Waste Total recycling rate	% of total waste	39.7
KPI 3: Diversity and inclusion Median gender pay gap	%	12.6
Allocation of the proceeds from green debt instruments to Eligible Green Projects Categories in accordance with the 'University of Hull Green Finance Framework'	£ million	27.75





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