

Sustainability Report

2023/24



UNIVERSITY
of HULL

Contents

Foreword	1	Social Justice Campus	13
Net Zero Announcement	2	Gender Pay Gap	13
Overall highlights	3	Stonewall LGBTQ+ Inclusive Employer Silver Award	13
Environment Research	4	Move For Your Mind	14
REWILD Research Cluster	4	Working Wardrobe	14
Sustainable and Renewable Offshore Wind Energy	5	Career Mentoring	14
Environment Campus	6	Surveys	15
2023/24 Carbon Emissions	6	Access Activities	15
Education for Sustainable Development	6	Social Justice Partnerships	16
Water Management	7	Hull FC and University of Hull Rugby Hub	16
Waste Management	7	Deep Palm Oil Partnership	16
Print Services	8	Fostering Women's Leadership in Ukrainian Academia Project	17
Catering	8	Football Leadership	17
LEAF	8	Appendix: SDG Mapping	18
Climate Café	8	Appendix: Greenhouse Gas Emissions	19
Environment Partnerships	9	Methodology	20
Hull University Business School & Wren Kitchens	9	Independent Limited Assurance Report to University of Hull	24
Carbon Literacy Training	9		
Hull University Business School & The Royal Mint	10		
Climate Competition	10		
Social Justice Research	11		
The Hull We Want	11		
Safer: The Story of the Roundheads.	11		
Youth-led Climate Adaptation in Vietnam	12		
Diversity in the Offshore Wind Sector	12		





Foreword

It is my pleasure to introduce the University of Hull's latest Sustainability Report.

Through our transformative education, innovative research and unwavering commitment to social justice, the University continues to enrich lives and shape a fairer world where everyone can thrive without compromising the future of our planet or its inhabitants. We are proud to be playing our part in the global, collective action required to address the interlocking social, economic and environmental challenges facing humanity.

Our Sustainability Report presents just a selection of the work undertaken by our students, researchers and partners over the last year. Together, we are supporting businesses to understand and reduce the carbon footprint of their products, packaging and supply chains. Our work in offshore wind is improving the design and manufacture of wind turbines and helping this rapidly growing sector develop a diverse and highly skilled workforce. We are raising awareness of sustainability challenges among our University community through the monthly Climate Café events hosted in partnership with Hull University Students' Union.

With our partners at Mariupol State University in Ukraine, we are working to promote gender equality and inclusion in academic leadership and beyond. We are using theatre to amplify the voices of the LGBTQIA+ community and tackle homophobia in sport. And, reflecting our strong track record in widening participation, each year our outreach programmes continue to support the education and career aspirations of thousands of young people from disadvantaged backgrounds.

We were delighted to be recognised this year as a bronze-level Carbon Literate Educator by the Carbon Literacy Project and to receive a silver award in the 2024 Stonewall Workplace Equality Index for our work in creating a welcoming and inclusive campus community.

Reflecting the profound sense of place within our Strategy 2030, we are committed to collaborating with partners across our region to support decarbonisation of the Humber, one of the largest emitters of carbon in Europe. Our own carbon neutrality plans had originally relied heavily on the construction of, and resulting energy generation from, solar farms on University-owned land. Issues with planning permission and grid connection, however, have allowed us to take a step back, review our emissions reduction levers across the University and reset our commitment. This also enables us to take advantage of improvements in carbon emission tracking to expand our ambitions for our campus, aiming now to achieve net zero across all direct and indirect (scope 1, 2 and 3) emissions by 2040.

As we reflect on all that we have achieved over the past year, the work to deliver our Strategy 2030 and fulfil our vision for a fairer, brighter and carbon neutral future continues. I am honoured to be part of Hull's warm and talented community as we strive to improve education and healthcare, tackle poverty and hunger, fight inequality and protect our planet.

Jeremy Hartley
Chief Finance Officer
University Sustainability Lead

Net Zero Announcement

We first announced a commitment to carbon neutrality for scope 1 and 2 in 2019, since our announcement we have worked hard to reduce our emissions with building management, purchasing and behaviour change activities. As worldwide understanding and development of greater carbon emissions identification and tracking has enabled greater reporting and target setting we now have a clearer view of our total carbon emissions output. Moving away from carbon neutrality for scopes 1 and 2 to net zero empowers us to tackle scope 1, 2 and 3 emissions concurrently.

The Humber Region is one of the biggest emitters of carbon emissions in the UK and 2nd in Europe. We will reduce our own carbon emissions, and, through our research, knowledge exchange and partnerships, support and develop decarbonisation across the region and beyond, before the UK government's deadline of 2050.

Through a combination of tackling direct emissions that we own, and control (scope 1), indirect emissions from energy that we purchase and use (scope 2) and other indirect emissions, such as those from suppliers, travel, waste disposal etc. (scope 3) we will work towards being Net zero by 2040.

This will be achieved through a range of measures, including upgrading technologies such as campus lighting, hot water and heating systems to make them more energy and carbon efficient; more efficient use of space on campus; realising opportunities to install solar energy panels on campus and, longer term, off campus. We will review our suppliers, and work with them to reduce their emissions, shift towards low carbon suppliers and review our policies and investment strategies to ensure they are as carbon efficient as possible. Any carbon offsetting we would look to undertake would be through UKRI Sustainability Concordat accredited schemes only.

We will maximise the opportunities our research brings to explore how carbon reduction and removal activities could enhance not only our own teaching and research but bring further opportunities for carbon reduction across the region and worldwide.

We will embed our Carbon Literacy training within our degree programmes and across all staff inductions, and continue to train and support local businesses in carbon literacy education.



Overall highlights



39.40%

OVERALL RECYCLING
RATE IN 2023/24



130 students

THE WORKING WARDROBE PROJECT WAS ESTABLISHED TO HELP STUDENTS TACKLE THE COST-OF-LIVING CRISIS, WHILE RECOGNISING THE BROADER MOVE AWAY FROM FAST FASHION. AT OUR 2024 EVENT 130 STUDENTS ATTENDED AND LEFT WITH WORKWEAR CLOTHING ITEMS



Move for Your Mind

2023/24 WE DELIVERED **491** SESSIONS TOTTALLING OVER **800** SESSION HOURS WITH **1822** ACTIVE MEMBERS AND **5548** TOTAL ATTENDANCES



Silver recognition award

WE HAVE RECEIVED THE 2024 SILVER RECOGNITION AWARD FOR OUR CONTRIBUTION TO LGBTQIA+ INCLUSION



Bronze Carbon Literate Educator

ACCREDITED BY THE CARBON LITERACY PROJECT



People and planet

2:1 for 2023/24

We scored
60.1%
and ranked
33rd out of 151
UK institutions

Times Higher
Education
Impact
Rankings
2024

101-200
out of 1963
institutions
in the overall
ranking, with
the individual
SDGs ranked
separately



59
OUT OF 1108
INSTITUTIONS



39
OUT OF 628
INSTITUTIONS



11
OUT OF 1086
INSTITUTIONS



12
OUT OF 2031
INSTITUTIONS

REWILD Research Cluster

Rewilding is the large-scale restoration of ecosystems by allowing reinstatement of natural processes and missing species. This research focuses on understanding the impact of and improving rewilding projects. Our research cluster is addressing this challenge by combining innovative approaches from the disciplines of ecology, social science, psychology, and systems thinking, across several University Departments, and working closely with stakeholders to understand the impact of, and improve rewilding projects.

Using eDNA to uncover the impacts of rewilding on entire ecological communities

Clare Cowgill's project uses eDNA alongside camera and acoustic data to assess ecological communities in different rewilding projects, including the restoration of Caledonian forests and beaver reintroductions.

Effective biodiversity monitoring of river rewilding projects

Clare Collins project aims to improve our understanding of eDNA data from river water samples, in turn increasing the effectiveness of biodiversity monitoring of river rewilding projects.

Greening Blue spaces in Hull

Mathew Morgan's research is exploring urban biodiversity around blue spaces using traditional and modern ecological approaches and understanding the societal value of blue spaces in urban settings.

Rewilding the sea: perceptions, values and challenges

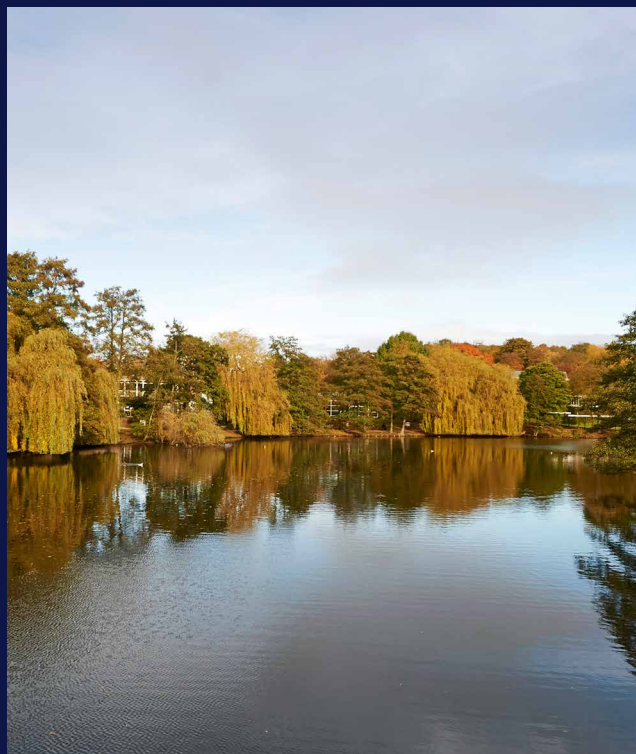
Esther Brooker's project is identifying social values and perceptions about marine rewilding to increase understanding of the positive and negative impacts and explore how ecological and social outcomes can be improved.

Understanding Environmental Adaptability in Wild Mammalian Carnivores: a Multidisciplinary Perspective

Kristy Adaway's project aims to determine how wild British mammalian carnivores may adapt to rewilded areas, and how public perceptions of carnivores could impact the success of rewilding programmes.

Optimising Blue Carbon Storage in Estuaries Using Rewilding and Eco-engineering Approaches

Charlie Trotman's project is providing vital information on the relationship between sedimentation rates, community structure and carbon sequestration dynamics in outer-estuary managed realignment sites in the Humber in the context of Site of Special Scientific Interest designation and rewilding.



Sustainable and Renewable Offshore Wind Energy

As wind farms grow in size and expand to deeper waters, overcoming challenges in the design, manufacture and control of wind turbines could enable fast deployment leading to lower consumer costs and less reliance on non-renewable energy sources.

The £7.7 million partnership between the Universities of Hull, Durham and Sheffield and two global energy companies, Siemens Gamesa Renewable Energy and Ørsted, is contributing significantly to making the production of offshore wind energy more economical and sustainable through innovation in advanced technologies.

This collaboration has made vital improvements to offshore wind turbines, which could help them generate more renewable energy and reduce the UK's reliance on fossil fuels. As part of the collaboration, which included several projects at each university, a team of researchers in Hull's School of Engineering, led by Professor James Gilbert, has developed methods to monitor the manufacture of wind turbine blades to improve quality and reduce waste.

These advancements, along with research being carried out at Sheffield and Durham universities, will help ensure that manufacturers can have better control over the manufacturing process, improving yield and ensuring that offshore wind turbines are operating more efficiently and continue operating for much longer periods of time.



“The research at the University of Hull addressed specific challenges in design, manufacture and control of wind turbines but working with colleagues in other research groups often inspires new ideas and approaches. The close collaboration with the industry partners ensures the work remains focused on real industry challenges and aligns to wider needs of the sector. It also provides great opportunities for wider collaboration and helps develop the future high-level skills needed to grow the sector.”

Professor James Gilbert
Professor of Engineering



2023/24 Carbon Emissions

- Scope 1 emissions are defined as the direct emissions from owned or controlled sources.
- Scope 2 emissions are defined as the indirect emissions from the generation of purchased energy.
- Scope 3 emissions are defined as all indirect emissions, not included in Scope 2, that occur in the value chain of the reporting company both upstream and downstream. Supply chain, staff travel, student travel for studies, international student travel from home country to UK, staff commuting to work, waste, water, 3rd party on campus student accommodation.

Scope 1	3,785 tCO ₂ e
Scope 2	3,214 tCO ₂ e
Scope 3	58,098 tCO ₂ e

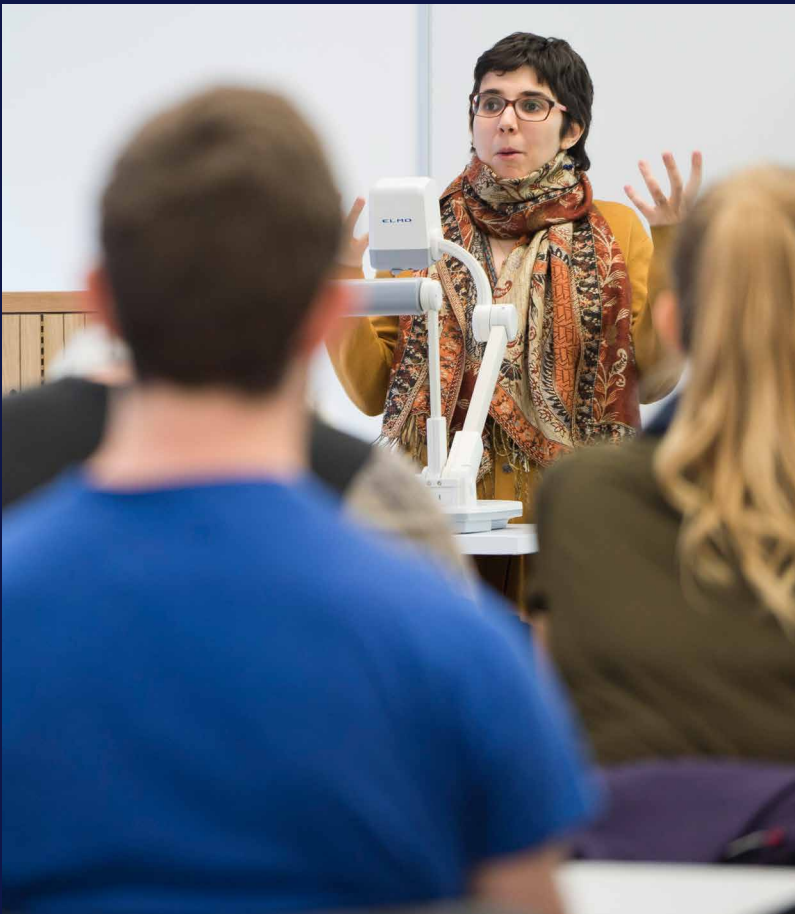


Education for Sustainable Development

At the University, the principles of education for sustainable development (ESD) are embedded within the Strategic Plan (Strategy 2030) and the current Education Strategy, and primarily realised through the implementation of Transforming Programmes and the University Competence Framework.

In 2022/23, 8 student partners representing 7 programme clusters worked with academic staff in their disciplines on SOS-UK's *ESD Changemakers* project. First, students conducted a curriculum mapping exercise, assessing the extent to which the module specifications for their programme of study included, either implicitly or explicitly, the UN Sustainable Development Goals, the ESD Competencies, teaching practices that support ESD, and several university frameworks.

Our students then used the mapping results to work with academic partners to explore how ESD, and sustainability more generally, could be embedded in their programmes, and presented these at a final learning event in May 2023, making several exciting suggestions, some of which are quick wins, others longer term, ambitious projects.



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.

Carbon Emissions in Tonnes CO2e	2020/21	2021/22	2022/23	2023/24
Water	16	12	20	13
Wastewater	28	21	21	15

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. Our total recycling rate for 2023/24 was 39%.

Waste Stream (excluding construction related waste)	2020/21		2021/22		2022/23		2023/24	
	Tonnes	%	Tonnes	%	Tonnes	%	Tonnes	%
Mixed Recycling	145.64	26.03	377.71	45.34	224.78	34.95	232.99	33.11
Composting	89.50	15.99	61.60	7.39	22.14	3.44	28.96	4.13
Anaerobic Digestion	10.16	1.82	4.60	0.55	8.31	1.29	13.09	1.87
Total Recycling Rate	245.30	43.84	443.91	53.28	255.23	39.70	274.35	39.40
Incineration	11.10	1.98	9.10	1.09	1.62	0.25	2.06	0.29
Landfill	0.88	0.16	0.43	0.05	0.32	0.05	0.0	0.00
Used to Create Energy	302.30	54.20	379.65	45.57	385.90	60.01	425.14	60.60
Total	559.59		833.09		643.07		701.56	



Print Services

As part of our ongoing environmental sustainability internal actions review we reduced the number of multi functioning printers across staff areas on campus over the past 2 years. This reduction in printers supports a wider behaviour change amongst our staff to consider if they need to print, scan or copy documents or if they can remain paperless. Where use of the printers is necessary we purchase and provide all paper from the woodland trust, who are the UK's largest conservation woodland charity.

Catering

Our catering team are committed to reducing food waste across our campus. To support this food products are identified where possible for their use and repurposing across multiple dishes, short dated stock is identified and directed to busier outlets, Waste oil is recycled or made into bio fuel and Waste food goes to make bio food.



LEAF

Laboratory-based research is essential for advancing society but it is also extremely energy and resource intensive. It's estimated that laboratories are responsible for around 2% of global plastic waste and use 3-10 times more energy per meter squared than a typical office. By joining the LEAF programme, laboratories reduce their carbon emissions and create an environment that supports research quality.

We are passionate about reviewing our current activities and practices to support the transition to reduce our wastage and improve our process. Currently 2 University of Hull laboratories have been accredited with a bronze level certification. Work is ongoing across our faculty's and laboratories to share good practice and efficiency assessment frameworks.

Climate Café

Our Energy and Environment Institute and HUSU host monthly climate café events during the academic year creating a space for students and staff to debate, discuss and highlight issues around climate change, and environmental sustainability. Key themes discussed at 2023/24 climate cafés have included world water day, earth day, sustainability renewable energy and Biodiversity. Guest speakers and key academics provide short talks on the events topic to support increased education and awareness of these climate related issues.



Hull University Business School & Wren Kitchens

Wren Kitchen's environmental team has partnered with specialist academics from our Business school to accelerate their journey to net zero. The partnership will take advantage of a unique supply chain carbon mapping tool, designed and developed at the university, to support the company become more sustainable.

Wren Kitchens and the University secured a Knowledge Transfer Partnership (KTP) from Innovate UK, to fund the two-year project. The KTP will facilitate accelerated access to this specialist expertise and knowledge within Hull University Business School.

This partnership is designed to deliver a range of benefits for Wren Kitchens, while allowing customers to make informed decisions around the sustainability of their chosen kitchens and appliances. The project will go beyond understanding operational carbon to transparency of whole-life carbon of a kitchen, which is the combination of embodied and operational emissions, essential for the built environment and achievement of the UK's net zero target by 2050.

Lead academics from Hull University Business School Dr Sarah Shaw and Linda Whicker are working with the senior safety and logistics team at Wren Kitchens - supported by KTP Associate, Aghogho Egbo. This will provide the foundations for an inhouse sustainability team, facilitating access to new emergent eco-conscious markets globally.



"The ultimate aim of the project is to fully embed environmental sustainability into the company beyond the project, to support Wren Kitchen's on their rapid and successful growth trajectory. The initial focus area is to establish an accurate carbon baseline for their supply operations, this will then unlock so many opportunities."

Linda Whicker

Senior Lecturer in Logistics and Supply Chain Management



Carbon Literacy Training

We have recently been recognized as a bronze level Carbon Literate Organization by The Carbon Literacy Project. This award recognises and acknowledges the efforts of our colleagues who have developed, facilitated, and completed our accredited Carbon Literacy training course over the last year. Training has been delivered to staff, students and businesses and our vision is that students who graduate from Hull by 2030 will be Carbon Literate. We will achieve this by embedding Carbon Literacy training within our degree programmes, student and staff inductions. Through our carbon literacy training, we will empower our colleagues, students and organizations to make the cultural shift that is needed to identify innovative ways to reduce carbon emissions further, to support our plan.

"I am delighted that we've been recognised as a bronze level Carbon Literate Organisation by The Carbon Literacy Project. This award recognises and acknowledges the efforts of our colleagues who have developed, facilitated, and completed our accredited Carbon Literacy training course over the last year. It also highlights Hull University's commitment to reducing emissions to help tackle climate change. We are excited to embark upon this journey, supporting and empowering our colleagues, students, and organisations to make a difference"

Jeremy Hartley

Chief Finance Officer & University Sustainability Lead



Hull University Business School & The Royal Mint

The initiative aims to provide more sustainable packaging options for the UK's oldest company by using a new AI platform that can predict the properties of new materials and optimise their composition more accurately and efficiently than current platforms.

This partnership marks just one of The Royal Mint's sustainability initiatives including its commitment to become net zero joining a roadmap of planned activity to help achieve its near and long term Science Based decarbonisation Targets (SBT's).

"The project has been made possible with a fund match from The Higher Education Innovation Funding (HEIF), which supports knowledge exchange between higher education providers and the wider world that benefits society and the economy." Dr Sarah Shaw, Director of MBA Programmes & Reader in Logistics & Supply Chain Management.

To aid improvements in packaging sustainability, The Royal Mint has developed a net zero packaging working group. The group reviews existing packaging solutions to identify opportunities for minimising material use, or using lower carbon, circular materials while maintaining product integrity and performance. Insights are also obtained from market research and engaging with suppliers and customers.



"This exciting venture marks one of several endeavours The Royal Mint is embarking on as part of our business transformation. A focus on sustainability sits at the heart of our business, and this includes investing in our product packaging solutions."

Inga Doak

Head of Sustainability at The Royal Mint and Net-Zero Business Lead



Climate Competition

In partnership with UPP students took part in a competition to identify sustainability issues at the University of Hull and propose ideas to solve them. Students worked individually or in pairs to identify a sustainability issue, question or problem and then develop a short pitch on how to solve them. Submissions pitches by students outlined their sustainability issue and solution on how to embed sustainability issues in our university curriculum and our university goals. Winners then received cash prizes, and the top four participants went on to represent the University of Hull at the YU Multi-University Challenge Day on 1 December 2023.



The Hull We Want

#thehullwewant is a community partnership project, hosted at the University, which explores the needs of communities aiming to inspire their dreams. The project works across new and established communities and generations in the city; including young people, students, partners, service providers and policy/decision-makers. It is built on our research ethos of EmPAR: a combination of emancipatory and participatory research approaches, which seeks to shift power imbalances by foregrounding and valuing the voices of participants as experts in their lived experience.

The project utilised novel engagement tools including a conversation couch and a wishing washing tree which displayed needs and dreams. The tools were unusual but familiar so generated a welcoming atmosphere. This enabled participatory research to take place in the form of storytelling through informal conversations. The asset-based community development aspect enabled us to draw out, recognise and value what is strong

not wrong in communities. We identified assets and potential – and, using radical community development, explored issues raised in dialogue.

So far it has led to strong partnerships with Humberside Police and Hull City Council, providing them with the needs and dreams of the people of Hull. It has inspired culture change; partnering with Hull's Health and Wellbeing Board to refresh their engagement strategy. Building on the grassroots participatory approach, the Health and Wellbeing Board refreshed future priorities and incorporated the project name and ethos to signify their intent

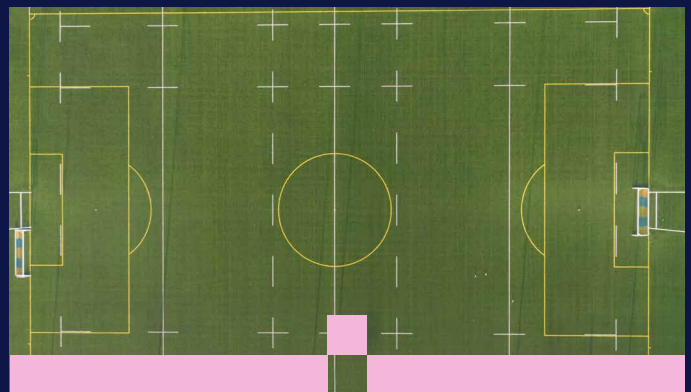


Safer: The Story of the Roundheads.

Dr David Eldridge and Dr Lucy Fielding have combined research theatre, and community engagement intersect to drive change and amplify the voices of the LGBTQ+ community in sports. Five years ago, Hull Roundheads, the first LGBTQ+ sports team in Hull, took a bold step to eliminate barriers faced by the LGBTQ+ community in sports. Guided by the global mission of International Gay Rugby (IGR) to eradicate homophobia and transphobia in rugby, they embarked on an inspiring journey.

Powered by funding from the Wellcome Trust, which is managed and supported by the British Science Association, The Ideas Fund is a unique model, which offers the Roundheads, as the community partner, an opportunity to drive the project idea and be matched with a researcher from the University – to create the play Safer, to enhance mental wellbeing, the theme of the fund, by valuing the voices of the team through knowledge exchange between the two partners.

“Safer” goes beyond the stage, serving as a catalyst for transformative conversations. Following each riveting performance, audiences openly share their deeply personal stories, creating a rich tapestry of experiences that resonate far beyond Hull's borders. This project, born out of the determination of a local sports team, demonstrates that inclusivity in sports is not merely an aspiration but an achievable reality. “Safer” stands as a testament to the power of storytelling, theatre, and community engagement, inspiring essential dialogues and making a profound mark.



“Using the Ideas Fund to hire researchers who encouraged the Roundheads to tell their stories with such honesty and intimacy, has been transformative: generating a work that resonates so universally with other peoples’ experiences of exclusion and the desire for a ‘safe’ space to be their authentic selves.”

Dr David Eldridge
Senior Lecturer in American Studies



Youth-led Climate Adaptation in Vietnam

Our research is developing creative, youth-led perspectives and action on the climate challenges facing one of the most populous, economically important and ethnically diverse areas in Vietnam and beyond in South-East Asia.

High-cost interventions to combat such impacts—such as flood defences—are unlikely in low- to middle-income countries like Vietnam. Therefore, enabling communities to adapt to their changing climate through education, awareness-raising, and capacity development among citizens is an essential step in building community-led climate action and resilience.

The research approach foregrounds working in partnership with young people – to support them to identify imaginative ways to mitigate climate change challenges. Youth-led and/or co-creation is used to explore how local, traditional and indigenous knowledge can develop wider understandings of both the issues and tangible action and adaptations. Such an approach

is used to support local and societal resilience through an innovative partnership approach that incorporates peer-to-peer, intergenerational and cross-/inter-cultural forms of collaborative learning.

The research has worked towards mitigating the impacts of climate change on the diverse rural and indigenous communities which inhabit one of Vietnam's most important river catchments. The research is also now engaging practitioners and policymakers across Southeast Asia to learn from and apply the lessons learnt from this research.



Diversity in the Offshore Wind Sector

Employment in the offshore wind industry is expected to grow rapidly in the coming years with a projection of over 100,000 employees in the sector by the end of the decade. Currently women make up only around 20% of the workforce and representation of ethnic minorities is also well below the national average.

This research undertook a scoping exercise and produced a Equality, Diversity and Inclusion in Engineering scoping study report. A key finding from this report was that actions to promote diversity and inclusion are often uncoordinated and short lived and that a more joined up approach would be more effective. In addition, the report identified the importance of addressing all stages of the 'leaky pipeline' of talent into the sector. The results of this research are being recognised by the sector including through the Offshore Wind Industry Council's (OWIC) best practice guide on diversity and inclusion.

We have therefore developed activities to promote engagement with the ORE sector for school age children and their parents/ carers. One of which was publication of a new children's adventure book to communicate offshore renewable energy, developed with Supergen Offshore Renewable Energy Hub. We have also employed unconventional approaches such as the use of music/dance/video in the Turning the Tide project, to promote engagement in the offshore wind sector.



Gender Pay Gap

The gender pay gap refers to the difference in average earnings between men and women across the organisation. It is typically expressed as a percentage of men's earnings. The median average arranges all the individual salaries of female employees (FTE's) in lowest-to-highest order, to find the exact 'mid-point' wage. This is then repeated with male colleagues and the difference between these become the 'gap'.

Changes to the YOY calculation from 2021/22 to 2022/23 were made to include additional voluntary pension contributions within the report. This impacted negatively on the hourly pay rate and created a change from our previously published median gender pay in 2022/23 from 12.6% to 14%. We have updated the figure to include the AVC as these contributions will be included for 2023/24 reporting and in the future.

Measure	2020/21 (Baseline)	2021/22	2022/23	2023/24
Median Gender pay gap	13.7%	12.4%	14.0%	12.3%



Stonewall LGBTQ+ Inclusive Employer Silver Award

The University of Hull has been proud Stonewall Diversity Champions since 2016 and has recently received the Silver recognition award for our contribution to LGBTQIA+ inclusion.

Some key initiatives that have contributed to this include:

- We have improved our governance of Equality, Diversity, and Inclusion (EDI) by introducing a University-wide governance board to improve accountability and cross-departmental initiatives.
- We have reviewed our EDI policies, and invested in EDI training with 91% of all employees having now completed EDI training, and we have improved the skills and representation of our interview panels.
- We have reinvigorated our LGBTQIA+ staff network to embed LGBTQIA+ equality across our campus.
- We have continued our commitment to our pioneering Jeremy Round LGBTQ+ and Attitude Magazine Foundation LGBTQ+ scholarships. So far, through these groundbreaking initiatives we have awarded 33 £1,000 awards to disadvantaged LGBTQ+ students.



Move For Your Mind

We're thrilled that our Move for your Mind programme received the 'Active Wellbeing Award' at the British University College Sport (BUCS) National Awards, in recognition of the excellent social sport offer here at Hull takes place right here on campus every single week throughout the academic year. The programme is a great way to keep yourself active, meet new people and support your overall physical and mental wellbeing along the way. The best thing about Move for your Mind is that there are over 16 sessions a week to choose from which take place at the Allam Sports Centre that has recently had a £17 million investment in the facilities. In 2023/24 we delivered 491 sessions totalling over 800 session hours with 1822 active members and 5548 total attendances.



Working Wardrobe

Now in the second year of operation our Working Wardrobe event enables students to shop donated workwear to set students up for success when attending graduate job interviews and starting in the workforce. The event donations were received both internally from staff and externally from a number of local businesses. At our 2024 event 130 students attended and left with workwear clothing items.

"The event goes beyond careers and employability and aligns really well with efforts to support student belonging and community on the campus as well as demonstrating the university's commitment to sustainability. I really enjoyed it and it was fantastic to see the engagement with students who spoke very positively about the initiative and also the wider support they have received from Careers Service and the University."

Joe Hancock
Head of Careers



Career Mentoring

Our Career Mentoring Programme delivered within the Careers Service aims to enhance student confidence, insight and awareness of employment options, whilst supporting the transition from student to graduate employee or self-employment. In the academic year 2023/24 133 students engaged with mentors to receive advice, personal insight on their career area and an opportunity to ask question.

"My experience of mentoring has been brilliant; I've worked with 2 different mentees and seen both increase in confidence and even supported one of them to gain the internship they hoped to be part of. I have gained a real sense of accomplishment from working with the mentees, along with honing my own coaching skills. Their willingness to learn is what keeps me coming back to the programme year after year."

Jonathan Beagles
Training Consultant at Pareto Law & BA German with Business Studies Alumni



Surveys

Teaching at the University of Hull is not only recognised across the sector as being typically outstanding, but our students also feedback that their experience is too, with an average of 88% positivity for all undergraduate students around teaching on their course. Moreover, students feel their surrounding environment and support contribute to their positive experience. In the most recent International Student Barometer survey, when asked about the quality of the external campus environment and quality of campus buildings, students were 96% and 98% satisfied respectively, 2.3% and 7.4% above the global benchmarks.

'I have thoroughly enjoyed my study year so far. The ease of learning, the learning support and available learning facilities make it all very convenient to learn and thrive here. (ISB 2023)



Access Activities

University of Hull Fair Access office

The Fair Access Office designed, funded and delivered outreach programmes to support children and young people experiencing high levels of deprivation. These programmes offered opportunities to develop social and cultural capital, supported development of study skills, and provided information, advice and guidance on education and career pathways. Our ultimate goal is to support equal access to high quality education opportunities, for children facing significant socio-economically disadvantages. In 2023/24 our fair access team delivered 142 Activities with 394 Contact hours across 1,912 Participants.

Our Sparks programme is run across 13 partner schools working with students from year 7 to year 11 to raise aspirations and attainment for students from disadvantaged backgrounds. This programme offers advice, education, workshops and trips to the university, to improve social capital by enabling students to talk about university and visit the campus. This supports the student's understanding of university and wider career opportunities.

Humber Outreach Programme

In 2023/24 the humber outreach programme delivered 298 Activities with 870 Contact hours across 17,242 Participants, these outreach engagement activities are targeted to support areas including apprenticeships, university, student finance, vocational studies and well being. The Humber outreach programme is hosted and led by the university and funded externally by the OfS.



Social Justice Partnerships

Hull FC and University of Hull Rugby Hub

Based at the University of Hull, the hub unites Hull FC's rugby pathways from first team to grassroots for the first time, as well as seeing University of Hull students offered work placements in key fields such as sports science, coaching, analysis and media.

In a unique aspect of the partnership, the club's blossoming Centre of Excellence will also be based at the new hub, providing an unrivalled playing, training and education experience for young players as well as progression opportunities into higher education at the University.

This will offer enormous benefits not only to Hull FC and the University, but also the wider community, by creating an inclusive, high-quality provision to increase engagement and participation in rugby-related team sport coaching, community and education, regardless of background, age, disability or gender. We hope that the new partnership will inspire a legacy for rugby league in the city, with a 110 per cent increase in participation targeted within the first five years.

"It is a unique partnership in the education sector which reaches far beyond just sport and facilities, we will use rugby league and the partnership to create a clear pathway to higher education for young people across the region"

Steve Curtis
Director of Commercial services

3 GOOD HEALTH AND WELL-BEING



10 REDUCED INEQUALITIES

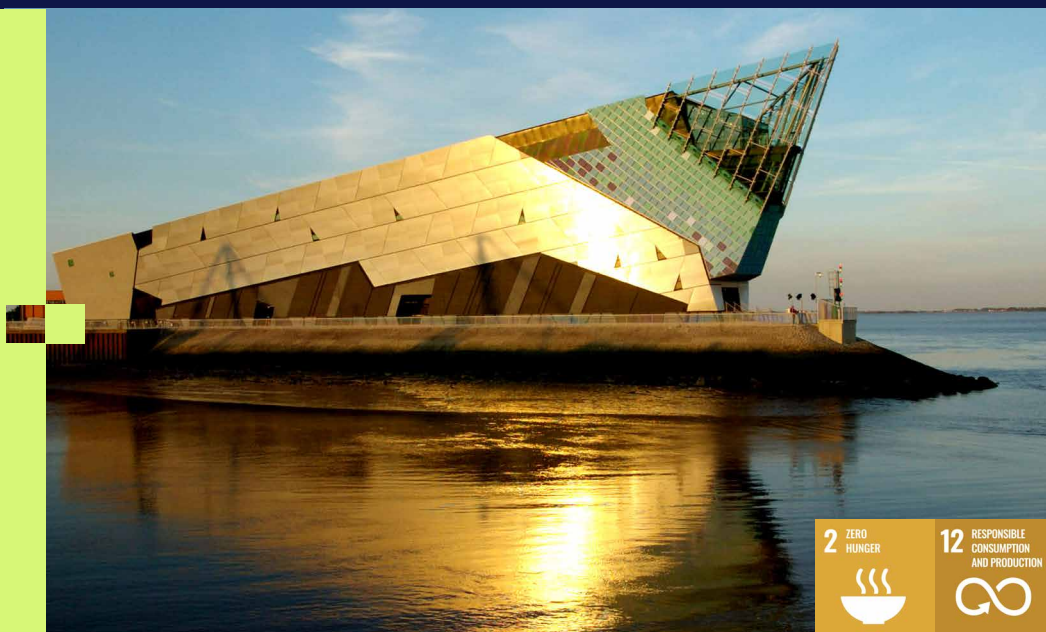


Deep Palm Oil Partnership

Our catering department carried out an audit and made the switch from their usual cooking oil to one which contains sustainably sourced palm oil. Our catering team will be continuing to review its supply chain and intend to make further changes in the future, continuing its journey as a sustainable palm oil champion.

"As a University, we're committed to sustainability and social justice and to doing our best for future generations to come. We were delighted to be asked by The Deep to join their excellent campaign for change and we hope that it continues to gather momentum."

Rob Stratton
Executive Chef
at the University
of Hull



2 ZERO HUNGER



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Fostering Women's Leadership in Ukrainian Academia Project

The initiative builds on the strategic partnership between the University of Hull and MSU, leveraging the rich academic and cultural synergies between our two institutions. Dr Stella Gonzalez Arnal (UoH) and Dr Natalia Marakhovska (MSU) lead the charge, promoting gender equality, diversity, and inclusion in academia. Their goal is to kickstart a big change towards making academic spaces inclusive, where everyone gets a say and all talents are valued.

The project outlines a plan with professional development courses and an international workshop to foster dialogue, share best practices, and propel the narrative of women's leadership and intersectionality in academia onto the global stage. A highlight is the 'Inclusive Leadership in Academia through Cultural Immersion' course aimed at empowering MSU academics with the skills to cultivate a culturally responsive and inclusive teaching and leadership landscape.

The significance of this project extends beyond the academic community; It shows how determined educators and leaders are, even when things get tough. By looking at things from different angles, the research will acknowledge the different problems people face, like gender, disability, age, and being displaced from their homes.



Football Leadership

The Football Leadership Programme provides a platform for students who wish to gain key employability skills working in football. Successful applicants will work with the Sport Development Team and the University's key partners on a bespoke development pathway fit to their developmental needs. In 2023/24 15 students of secured placements within the football leadership programme, this programme supports students to offer coaching, refereeing placements. The Hull sport programme in partnership with BUCS, ERCFA and Cottingham rangers enables opportunity's for students to undertake placements with the Cottingham rangers.



Appendix: SDG Mapping

SDG	Case Studies
1 NO POVERTY 	Hull we want Fair access team
2 ZERO HUNGER 	Catering Hull we want Deep palm oil partnership
3 GOOD HEALTH AND WELL-BEING 	Hull we want Move your mind award Fair access team Hull FC and University of Hull rugby hub Football leadership
4 QUALITY EDUCATION 	Education for sustainable development Climate Café Carbon literacy Youth-led climate adaptation in Vietnam Career mentoring Surveys Fair access team
5 GENDER EQUALITY 	UPP climate pitches competition Safer: The Story of the Roundheads Diversity in offshore wind sector Gender pay gap Stonewall silver award Fostering Women's Leadership in Ukrainian Academia project
6 CLEAN WATER AND SANITATION 	Rewild Water management
7 AFFORDABLE AND CLEAN ENERGY 	Sustainable and renewable offshore wind energy Diversity in offshore wind sector
8 DECENT WORK AND ECONOMIC GROWTH 	Diversity in offshore wind sector Career mentoring Fostering Women's Leadership in Ukrainian Academia project
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Sustainable and renewable offshore wind energy Print services UPP climate pitches competition

SDG	Case Studies
10 REDUCED INEQUALITIES 	Safer: The Story of the Roundheads Diversity in offshore wind sector Gender pay gap Stonewall silver award Career mentoring Surveys Fair access team Hull FC and University of Hull rugby hub Fostering Women's Leadership in Ukrainian Academia project Football leadership
11 SUSTAINABLE CITIES AND COMMUNITIES 	Rewild HUBS Wren kitchen UPP climate pitches competition Youth-led climate adaptation in Vietnam Diversity in offshore wind sector Gender pay gap Working wardrobe
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Sustainable and renewable offshore wind energy Water management Waste management LEAF Wren kitchens Royal Mint Working wardrobe Deep palm oil partnership
13 CLIMATE ACTION 	Sustainable and renewable offshore wind energy Scope 1, 2 and 3 emissions pathways Education for sustainable development Carbon literacy Youth-led climate adaptation in Vietnam
14 LIFE BELOW WATER 	Rewild Sustainable and renewable offshore wind energy
15 LIFE ON LAND 	Rewild Climate Café
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Fair access team Fostering Women's Leadership in Ukrainian Academia project
17 PARTNERSHIPS FOR THE GOALS 	Climate Café Fostering Women's Leadership in Ukrainian Academia project

Appendix: Greenhouse Gas Emissions

Carbon Emissions in Tonnes CO ₂ e	2020/21	2021/22	2022/23	2023/24
Scope 1				
Gas	4,649	4,667	4,139	3,785
Scope 2				
Electricity	2,991	3,105	3,337	3,214
Location Based emission electricity *	2,991	3,105	3,337	3,214
Market based emissions electricity **	-	-	0	0
Scope 3				
Electricity transport and distribution	265	284	289	284
Staff commuting	-	-	1,826	2,069
Student commuting	-	-	7,823	7,954
International students	-	-	7,406	15,250
Business Travel	426	3,746	5,135	1,199
Waste***	11	17	14	15
Water	16	12	20	13
Wastewater	28	21	21	15
Homeworking	-	-	288	355
Supply Chain	18,186	26,940	19,539	30,916
Scope 3 total	18,933	31,021	42,364	58,098
Total carbon emissions	26,592	38,828	49,853	65,097

* 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

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, waste and gender pay gap.

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 control over as of 2023/24. For KPIs 1 and 2, this relates to the 2023/24 academic year, covering August 2023 to July 2024. For KPI 3, the 2023/24 data covers April 2023 to March 2024, 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 the year ending July 2024 the Capital Investment Committee (CIC) approved the allocation of £10.1m of funds against existing qualifying capital expenditure.. The University allocated two projects that qualify under the Green Buildings category and two projects under the Sustainable Water and Wastewater Management category. From April 2022 to August 2024 the university has allocated a total of £37.858m to six projects qualifying within the Eligible Green Project Categories as established within the green finance framework.

Eligible Green Project Category – Green Buildings

- **Aura Innovation Centre** – allocation of £5.889m
This project, completed in November 2019, saw the development of a new building at Bridgehead Business Park to provide a focal point for collaboration in the region, particularly in relation to the offshore wind sector, to provide collaborative spaces for partners in that sector to support the growth and development of the supply chain. The final project outturn cost was £9.1m, with £3.2m being grant funded. The building fully meets the energy efficiency performance rating as defined within BREEAM (Excellent) ENE01 and therefore meets the use of proceeds criteria (see appendix) for a new build development.

- **Energy and Environment Institute building refurbishment** – allocation of £1.889m This project, completed in 2020, saw the refurbishment of the previous Chemical Engineering building, to create the new Energy and Environment Institute (EEI). The resulting high quality, contemporary office space resulted in improved conditions and additional working spaces for staff and students, and collaborative spaces for our partners, with improved energy efficiency of the building. The final project outturn cost was £2.0m. The internal fit out received an SKA gold rating, and therefore meets the use of proceeds criteria under the green finance framework, which specifies that a minimum rating of SKA silver should be achieved.

Eligible Green Project Category – Sustainable Water & Wastewater Management

- **Sustainable Drainage Systems (SuDS) Installation Project** – allocation £0.336m The project, completed in 2023, saw the installation of remote sensors to bring together on-campus and community surface water management measures into one monitoring and evaluation system. This helps to increase knowledge, widen acceptance and encourage deployment of SuDS, thereby raising community awareness of flood risk and mitigation techniques. The final project outturn cost was £0.336m. The project satisfies the Green Finance Framework by undertaking flood risk assessments to identify climate impacts and potential climate risks, and incorporation of building design flood mitigations.
- **Replacement of Campus Water Supply Infrastructure** – allocation of £1.994m This project, completed in 2023, saw the replacement of the campus water mains infrastructure, resulting in reduced water consumption, waste and carbon emissions, improved water quality and the prevention of ecosystem infiltration. The final project outturn cost was £1.994m. The project satisfies the Green Finance funding criteria by delivering the sustainable urban water supply and drainage system resulting in reduced water usage and waste.

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 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.

Following an internal review conducted from June to October 2024 of carbon neutrality actions and targets against the carbon neutral campus by the end of 2027 goal (for scope 1 and 2 emissions) changes to the scope of the commitment and reductions pathway planning were recommended. No changes were made to baselines, targets and standards for the 2023/24 reporting period. The recommended changes will be implemented for the 2024/25 reporting period.

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.

For KPI 1 the emissions are based on the location based 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 2023/24 emissions levels are based on the DEFRA factors for 2024.

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 apportioned 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 small number of University owned buildings (<5%) 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 level 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 2023/24 these emissions were less than 1.5% of the emissions from mains gas use.

The scope 2 emissions are made up of location-based Electricity consumption figures only.

KPI 2 – The KPI recycling rate 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 (classed as non-recyclable in our system) currently goes to incineration for energy recovery.

Our main waste contractor for the 2023/24 period removed all 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 has not happened during the 2023/24 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.

Confidential waste collection is charged by volume and the weight of this waste stream is estimated based on the number of full bags collected.

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 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.

Employee Status: Relevant Full-pay

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

Sustainability Performance Targets

KPI 1: Carbon emissions – a Location based carbon neutral campus by end of 2027

Measure	Baseline (1990)	Actual	Targets			
			2023/24	2024/25	2025/26	2026/27
tCO ₂ e	19,090	6,999	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 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 more than 50% since 1990. This includes a 33% reduction in carbon emissions since 2018/19.

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: Waste – 65% recycling rate by the end of 2027

Measure	Baseline (2018/19)	Actual	Targets			
			2023/24	2024/25	2025/26	2026/27
% Total recycling rate	26.0%	39.4%	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.

Measure definition - The KPI recycling rate 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 (classed as non-recyclable in our system) currently goes to incineration for energy recovery.

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

Progress to date - In 2018/19, the University produced 1,060 tonnes of waste (excluding construction-related waste volumes). By 2020/21, this had reduced to 559 tonnes.

The corresponding total recycling rates have improved from 26.3% in 2018/19 to 43.8% in 2020/21 to 53.28% in 2021/22 to 39.7% in 2022/23 and 39.1% in 2023/24 (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 year 2020/21 and for the reasons noted, it is therefore slightly skewed when compared to the data for the latest year.

KPI 3: Diversity and Inclusion – Reduce median gender pay gap to 9% by the end of July 2027

Measure	Baseline (2021)	2022/23 Restatement	Actual	Targets			
				2023/24	2024/25	2025/26	2026/27
Median gender pay gap	13.7%	14.0%	12.3%	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 government guidelines¹.

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”.

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.

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.

Changes to the YOY calculation from 2021/22 to 2022/23 were made to include additional voluntary pension contributions within the report. This impacted negatively on the hourly pay rate and created a change from our previously published median gender pay in 2022/23 from 12.6% to 14%. We have updated the figure to include the AVC as these contributions will be included for 2023/24 reporting and in the future.

Employee Status: Relevant Full-pay

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

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

In 2023/24, the University committed to and made progress in the following areas:

- Implemented a new EDI Governance structure, that encompasses all areas of the University to achieve a more cohesive, accountable and holistic approach to EDI. The governance board monitors the Gender Pay Gap on a quarterly basis to track progress against our institutional commitments. The board also reviews trends and responses to recruitment, retention, absence, and salary calibration.
- Re-established our internal staff networks alongside establishing new networks for colleagues who share protected characteristics, inclusive of allyship.
- Partnered with recruitment agencies to access female talent for senior roles, and prioritised succession planning for women. By January 2024, half of the upper and uppermiddle quartile were women.
- Continued our partnership with the Humber Women in the Workforce programme, a local programme that tackles skills gaps, confidence, and inequality
- We have introduced the Building Brilliant Leaders programme, an internal development programme for leadership.
- The University publishes an annual gender pay gap report where further information and data can be found.
- The median gender pay gap has reduced to 12.3% for 2023.

¹ <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations>

Independent Limited Assurance Report to University of Hull

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 ending 31 July 2024, listed in the Appendix 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 Officers 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 management

We 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 where relevant, International Standard on Assurance Engagements 3410 – “Assurance of 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 the University for our work or this report, including our conclusion.

Grant Thornton UK LLP

Grant Thornton UK LLP

Chartered Accountants

London

16th December 2024

The maintenance and integrity of the University's website is the responsibility of the University's 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 the University's website since the date of our limited assurance report.

Appendix: Subject Matter Information

Underlying Subject Matter	Units	Subject Matter Information
		31 July 2024
KPI 1: Carbon emissions Scope 1 and 2 GHG emissions	Tonnes CO ₂ e	6,999
KPI 2: Waste Total recycling rate	% of total waste	39.4
KPI 3: Diversity and Inclusion Median gender pay gap	%	12.3
Allocation of the proceeds from green debt instruments to Eligible Green Projects Categories in accordance with the "University of Hull Green Finance Framework"	£ Million	37.858



UNIVERSITY
of HULL

HULL.AC.UK