



## People & Planet University League 2025/26 Information

People & Planet's University League is a league table of UK universities ranked by environmental and ethical performance. It is compiled annually by the student campaigning network, People & Planet.

The ranking is assessed by People & Planet in the summer and published at the end of the year.

The following information outlines Leeds Arts University's sustainability activity in relation to [People & Planet criteria](#).

Assessed between August 11th-August 22nd:

- [Managing Carbon](#)
- [Workers' Rights](#)
- [Staff and Student Engagement](#)
- [Environmental Management and Auditing](#)

### MANAGING CARBON

1. Does the University have a publicly available carbon management plan which includes...(a) - (e)

We recognise our role in contributing to local and national initiatives regarding carbon reduction and the climate emergency.

Progressing from our previous Carbon Management Plan 2012-2020, we have developed our Estate Sustainability Plan which sets out our target to achieve net zero carbon emissions for the Leeds Arts University Estate by 2035.

The Plan has been approved by the University's Senior Management Team and resources to deliver the plan have been budgeted for. Significant long-term planning and collaboration with our partners and suppliers will also be required to meet the 2035 target.

The Plan on a page from the Estate Sustainability Plan is extracted below:

Plan on a Page

The target set for zero carbon emissions for Leeds Arts University Estate is 2035. In order to achieve this target, significant investment is required over the coming years.

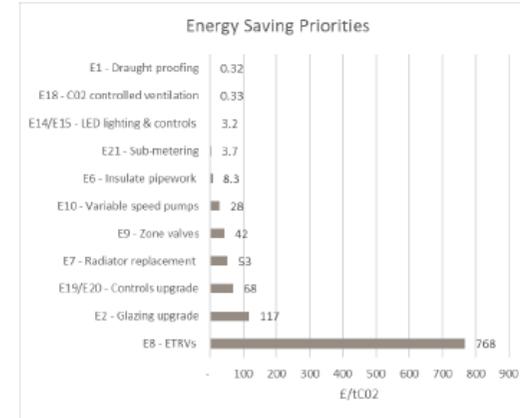
The delivery of the proposed pathway will require dedicated internal resource and significant long-term planning. As decarbonisation projects begin, the next tranche of projects should be planned and financed. The energy saving priorities set out here will assist in generating this prioritisation.

Emissions projections don't reach net zero by 2035, due to residual emissions from electricity demand. This will require an offset to achieve net zero carbon.

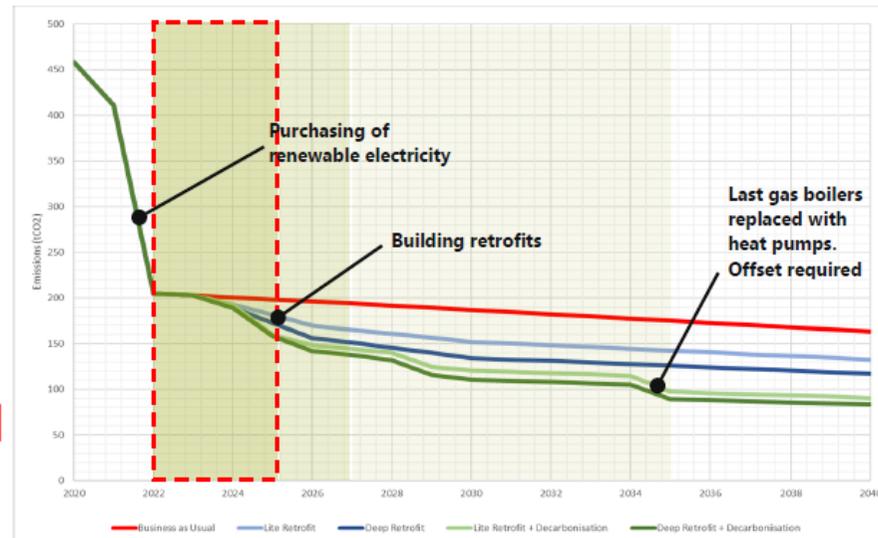
Estate Summary (For reference year 2019)	
Number of buildings	5 buildings
Total annual energy consumption (kWh)	2,942
Total annual carbon emissions (tCO <sub>2</sub> )	458

Decarbonisation option summary	Lite retrofit	Lite retrofit + decarb	Deep retrofit	Deep retrofit + decarb
Total carbon saving per annum (tCO <sub>2</sub> )	261	316	277	308
Total capital cost	3,200,000	5,100,000	5,100,000	7,000,000
Operational cost reduction	11.6%	14.9%	12.4%	15.3%
Cost savings per annum based on current energy prices	383,441	330,795	404,377	361,771

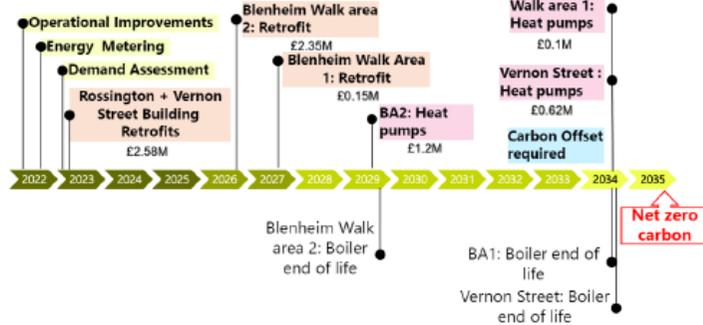
- Detailed Short Term Action Plan**
- Create a common submetering and energy consumption monitoring specification
  - Create a common performance specification for building management systems (BMS) and controls
  - Continue to implement programme of planned lamp and luminaire replacement and lighting systems maintenance
  - Plan and implement energy efficiency improvement measures to Rossington Street and Vernon Street
  - Start process of evaluating connection to the Leeds PIPES district heating network in Vernon Street



Leeds Arts University carbon emission projections (tCO<sub>2</sub>e/yr)



Leeds Arts University Journey to Estate Decarbonisation



Weblink: <https://www.leeds-art.ac.uk/about-us/sustainability>

a) A carbon emissions baseline for 2005 or later which covers all scope 1 and 2 emissions.

The total scope 1 and 2 emission baseline for 2005: 893 t CO<sub>2</sub>e (source: HESA EMR data).

In 2008, total scope 1 and 2 emissions were 1238 t CO<sub>2</sub>.

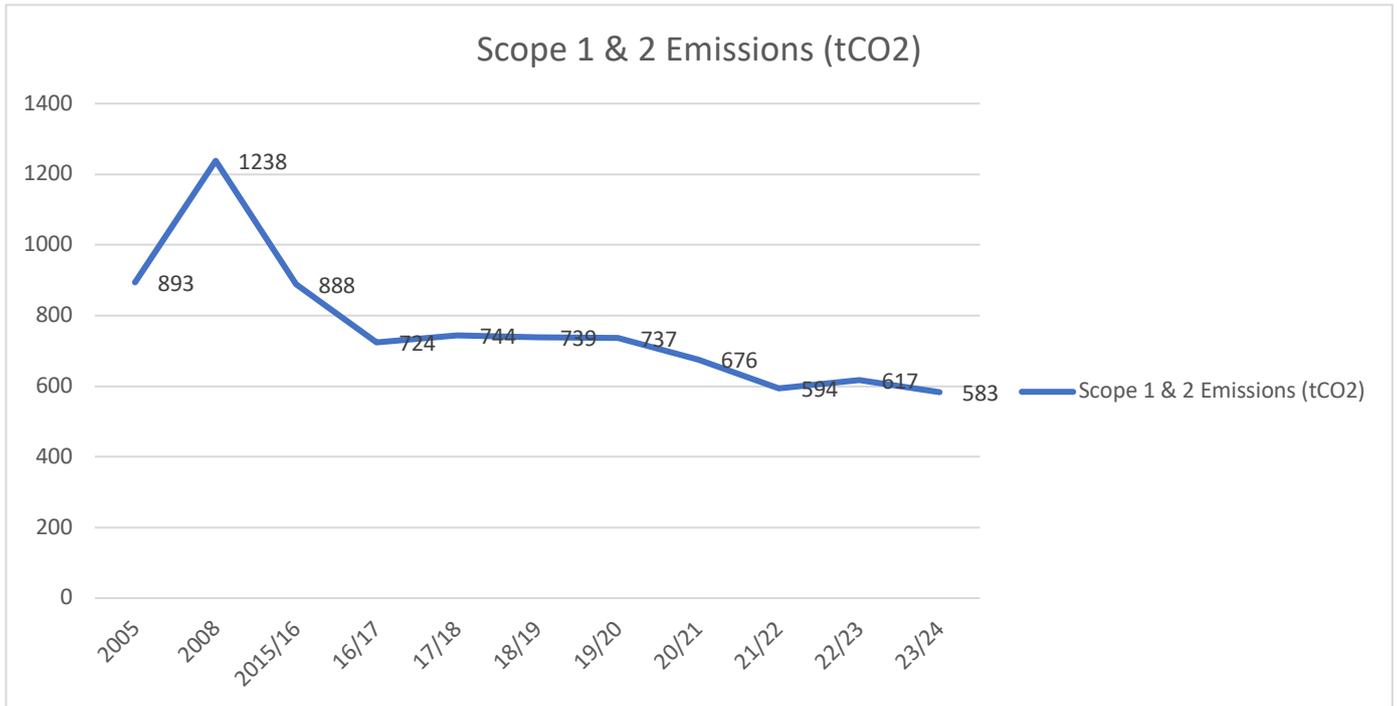
Since then, the University's carbon emissions have seen a downwards trend, despite the size of the estate increasing during this time (see comments in table below).

University carbon emissions are reported annually by consumption/generation source.

Cumulative annual carbon emissions are included within the University's Annual Financial Statements, available here: <https://www.leeds-art.ac.uk/about-us/legal-and-governance-at-leeds-arts-university>.

Year	Scope 1 & 2 Emissions (tCO <sub>2</sub> )	Comment
2005	893	<b>Baseline Data</b>
2008	1238	<b>Increase of 345 (tCO<sub>2</sub>) Against Baseline</b>
2015/16	888	Reduction of <b>5 (tCO<sub>2</sub>)</b> Against Baseline
2016/17	724	Reduction of <b>174 (tCO<sub>2</sub>)</b> Against Baseline
2017/18	744	Reduction of <b>149 (tCO<sub>2</sub>)</b> Against Baseline
2018/19	739	Reduction of <b>154 (tCO<sub>2</sub>)</b> Against Baseline
2019/2020	737	Blenheim Walk Extension completed. Increasing the overall Estate Area Footprint by 35%
		Reduction of <b>156 (tCO<sub>2</sub>)</b> Against Baseline
2020/2021	676	Reduction of <b>217 (tCO<sub>2</sub>)</b> Against Baseline Despite Significant Increase in the Estate Footprint
2021/2022	594	Reduction of <b>299 (tCO<sub>2</sub>)</b> Against Baseline
2022/2023	617	New Construction Project (café extension) commenced resulting in slight increase against previous year but a <b>276 (tCO<sub>2</sub>)</b> reduction against 2005 baseline.
2023/2024	583	Reduction of <b>310 (tCO<sub>2</sub>)</b> Against Baseline despite increased building area (café extension).

The graph below shows the University's Scope 1 and 2 emissions (tCO<sub>2</sub>) since 2005, indicating a continued reduction in the University's Carbon Emission despite a significant expansion of the University's Estate, which has increased by 40% since 2008



Note: The University resumed reporting - including of carbon emission data - to the HESA EMR for 2022-23 and for 2023-24.

- b) **A carbon reduction target for covering scope 1 & 2, consistent with an 80% reduction in carbon emissions by 2050 at a minimum AND at least one milestone towards this target before 2030**

The University’s emissions target of a net zero carbon estate by 2035 by far exceeds the minimum 80% reduction target by 2050. Our net zero target is detailed in the Estate Sustainability Plan covers scope 1, 2 and selected scope 3 emissions and aligns to the decarbonisation targets of the UK Government.

The Estate Sustainability Plan includes an Action Plan which indicates a number of short, medium and longer-term milestones towards our net zero target, including the retrofit of several building areas between now and 2030:

# Pathway to Net Zero Carbon

## Sustainability Action Plan

**Short term: 2023-2025**

- Implement sub-metering and energy consumption monitoring
- Implement no/low-cost energy saving interventions on buildings
- Replace LTHW pipework in Vernon Street
- Plan and implement energy efficiency improvement measures to the Vernon Street and Rossington Street

**Medium term: 2025-2027**

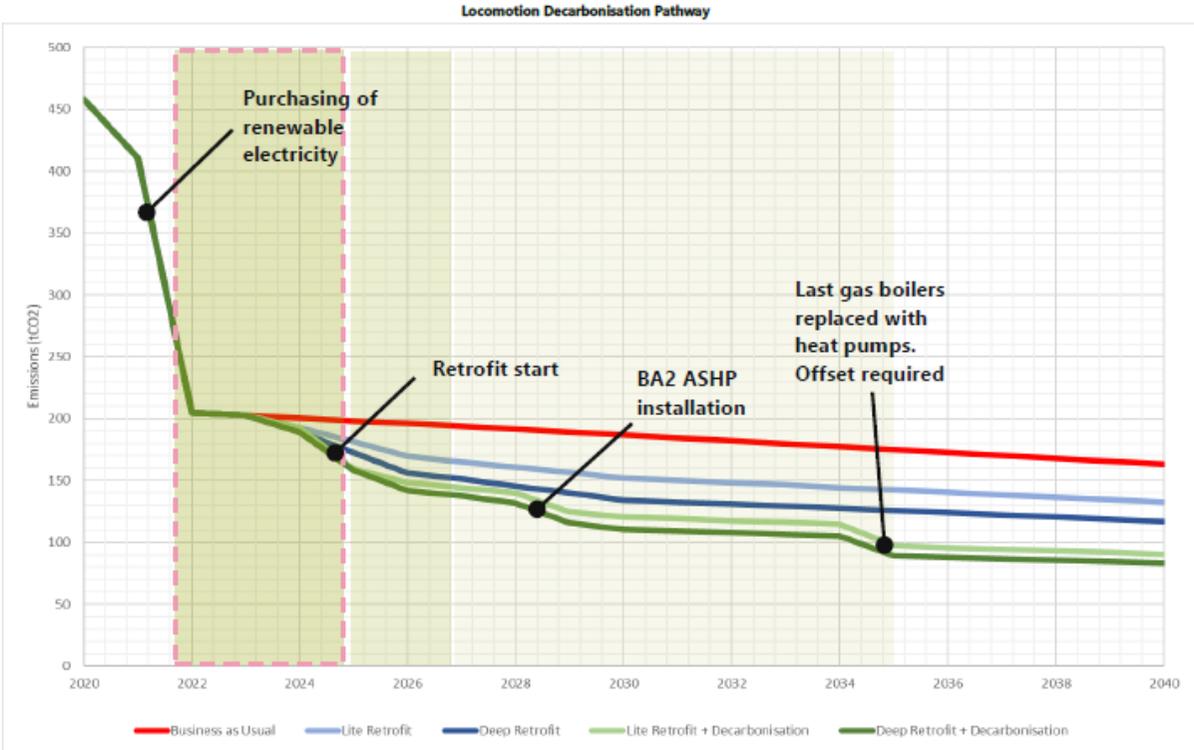
- Rossington and Vernon Street replacement for district heat network connection
- Plan and Implement energy efficiency improvement measures to Blenheim Walk Area 2.

**Long term: 2027-2035**

- Plan and Implement energy efficiency improvement measures to Blenheim Walk Area 1
- Blenheim Walk Area 1 boiler comes to end of life.
- Install air source heat pumps for BA1 in Blenheim Walk and Vernon Street estate.

**Detailed Short Term Action Plan**

- Create a common place submetering and energy consumption monitoring specification
- Create a common performance specification for BMS and controls
- Continue to implement programme of planned bulb replacement for LED and lighting systems maintenance
- Plan and implement energy efficiency improvement measures to Rossington Street and Vernon Street
- Start process of evaluating connection the Leeds PIPES district heating network in Vernon Street



Over the past year, a range of refurbishment works have been progressed to deliver on actions in the University’s Estate Sustainability Plan. These include:

- **LED roll-out:** over 95% of lighting switched to LEDs at Blenheim Walk campus, with installation works in remaining studios scheduled for completion over Summer 2025. C. 70% of lighting at the Vernon Street campus is already LED and the remaining 30% will be progressed following completion at Blenheim Walk.
- **Secondary glazing:** The Tender has completed and been awarded for new sympathetic and fully reversible secondary glazing to our Vernon Street and Rossington Street buildings. The scheme is underway and scheduled to complete across both sites by the end of August 2025. The thermal and acoustic performance of these two listed buildings significantly improve as a result of these works.

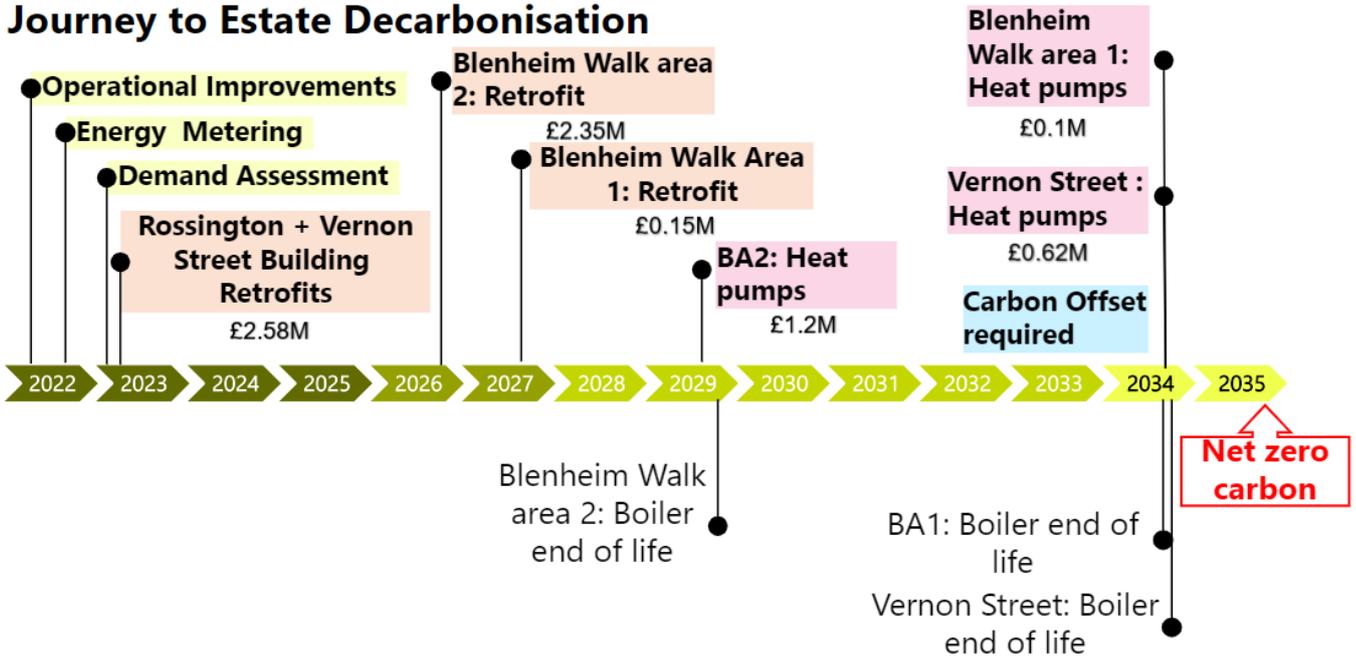
The summary matrix below outlines proposed Estates Sustainability projects and milestones over the next 5 years:

LAU Estates Sustainability Capital Projects 2025-2030	Within Period	25-26	26-27	27-28	28-29	29-30
<b>Blenheim Walk</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
BA2 Main Plant Room Obsolete Gas Boiler Replacement for Heat Pumps			█			
BA2 DCB Gas Boiler Replacement Pumps Heat Pumps			█			
BA2 Replacement of Remaining old Windows				█		
Install Additional PV's for energy Generation				█		
BA2 Improve Flat Roof Insulation					█	
<b>Vernon Street</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
Install PV's for energy Generation				█		
Install External Glass Box/Porch at Entrance to Create Insulating Lobby			█			
Install Heating Control Valves to Each Floor				█		
Connect to Leeds Pipes District Heating Scheme if energy market conditions make it viable	█					
<b>Rossington Street</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
Install PV's for energy Generation				█		
Install Heating Control Valves to Each Floor						█
Upgrade Roof Lights to Double High Performance						█

c) Includes a budget for the carbon reduction plan.

The Plan on a page extract (provided below) from the Estate Sustainability Plan shows indicative budget required for Leeds Arts University’s journey to estate decarbonisation.

## Leeds Arts University Journey to Estate Decarbonisation



Page 27 of the Estate Sustainability Plan also outlines projected capital and projected operational costs.

As feasibility studies are undertaken to inform priority and phasing of planned measures, budgets are reviewed and reported to the Sustainability Committee which meets three times a year.

### d) Named persons or titles responsible for the carbon reduction plan.

The Estate Sustainability Plan is delivered by the Estates Project Support Manager, Facilities Manager and Sustainability Manager.

The Director of Estates and Resources is responsible for the Estate Sustainability Plan. They sit on the Sustainability Committee and report directly to the Vice Chancellor.

### e) A reporting mechanism for monitoring the carbon management plan.

Progress against the Estate Sustainability Plan is reported to the University's Senior Management Team and the Sustainability Committee which meets three times a year. Energy consumption is also measured monthly and reported to the Sustainability Committee. Minutes from Sustainability Committee meetings are shared internally. Annual monitoring of our carbon management and reduction activities are included in the Annual Sustainability Report which is publicly available on the University's website: <https://www.leeds-art.ac.uk/about-us/sustainability>.

## 2. a) Are scope 3 emissions reported to HESA through the EMR?

Leeds Arts University reports our scope 3 emissions arising from:

- Water supply
- Waste water treatment

- **Waste**

to HESA as part of the annual HESA EMR (Estates Management Record) data return.

In addition, as part of work to better understand Leeds Arts University's Scope 3 carbon emissions, we have started to include **Procurement supply chain** data derived from the HESCET dataset available via our Procurement function, in our HESA EMR return this year.

## **2. b) Does the institution have a sustainable travel policy that seeks to reduce emissions from staff travel?**

The current Travel Policy and Claims Procedure forms part 13 of the University's Financial Procedures which are available internally for all staff.

Relevant extracts:

***13.1 It is the responsibility of management and each employee to critically evaluate the need for incurring travel and other expenses against the anticipated benefits to the University.***

*A tender process has taken place and a supplier has been awarded the contract to provide all University business travel and accommodation. All orders must be placed with the approved supplier in line with the Public Contract Regulations*

### **13.2 Rail and Air Travel**

*Travel should be by the cheapest means of transport which is consistent with the business objective of the trip. Normally this means second class rail travel within the UK and economy class air travel abroad. However, where first class rail or premium rate air travel enables key employees to utilise their time more effectively, reimbursement of these higher costs may exceptionally be allowed at the discretion of the Pro-Vice-Chancellors/Vice-Chancellor subject to the procedures below.*

*The employee must locate and book the lowest cost rail/air ticket for the date and time of travel and therefore ensure that wherever possible reservations are made sufficiently in advance to take advantage of lower rates.*

*First class train travel may be considered provided the fare is booked in advance and the first-class fare is not excessive. For flights over 8 hours long, Premium Economy may be considered provided the fare is booked in advance and the Premium Economy fare is not excessive. All rail/air travel must be authorised by the appropriate Budget Holder prior to booking and all rail/air travel should be booked using the University's approved travel supplier. Human Resources will book all rail/air travel linked to staff development unless exceptional circumstances apply.*

### **13.4 Use of Cars for University Business**

*The University always encourages staff to use public transport, however it is recognised that in exceptional circumstances public transport may not be suitable. The use of employees own vehicles is permitted if it is agreed in advance by the Budget Holder.*

The University's Travel bookings suppliers provide carbon data:

- CMT - for staff business travel
- Study link - for student trip travel - on which staff also travel

A Sustainable Travel Policy is under development which will:

- Require staff to consider whether the activity could be successfully carried out online, without travelling
- Encourage staff to prioritise low-carbon options and to avoid high-carbon travel modes, such as aviation.

## 2. c) Does the university calculate total carbon emissions attributed to offsite, externally managed residential accommodation?

Leeds Arts University is a small University with 609 student bed spaces contracted with two local accommodation providers;

- [Carr Mills](#)
- [The Leatherworks](#)

Data provided by Njoy for Carr Mills indicates:

Scope 1 and 2 carbon emissions: Using UK Gov 2024 grid emissions factor for electricity  
Scope 2 emissions total = 53,511kg carbon per year = 177.8 kg per student per year.

In March 2025, Njoy invested significantly to increase the capacity of their solar PV array on the roof of Carr Mills student accommodation (see image below). The new 159.46 Kw system increased their energy from solar from 17% to 28% and represents an estimated annual saving of over £34,000 in electricity bills.



We continue to actively work with both accommodation providers to obtain relevant environmental data from their operations, including carbon emissions.

### 3a Does the carbon management plan report scope 3 emissions calculated in the following areas?

Whilst scope 3 emissions are not reported in the University's Estate Management Plan (Carbon Management Plan; publicly available here); we are starting to measure and monitor scope 3 emissions in a number of areas:

- **Purchased goods and services**
- **Capital goods including building and refurbishment\***
- **Transportation of goods to the institution\***

As outlined in Qu 2. a) of this Managing Carbon section, as part of work to better understand Leeds Arts University's Scope 3 carbon emissions, we have started to include **Procurement supply chain** data derived from the HESCET dataset available via our Procurement function, in our HESA EMR return this year.

Note: People & Planet guidance: *"Universities using the Higher Education Supply Chain Emissions Tool (HESCET) to calculate scope 3 emissions may incorporate capital goods and transportation of goods to the institution into their purchased goods and services calculations. If this is the case, this should be made clear in the carbon management plan so that universities can score separately for all 3 areas of scope 3 emissions"*.

- **Waste**

Leeds Arts University reports our scope 3 emissions arising from Waste to HESA as part of the annual HESA EMR (Estates Management Record) data return.

- **Business Travel**

The University's Travel bookings supplier provides carbon data:

- CMT - for staff business travel
- Study link - for student trip travel - on which staff also travel

2023-2024 Carbon emissions from University fleet, derived from van fuel data: 0.79 tonnes CO<sub>2</sub>.

- **Staff commuting**

Emissions from staff and student commuting can be calculated from the results of the University's Annual Staff & Student Travel Survey.

- **UK Student Travel & International Student Travel**

The University's Travel bookings supplier provides carbon data:

- Study Link Tours - for student trip travel
- **Student accommodation (including externally managed accommodation on university estates)**

Please see response to Qu 2. c) outlined above.

The University’s ongoing work on estimating and calculating carbon emissions is and will continue to be aligned to the [Standardised Carbon Emissions Framework \(SCEF\)](#).

Carbon emissions (kg CO2e) are and will continue to be reported to the Sustainability Committee (3 times a year) and the Annual Sustainability Report, approved by the University’s Senior Management Team (SMT) and Board of Governors.

**3b Does the carbon management plan have targets for scope 3 emissions calculated in the following areas?**

Whilst the University’s Estate Management Plan (Carbon Management Plan; publicly available [here](#)) does not state targets for scope 3 emissions calculated in the areas below, we are continually seeking opportunities to reduce Scope 3 emissions; targets will be developed for these, as part of the ongoing exercise to calculate, monitor and report on these emissions sources.

- Purchased goods and services
- Capital goods including building and refurbishment\*
- Transportation of goods to the institution\*
- Waste
- Business Travel
- Staff commuting

See PP note: *“We are aware some universities will already have very high rates of commuting via foot and bicycle due to the size and layout of the place where they are situated. For this reason we will allow universities to have baselines and targets that are the same for commuting, provided a travel survey has been completed in the last 3 years”.*

***Target and performance relating to staff (and student) commuting:***

Leeds Arts University undertakes an Annual Staff & Student Travel Survey to monitor commuting patterns and inform the promotion of sustainable travel measures.

As summarised in the table below, latest results indicate a sustained high and increasing level of commuting by sustainable mode:

	STUDENT %			STAFF %		
	2023	2024	2025	2023	2024	2025
<b>TOTAL Travel by Sustainable mode (On foot, Cycle, Train, Bus, Car-share)</b>	<b>99</b>	<b>95</b>	<b>96</b>	<b>63</b>	<b>70</b>	<b>74</b>

Of those who completed the 2025 Travel Survey run in March 2025, sustainable travel to the University by students was up to 96% (+1% compared to 2024) and by staff was up to 74% (+4% compared to 2024).

**Our over-arching target for both staff commuting and student commuting is to maintain, and improve on where possible, current reported levels of sustainable travel.**

From the latest Travel Survey results, a set of recommendations/objectives is developed to inform the University’s sustainable travel priorities for the year ahead and support the achievement of this target.

These are documented in the Travel Survey report which is presented to the Sustainability Committee:

1. Update staff & student Travel Information Travel Guide to promote sustainable travel options

### Walking

2. Continue to support and promote this via walking route maps/guides/ links
3. Encourage walking as part of a multi-mode journey
4. Highlight availability of showers/ changing facilities for use by people who wish to run (and cycle).
5. Signpost to travel safety advice e.g. the free [WalkSafe Leeds](#) app promoted by Leeds City Council

### Cycling

6. Promote cycle routes, safe cycling advice, cycle parking, shower & change facilities via University comms channels

### Bus and Rail

7. Promote the [Student MCard](#) which offers discounted bus and bus-and-rail ticket options across the Metro region and specific local operator offers including [First Bus](#) student tickets.
8. Promote the [Corporate Annual MCard scheme](#) available to Leeds Arts University staff via our membership of the [West Yorkshire Travel Plan Network \(WYTPN\)](#) which offers up to 12% off pre-paid travel (different options are available) and specific local operator offers including [First bus Commuter Travel club offers](#) including on [Leeds Park & Ride](#).
9. Promote the location of bus stops close to LAU sites and walking routes to Leeds train station via University comms channels
10. Explore hosting an event to promote sustainable travel to staff and students in conjunction with partners e.g. Leeds City Council Influencing Travel Behaviour (ITB) Team and/or local transport providers

Furthermore, our external travel bookings provider for educational trips enables the carbon emissions from University travel to be calculated and considered as part of making business travel arrangements.

- **UK Student Travel & International Student Travel**
- **Student accommodation (including externally managed accommodation on university estates)**

The University's ongoing work on setting and monitoring against carbon emissions targets are and will continue to be aligned to the [Standardised Carbon Emissions Framework \(SCEF\)](#).

Carbon emissions (kg CO<sub>2</sub>e) targets set and monitoring against these, are and will continue to be reported to the Sustainability Committee (occurs 3 times a year) and the Annual Sustainability Report, approved by the University's Senior Management Team (SMT) and Board of Governors.

## WORKERS' RIGHTS

### 1. Is the University accredited by the Living Wage Foundation as a Living Wage employer?

The University is not accredited by the Living wage foundation as a Living Wage employer but assesses the ability to pay this annually and all permanent staff are currently paid this as a minimum.

### 2. Does the university have a policy that ensures outsourced staff receive the same or equivalent pay and benefits as directly employed staff?

No

### 3. Is the institution a Fairtrade University?

The University is not accredited however, [Dot the Lions](#), the catering provider who run our on-campus café - were sourced for their work towards sustainability and offer a range of ethically considered brands such as [Tony's chocolate](#) which is certified Fairtrade.

Furthermore, Dot the Lions' sole coffee supplier is [Darkwoods](#), a locally based coffee roastery committed to a Triple Bottom Line business model balancing People, Planet, Profit. In 2020 Darkwoods coffee became a certified B Corp following a successful sustainability and ethics audit. In 2024, they were recertified, with an increase in their B Corp score to 147.4, reflecting the progress made towards their sustainability goals, and making Darkwoods one of the leading B Corp businesses globally.

More information on Darkwood's values can be found here: [Values - Dark Woods Coffee](#)

### 4. Are the university ITC supply chains covered by Electronics Watch?

Yes. Through the University's membership of [NEUPC](#) (North Eastern Universities Purchasing Consortium), we are an affiliate of [Electronics Watch](#), through which we support work to promote and protect the rights of workers in global supply chains through the monitoring and reporting of supply chain activity.

### 5. Is the university Signed up to the Can't Buy My Silence universities pledge?

No but we do not enter into non disclosure agreements with students.

### 6. What proportion of all academic staff are on fixed term contracts?

This data will be taken directly from the 2023/24 HESA Staff record. The University, for many years, has employed staff on permanent contracts where the work is known to be continuing.

## STAFF AND STUDENT ENGAGEMENT

### 1. Does the university publish a strategy for student and staff engagement in sustainable development?

The University's strategy for student and staff engagement in sustainable development is integrated into our [Sustainability Framework](#), particularly through the 'People' strand in which we engage with our staff, students and communities.

Since its initial development, the Sustainability Framework has been reviewed at the Sustainability Committee which meets three times a year to ensure continued alignment to the University's sustainability activity and strategic direction.

To ensure continued alignment to sector best practice, the Sustainability Framework is undergoing an update, due to be launched within academic year 2025/26.

Engagement in sustainable development is supported and embedded in University activity through a range of channels including:

- [Student Union](#) comms channels, activities and events
  - Student Exec Sustainability Officer role and [Student societies](#) e.g. Plant society, Conscious Creatives
  - Our Sustainability Committee which has student and staff representation from across the University.
  - Staff networks e.g. Staff Conscious Creatives network in place since 2015 and the new Staff Sustainability Champions Group currently under development as part of the overall refresh of the Sustainability Framework.
  - Staff involvement in department/ area-level Sustainability Plans
  - Sustainability-relating career / industry opportunities and events promoted on the Careers Portal
  - [University News Stories](#)
  - Student Sustainability Inductions to all students as part of Welcome week
  - Staff inductions for new starters as part of the VC's Welcome session
  - Sustainability Manager Updates at Course team meetings
  - Survey development / promotion / participation e.g. Annual Staff & Student Travel
  - Survey, the [SOS-UK Sustainability Skills survey](#), [National Student Survey questions](#), End of Module Evaluation.
- **Baselines, or ways of measuring progress toward targets for student and staff engagement**

Student and staff engagement is measured primarily through attendance/participation in sustainability activity. Engagement has also been considered as part of the Student Union's response to the annually assessed [NUS/ SOS-UK Green Impact scheme](#) in which we have achieved 'Excellent' in 2021-22 and 2022-23.

• **A mechanism for reporting on student and staff engagement and tracking progress**

Progress in student and staff engagement is reported to the Sustainability Committee.

Examples include:

- Student participation in the Student Sustainability Research Conference
- Student Conscious Creatives events and activities

- Student Survey promotion
- Wellbeing events run in conjunction between Students Union and Student Advice & Wellbeing teams
- Nominations by the student Executive Office Committee of the charity to receive proceeds from the Winter party; in 24/25 this was decided to be Leeds Wood Recycling. Leeds Wood Recycling is a local charity providing social and practical development opportunities for marginalised communities. They also contribute to 'diverting timber from landfill, reducing waste and lowering carbon emissions.
- Engagement between Sustainability and the Research team to contribute a sustainability narrative to the Institution's submission to the REF 29 REF People, Culture and Environment Pilot which the University is participating in.
- Sustainability Manager attending Course team meetings throughout the year to update staff & students on current and upcoming sustainability initiatives and opportunities such as the Annual Student Sustainability Award.

• **An implementation plan for student and staff engagement activities including:**

1. **staff or teams responsible**
2. **budget and resources allocated**
3. **targets and time-frames**

An implementation plan for student and staff engagement activities for the next academic year ahead is under development by the Sustainability Manager which will seek to consider and document these criteria more formally.

2a. **Are the university sustainability policy and strategy and other student engagement opportunities for sustainability a component of every student induction?**

Student inductions are delivered to all students by the Sustainability Manager during Welcome Week at the start of the new academic year. The University's Sustainability Framework and student sustainability engagement opportunities are covered in the induction:

**LEEDS ARTS UNIVERSITY**  
1919-2024

## Student Sustainability Induction

Claire Booth (she/her) [Claire.Booth@leeds-art.ac.uk](mailto:Claire.Booth@leeds-art.ac.uk)  
Sustainability Manager

### The Sustainability Framework

Leeds Arts University Sustainability Matters

- LAU is committed to establishing the highest possible standards of sustainability across all of our core activities.
- To support this commitment, a **Sustainability Framework** was launched in 2015, to identify and guide how the University community should engage with and advance its sustainability practices.
- Our **Sustainability Committee** plans, supports and monitors the University's sustainability activity and how it adheres to the University's Sustainability Framework.
- Memberships and Partnerships of relevant organisations e.g. EAUC, SAIL

<https://www.leeds-art.ac.uk/media/1492723/sustainability-framework.pdf>

### Sustainability Knowledge & Skills

We work to meaningfully embed sustainability into our curriculum, in a way that is linked to a student's course area. We want to ensure that students:

- leave Leeds Arts University knowing and understanding what sustainability is, including an **awareness** of the UN Sustainable Development Goals (SDGs) in the **context of their discipline**, so that they can **positively contribute to a just transition** and have fewer negative consequences on the planet and people throughout their careers.
- have the sustainability **knowledge, skills** and attributes to both meet the **needs of industry** in this area and to act as **change agents**, to challenge, innovate and transform industry beyond even today's latest ideas and solutions.

- ESD monitoring & evaluation guidance / resources e.g. [QAA / Advance HE](#)
- SDG mapping of course content

### Sustainability in the Curriculum – resources

- [Seagulls paint](#)
- [SCRAP Leeds](#)
- [Open Source Arts](#)
- [Sustainable Fashion Week – 20-29th September](#)
- [LAU Library Thematic Guide: Sustainability \(and other topics\)](#)
- [TalkingClimate Handbook](#)
- [Climate Visuals Library](#)
- [Global Goals Comics](#)

(Above: Extract of Student Induction slide deck)

**2b. Does the university actively and regularly promote events and activities aimed at increasing engagement?**

The websites and social channels of the [University](#), the [Students' Union](#) and [Careers Service](#) actively and regularly promote opportunities, events and activities aimed at increasing engagement amongst our staff, students and the public in sustainability and the creative arts. One example is the annual Staff & Student Travel Survey which is promoted via these channels.

**2c. Does the university provide funds for student-led sustainability projects?**

**Note: The funds must be from the university rather than from student union - unless the university has funded the student union to be the administrator.**

The University funds student-led sustainability projects via the cash prize fund for the Annual Student Sustainability Award, through which students are encouraged to explore sustainability themes that align to one or more of the UN Sustainable Development Goals (SDGs).

The majority of Students' Union funding comes from the University, staff and premises are provided to assist the SU, together with a grant, therefore, the University does fund the Student Union to be the administrator of student-led sustainability projects.

Following student feedback, sustainability events and activities occurring during 2024-25 have occurred as part of an integrated schedule of SU activity, rather than within a standalone Sustainability Fair as in previous years.

The following extracts from the SU Sustainability Tracker document indicate some examples of SU-funded and supported student-led sustainability projects via the Conscious Creatives Society, other Societies and University Communities:

**Conscious Creatives Events**

All our Society Leaders and Executive Roles are on a part-time voluntary basis that students take up alongside their roles. As a smaller Union we usually have one Society each year that is branded as the sustainability related, this is the Conscious Creatives for 24/25 and is run by our Sustainability Executive Officer.

The Union supports all it's societies by providing training, reserving rooms, financing any equipment needed for such workshops, getting Risk Assessments approved and overall supporting Society Leaders with any ideas for workshops. We also provide the societies with their own social media accounts and mailing lists so they can do their own promotion as well as the Union Team promoting society events through out newsletter and our own Instagram page.

For our society events we can't always track who attended as the SU Team may not be around for the actual event as it is up to the Society Leader to run the event themselves.

**Conscious Collage (16<sup>th</sup> Sept) - 15 signed up/4 attended:** A chance to connect with other sustainable-minded students and discuss important issues whilst collaging in the workshop. Also a chance for students to put ideas forward for what future events they want to see.

**Conscious Creatives Meeting (12<sup>th</sup> Nov) - 0 signed up/unknown:** A relaxed meeting to share ideas, introduce yourself and projects students would like to run.

**Veganuary Lunch (28<sup>th</sup> Jan) - 4 signed up/14 attended:** Giving students the chance to partake in Veganuary if they haven't done so before and getting some free tasters food from DTL vegan menu.

**Sustainability Book Club (January- February):** Collaboration with the Library hosting a friendly meet-up to share thoughts on set readings about sustainability and creativity.

- Conscious Creatives First Meeting 15<sup>th</sup> Nov 12:00-1:00 Union Space
- Conscious Creatives CONSCIOUS COLLAGING Monday 16<sup>th</sup> Sept 12:00-1:00 Union Space
- Conscious Creatives Presents VEGANUARY LUNCH UNION SPACE JANUARY 28 2 - 3 PM
- Sustainability Book Club

# Other Society Events

These events are other society events that are not the Conscious Creatives Society but still have a sustainability element to workshops. Whether that be using up the Unions scrap materials we hold in the SU space, upcycling items students have brought in or opening discussions on particular topics.

The Union supports all it's societies by providing training, reserving rooms, financing any equipment needed for such workshops, getting Risk Assessments approved and overall supporting Society Leaders with any ideas for workshops. We also provide the societies with their own social media accounts and mailing lists so they can do their own promotion as well as the Union Team promoting society events through out newsletter and our own Instagram page.

For our society events we can't always track who attended as the SU Team may not be around for the actual event as it is up to the Society Leader to run the event themselves.

**Plant Society meet up. 3<sup>rd</sup> Oct. 5 signed up / unknown:** A relaxed first session were students get to know each other and the society. Leaders encouraged students to bring their favourite plant along and do a show and tell type session. Plant Society is about spreading information about planting and looking after plants be it for fun or for our mental health.

**Stitch and Bitch Bunting making (14<sup>th</sup> Nov) - 8 signed up / unknown:** Students came along to crochet, knit, sew or embroider a piece to make a Stitch and Bitch collaborative bunting. Scrap materials were used throughout the workshop and students upcycled old fabric items.

**Stitch and Bitch, Upcycling Workshop (30<sup>th</sup> Jan) - 7 signed up / unknown:** Students: The Stitch and Bitch Society utilised old Union merchandise and upcycled these including totes and hats.

**Creative Queers Zine Making for LGBTQIA+ History Month (10<sup>th</sup> Feb) - 12 signed up/Unknown:** A chance for the Creative Queers Society to come together to celebrate LGBTQIA+ History Month and do some crafting using recycled collage materials.



# LAU Communities

Unlike our LAU Societies, our LAU Communities are not run by student leaders but instead work as drop-in style events in an open space that are run by the Union and other University departments. We use the SU Space to host these events and offer food, beverages and crafting materials.

The idea for these communities has come from research that the WP Team has done as well as feedback the Union has received regarding it's societies.

The Union promotes these on our What's On page, via Wix emails, in our newsletter, on social media and sometimes by advertising around the building.

**Hello Café:** Meets every Wednesday from 1pm - 2pm in the first term. A space to support students and help them settle into Uni life. Food from DTL is provided and a light crafting activity is run by one of the University departments. Run in collaboration with WP, SAW and International. Average of 21 students attended every week, 103 individuals attended.

**My/Your/Our Space:** A creative and social space for students who identify as a person of colour or coming from a minoritised ethnicity, and are looking to connect. Meets every Thursday in term time. Food from DTL is provided and is run in collaboration with WP. Average of 7 students attended every week.

This year My/Your/Our Space also did an open call for an exhibition under the theme of "Wealth". 10 Students had their work displayed as part of exhibition and there was also a launch night with x2 student performances. This allowed both students and external visitors to come together and celebrate students work as part of this LAU community.

**Neurodivergent Social Club:** This is run in collaboration with Academic Support and provides a social space for neurodivergent students. Students are encouraged to bring their own projects along to work on and board games are provided. Average of 10 students attended every week.

We also have plans to put together a new LAU Community based around collaboration that may run monthly for the next academic year.

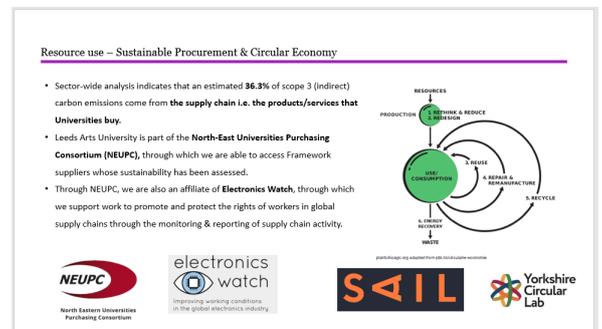


All events are promoted widely to students, including via the SU social channels and the 'What's On' page of the SU website where full event listing and links to reserve a place / obtain a ticket are found.

A further example of the University providing funds for student-led sustainability projects is the **Annual Student Sustainability Award** (further details on this can be found in the [Annual Sustainability Report](#), page 7) which encourages student engagement in sustainability issues. In addition to winning the share of a cash prize, the work of selected students is displayed as part of the [University's End of Year Shows](#).

3. Do all staff inductions cover university sustainability policy, strategy and areas for staff to engage?

Staff inductions are delivered by the Sustainability Manager as part of the VC’s Welcome session for all new starters to the University and the University’s Sustainability Framework, Estate Sustainability Plan and an overview of staff sustainability engagement opportunities are a component of every new starter staff induction.



4. Are invitations extended to recognised Trade Union representatives by way of membership at committees to which the sustainability strategy, carbon management plan and other relevant strategic areas of sustainable development are reported?

Regular staff consultative meetings which are chaired by the Vice Chancellor take place, there are no recognition agreements with trade unions.

The Staff Consultative meetings have elected staff representatives from across the University, who attend and bring any matters raised by staff.

The Vice Chancellor’s Briefings, which all staff attend, cover a wide range of matters including sustainability.

5. Is there student representation on university committees concerned with estates, planning, finance and strategic decision making?

Yes, the SU President and elected student Governor sit on the Board of Governors where estates, planning, finance including budgets and strategic decision-making take place at the highest level of the University. The Students’ Union President sits on the Academic Board - the highest academic committee in the University, and they also sit on the Prevent Group. As well as this, there is student representation on the following University committees: the Sustainability Committee, the Equality, Diversity & Inclusion Committee, the Further Education Committee and the Health & Safety Committee.

In addition, individual course areas recruit for student representatives at every level. Student representatives attend termly course team meetings and collective Student representative meetings with the Directors of Higher Education / Further Education respectively and the Vice-Chancellor and a Pro-Vice Chancellor meet with the Student Union Executive 3 times a year.

**6. Does the university conduct a student or staff-led mapping, auditing or tracking of actions completed to promote environmental sustainability annually?**

Tracking and monitoring of staff and student actions completed to promote environmental sustainability occurs through reports at the Sustainability Committee.

A further example of staff-led mapping, auditing / tracking of actions completed to promote environmental sustainability undertaken annually, is the coordination of the [Annual Sustainability Report](#) led by the Sustainability Manager, with contributions from staff & students. The Annual Sustainability Report includes collated environmental sustainability data, examples and case studies of student work, staff & student research and wider engagement activity relating to sustainability at Leeds Arts University.

The University has contributed annually to the Student Union's response to the [NUS/ SOS-UK Green Impact scheme](#) in which we achieved 'Excellent' in 2021-22, 2022-23 and 2023-24.

Additionally, the SU maintains a [Sustainability Tracker document](#) which serves as a planning tool and evidence repository for sustainability activity (both staff- and student-led) throughout the year. This is reviewed and updated on a regular basis in conjunction with the Sustainability Manager.

## **ENVIRONMENTAL AUDITING & MANAGEMENT SYSTEMS**

**1. Does the university have an externally verified environmental management system (EMS), does it cover the whole university estate and what level of accreditation has been achieved.**

If the university does not have an externally verified Environmental Management System it can still score in this section by demonstrating that the university is measuring and monitoring environmental aspects and impacts.

Has the institution carried out a comprehensive audit of environmental impacts in the last five years? (minimum of 3 areas)

**Waste management; Travel and Transport; Sustainable Procurement; Energy; Water; Construction & Refurbishment; Emissions & Discharges; Biodiversity**

Whilst Leeds Arts University does not currently have an externally verified Environmental Management System (EMS) covering the whole University estate, the Institution does have the Estates Sustainability Plan which was developed with accredited consultants and included an environmental audit of the Universities Estates and Facilities. We also undertake regular auditing of a range of environmental impacts.

Environmental auditing will be formalised further through the development of objectives as part of the development of the Action Plans underpinning the refreshed new Sustainability Framework (due to be launched in academic year 2025-26).

Environmental Auditing in place during academic years 2023-24 / 2024-25:

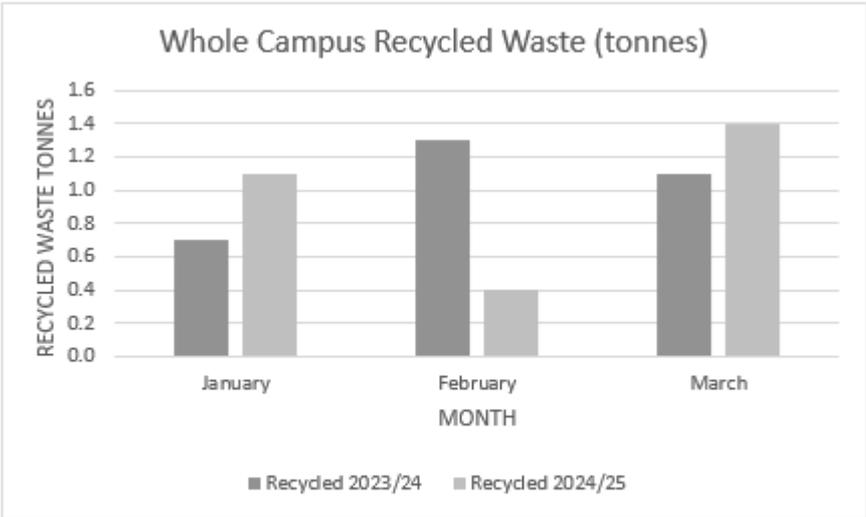
- 1. **Waste management** - The University operates a zero to landfill policy for waste. Auditing indicates that overall resource use and waste reduced compared to the previous year. Recycled waste has increased as awareness of waste types increases amongst students and staff.

During 2023-24, 59% of the University’s waste was recycled (+2% increase compared to 2022-23) with the residual 41% of general waste (-2% decrease compared to 2022-23) going to the local energy waste plant to support Leeds City Council’s district heating network.

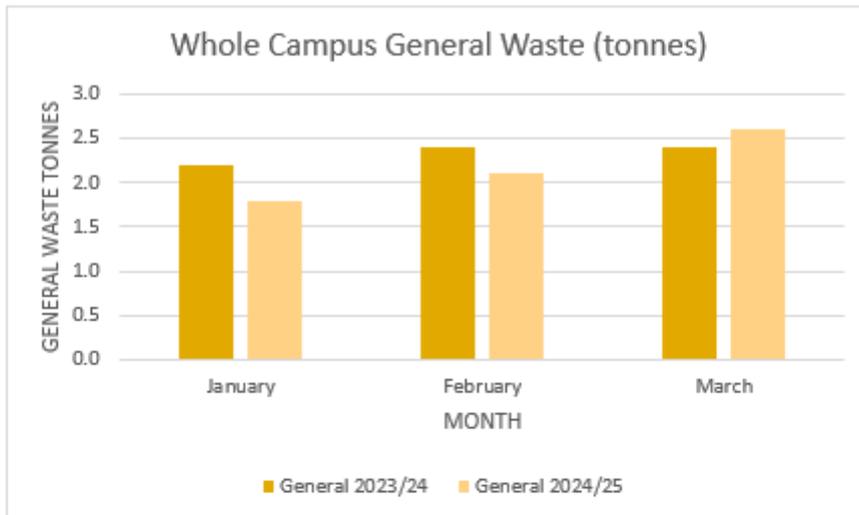
General waste and skip waste is captured monthly and reported as a standing agenda item to the Sustainability Committee which meets three times a year.

Extract of waste data reported to Sustainability Committee is provided below:

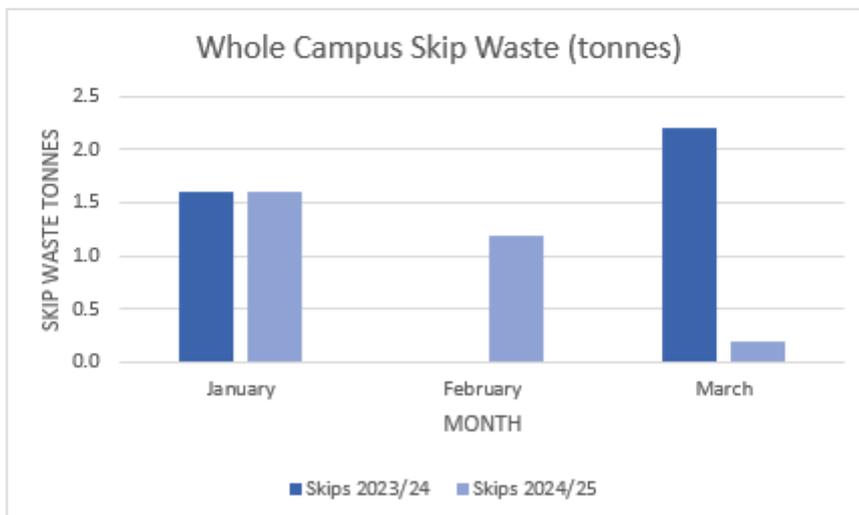
**WASTE**



ABOVE – In total we produced less recycled waste during these 3 months in 2025 compared to the same months in the previous year.



ABOVE – Just like the recycled waste, the total general waste that we produced during these 3 months in 2025 is less than the same months in the previous year. Across the board with waste, staff and students seem to be following the reduce/reuse/recycle methodology which is seeing our waste numbers reducing.



ABOVE – Just like the recycled waste and general waste, the total skip waste that we produced during these 3 months in 2025 is less than the same months in the previous year. Across the board with waste, staff and students seem to be following the reduce/reuse/recycle methodology which is seeing our waste numbers reducing.

Source: *Estates Report to Sustainability Committee, April 29<sup>th</sup> 2025.*

Summary data is also captured in the Annual Sustainability report, available online here: [leeds-arts-university-sustainability-report-2023-24.pdf](https://www.leedsarts.ac.uk/sustainability-report-2023-24.pdf)

From Monday 31st March 2025, new Government legislation known as ‘Simpler Recycling’ came into force to increase waste material segregation and improve recycling rates in organisations. In practice at Leeds Arts University, this has meant the introduction of separate waste bins for food and for glass.

The University is working closely with our Waste Management Contractor to monitor the bins for usage and contamination. This will next be reported to the Sustainability Committee in the first term, 2025/26.

2. **Travel and Transport** - Our annual Staff & Student Travel Survey provides a snapshot of commuting patterns including mode and distance. Latest results indicate a sustained high and slightly increasing level of commuting by sustainable mode; of those who completed the 2025 Travel Survey run in March 2025, sustainable travel to the University by students was up to 96% (+1% compared to 2024) and by staff was up to 74% (+4% compared to 2024).

From these results, a set of recommendations/objectives is developed to inform the University’s sustainable travel priorities for the year ahead and documented in the Travel Survey report which is presented to the Sustainability Committee.

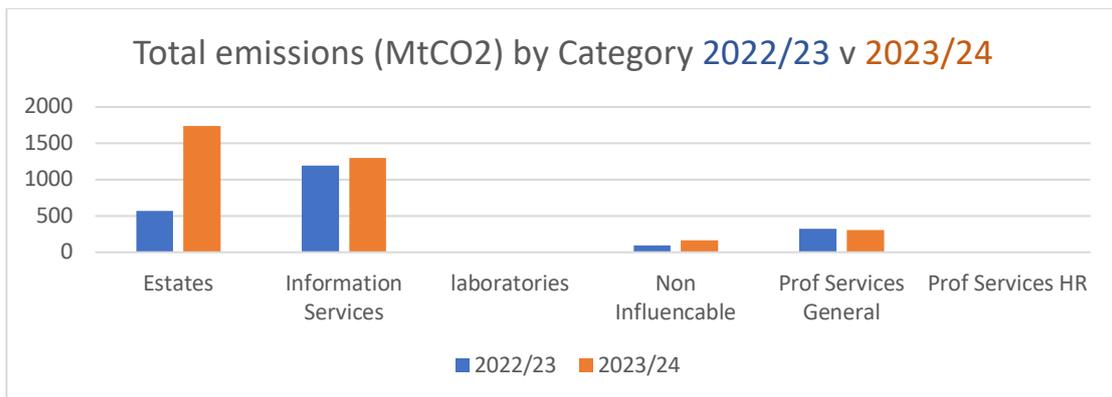
Our external travel bookings provider for educational trips enables the carbon emissions from University travel to be calculated and considered as part of making business travel arrangements.

**3. Sustainable Procurement -**

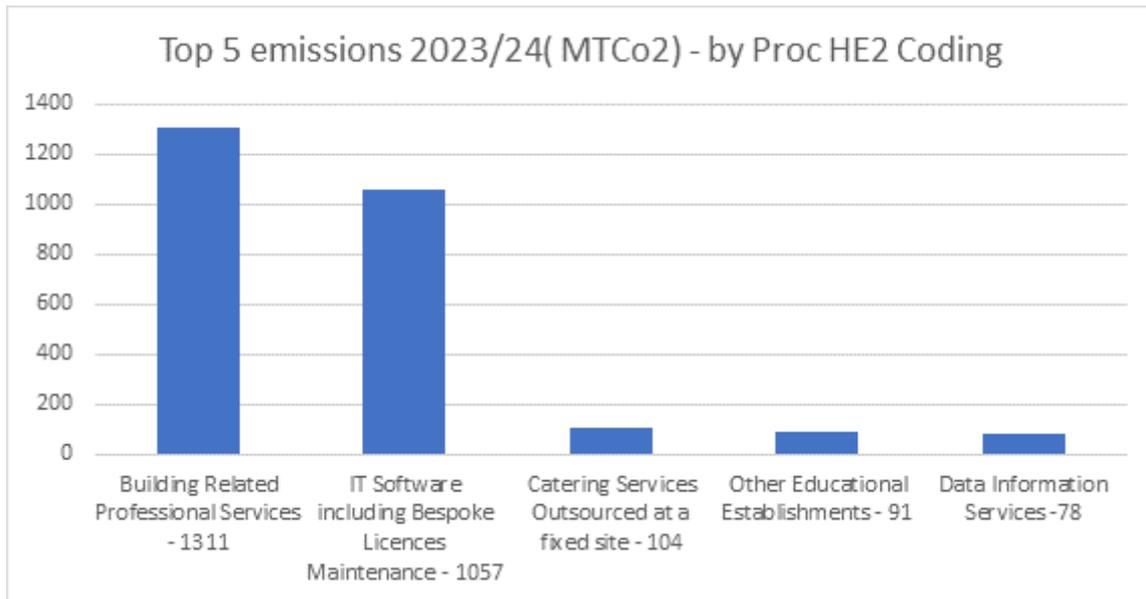
Sustainable procurement activity is audited in a number of ways, including:

- Leeds Arts University is part of the **North-East Universities Purchasing Consortium (NEUPC)**, through which we are able to access Framework suppliers whose sustainability has been assessed. Updates on this are provided via the Procurement Consultant’s updates on tender activity to Sustainability Committee on a termly basis.
- Through NEUPC, the University is also an affiliate of **Electronics Watch**, through which we support work to promote and protect the rights of workers in global supply chains through the monitoring & reporting of supply chain activity. Updates received by Electronics Watch by the Sustainability Manager and Procurement Consultant, with engagement from IT as required.
- The percentage of work procured via Frameworks i.e. applying sustainability criteria is reported as a standing agenda item to the Sustainability Committee which meets three times a year. Scope 3 emissions from calculated from (HESCET) supply chain data is reported annually to the Sustainability Committee.

**Total Emissions**



## Top 5 scope 3 by Procurement coding ('Proc HE2 code')

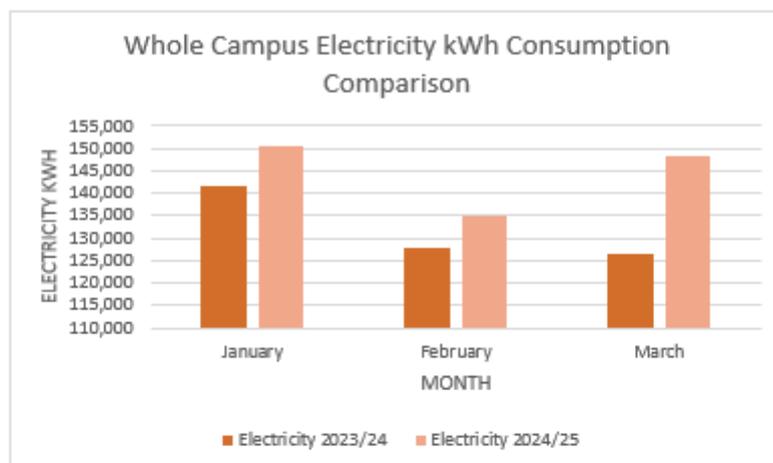


### 4. Energy -

Energy has been extensively audited through the development of the University's Estate Sustainability Plan, which sets out the target for a net zero carbon Estate by 2035. The Plan is publicly available here: [Estate Sustainability Plan](#)

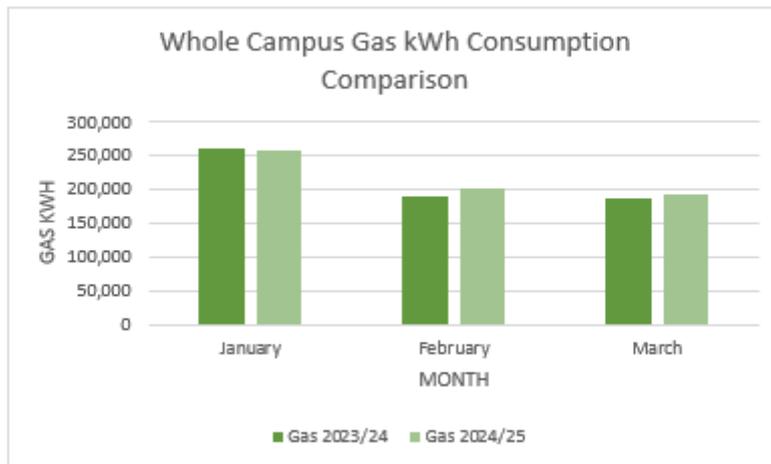
Additionally, Electricity and Gas consumption data is available via half hourly metering, reviewed monthly by Finance/Estates and reported as a standing item to the Sustainability Committee. Extract of energy data reported to Sustainability Committee is provided below:

#### ELECTRICITY CONSUMPTION



ABOVE: Electricity consumption from January to March 2025 has increased compared to the same period in 2024. This could be due to the increase of electrical equipment within the new café extension. We should see a reduction next year as we continue to replace our lighting across sites to LED. Also, the Easter Bank Holidays were in March last year, whereas buildings were at capacity regarding students and staff in March 2025.

## GAS CONSUMPTION



ABOVE: The outside temperature over these months in 2024 and 2025 were quite similar, which reflects very similar consumption readings.

Summary data is also captured in the Annual Sustainability report, available online here: [leeds-arts-university-sustainability-report-2023-24.pdf](https://www.leeds.ac.uk/sustainability-reports/2023-24)

On an annual basis we work with an external contractor to renew our **DECs (Display Energy Certificates)** for each of our sites. The energy performance operational rating is based on its carbon dioxide (CO<sub>2</sub>) emissions for the last year, and the score/rating scale is from A (lowest emissions) to G (highest emissions). The typical score for a public building is a rating of D.

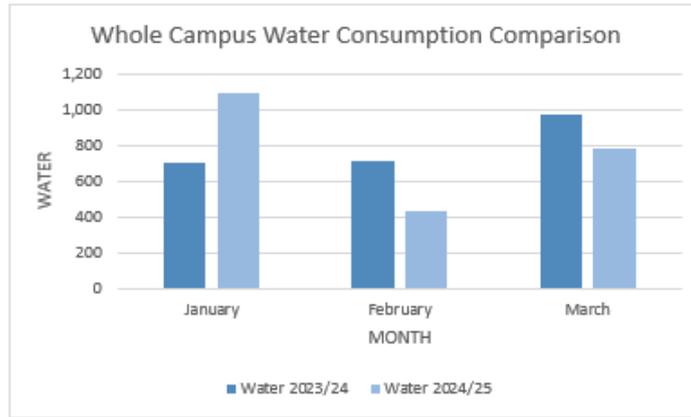
Our current DEC ratings are as follows:

Blenheim Walk:

- [Building Area 1 - C Rating](#)
- [Building Area 2 - C Rating](#)
- [\(GRADE II Listed\) Vernon Street / Rossington Street - B Rating](#)

5. **Water** - Water consumption data is captured monthly and reported as a standing item to the Sustainability Committee. Extract of water data reported to Sustainability Committee is provided below:

**WATER CONSUMPTION**



ABOVE: Water consumption in January 2025 was a lot higher compared to the same month last year. We had the green wall and the extra kitchen sinks installed at the back end of 2024 which would have also contributed to this increase in January 2025. At the end of January 2025, we reviewed the amount of water needed for green wall with our maintenance company, which should have reduced the consumption moving forward. In February and March 2025, we did have quite a few washrooms removed from service due to various maintenance and repair issues, this has seen a reduction compared to the same period in the previous year.

Summary data is also captured in the Annual Sustainability report, available online here: [leeds-arts-university-sustainability-report-2023-24.pdf](https://www.leedsarts.ac.uk/sustainability-reports/leeds-arts-university-sustainability-report-2023-24.pdf)

**6. Construction & Refurbishment**

**Construction**

The extension to our Blenheim Walk campus (known as B1) undertaken in 2019 achieved a Very Good BREEAM rating (certificate details here:

**Certified BREEAM Assessments**

Scheme	Assessor/Auditor	Certification Number	NSO	Other Information	Client/Developer	Project Type	Rating (%)
Education	Tetra Tech Limited	BREEAM-0079-8736	BRE Global	2014: Further Ed Stage: Final Score(%): 59.3 Cert. date: 12/11/2019 Stage/Valid until: Final	Leeds Arts University	Education	59.3% Very good

<https://www.greenbooklive.com/search/displaycompany.jsp?partid=10023&companyid=16023730>).

This project incorporated a large green (Sedum) roof, bat and bird boxes, Solar PV Panels and a covered secure Cycle store for 20 bikes to support sustainable travel methods.

In Autumn 2024, construction works occurring to extend the Café area at Blenheim Walk completed.

A number of sustainable elements have been designed in to the project including:

- additional solar PV on new roof terrace
- removal of gas from our commercial kitchen
- replacement of old catering equipment for new more energy efficient equipment

- replacement of an old Air Handling Unit serving the café and first floor studios
- installation of a new bicycle shelter with sedum roof
- installation of beautiful and flourishing green wall
- installation of several bee bricks and bird boxes
- wildflower meadow to the front of the building
- establishing new planted borders and tree planting
- replacement of 5 x 15-year-old studio Air Conditioning units for new energy efficient units
- extension of the Building Management System at Blenheim Walk allowing improved visibility and control of internal environments
- donations of surplus furniture to charity via our Framework contractor

## Refurbishment

Over the past year, a range of refurbishment works have been progressed to deliver on actions in

The University’s Estate Sustainability Plan sets out the target and proposed actions for the University to achieve net zero emissions from its Estate by 2035.

The summary matrix below outlines proposed Estates Sustainability projects and milestones over the next 5 years:

LAU Estates Sustainability Capital Projects 2025-2030	Within Period	25-26	26-27	27-28	28-29	29-30
<b>Blenheim Walk</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
BA2 Main Plant Room Obsolete Gas Boiler Replacement for Heat Pumps			█			
BA2 DCB Gas Boiler Replacement Pumps Heat Pumps			█			
BA2 Replacement of Remaining old Windows			█			
Install Additional PV's for energy Generation				█		
BA2 Improve Flat Roof Insulation					█	
<b>Vernon Street</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
Install PV's for energy Generation				█		
Install External Glass Box/Porch at Entrance to Create Insulating Lobby			█			
Install Heating Control Valves to Each Floor				█		
Connect to Leeds Pipes District Heating Scheme if energy market conditions make it viable	█					
<b>Rossington Street</b>						
Complete roll out of LED lighting		█				
Complete Install/programming of remaining lighting controls		█				
Install PV's for energy Generation				█		
Install Heating Control Valves to Each Floor					█	
Upgrade Roof Lights to Double High Performance						█

Over the past year, a range of refurbishment works have been progressed. These include:

- **LED roll-out:** over 95% of lighting switched to LEDs at Blenheim Walk campus, with installation works in remaining studios scheduled for completion over Summer 2025. C. 70% of lighting at the Vernon Street campus is already LED and the remaining 30% will be progressed following completion at Blenheim Walk.
- **Secondary glazing:** The Tender has completed and been awarded for new sympathetic and fully reversible secondary glazing to our Vernon Street and Rossington Street buildings. The scheme is underway and scheduled to complete across both sites by the end of August 2025. The thermal and acoustic performance of these two listed buildings significantly improve as a result of these works.

## 7. Emissions & Discharges

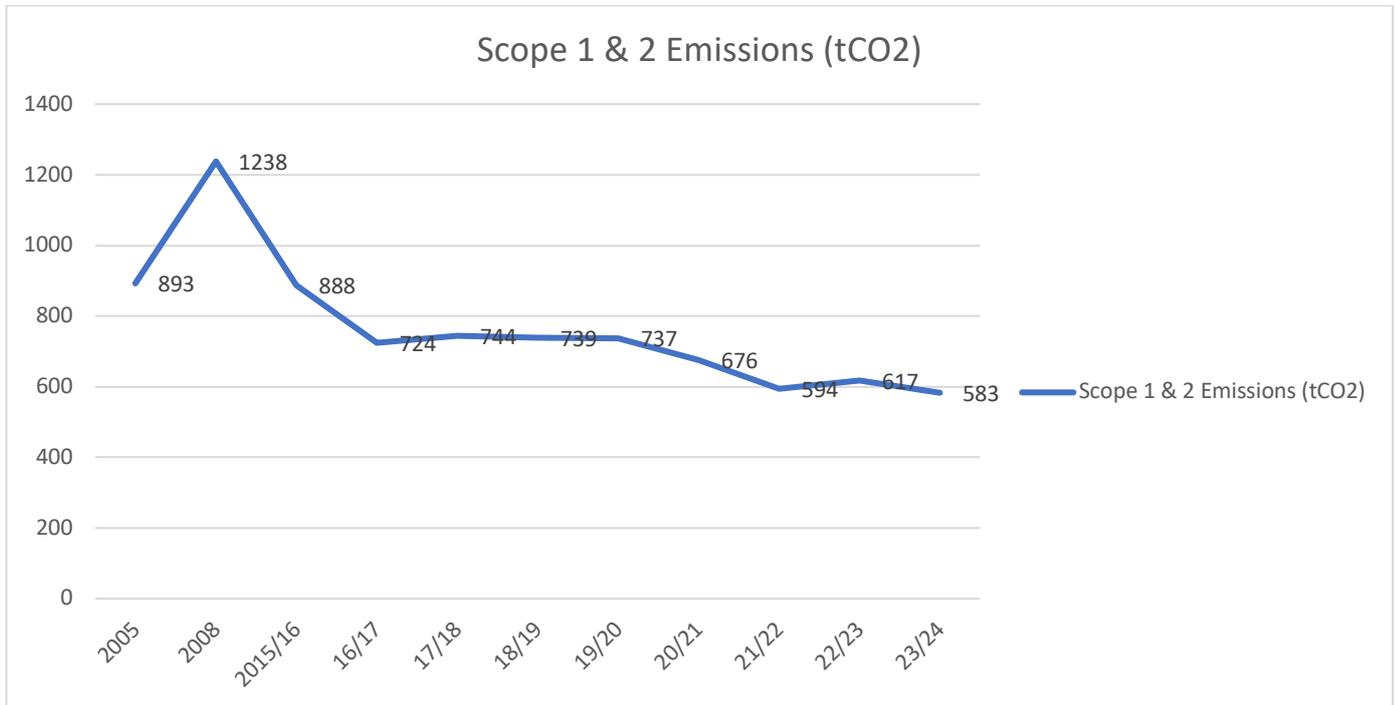
Carbon emissions have been extensively audited through the development of the University's Estate Sustainability Plan, which sets out the target for a net zero carbon Estate by 2035. The Plan is publicly available here: [Estate Sustainability Plan](#)

Additionally, University carbon emissions are reported annually by consumption/generation source.

Cumulative annual carbon emissions are included within the University's Annual Financial Statements, available here: <https://www.leeds-art.ac.uk/about-us/legal-and-governance-at-leeds-arts-university>.

Year	Scope 1 & 2 Emissions (tCO <sub>2</sub> )	Comment
2005	893	<b>Baseline Data</b>
2008	1238	<b>Increase of 345 (tCO<sub>2</sub>) Against Baseline</b>
2015/16	888	Reduction of <b>5</b> (tCO <sub>2</sub> ) Against Baseline
2016/17	724	Reduction of <b>174</b> (tCO <sub>2</sub> ) Against Baseline
2017/18	744	Reduction of <b>149</b> (tCO <sub>2</sub> ) Against Baseline
2018/19	739	Reduction of <b>154</b> (tCO <sub>2</sub> ) Against Baseline
2019/2020	737	Blenheim Walk Extension completed. Increasing the overall Estate Area Footprint by 35%  Reduction of <b>156</b> (tCO <sub>2</sub> ) Against Baseline
2020/2021	676	Reduction of <b>217</b> (tCO <sub>2</sub> ) Against Baseline Despite Significant Increase in the Estate Footprint
2021/2022	594	Reduction of <b>299</b> (tCO <sub>2</sub> ) Against Baseline
2022/2023	617	New Construction Project (café extension) commenced resulting in slight increase against previous year but a <b>276</b> (tCO <sub>2</sub> ) reduction against 2005 baseline.
2023/2024	583	Reduction of <b>310</b> (tCO <sub>2</sub> ) Against Baseline despite increased building area (café extension).

The graph below shows the University’s Scope 1 and 2 emissions (tCO2) since 2005, indicating a continued reduction in the University’s Carbon Emission despite a significant expansion of the University’s Estate, which has increased by 40% since 2008



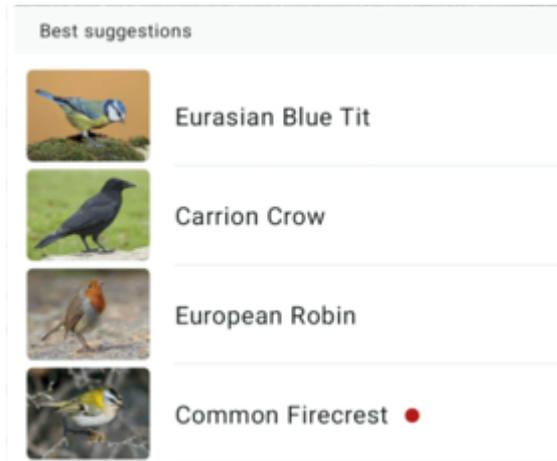
Note: The University resumed reporting - including of carbon emission data - to the HESA EMR for 2022-23 and for 2023-24.

## 8. Biodiversity

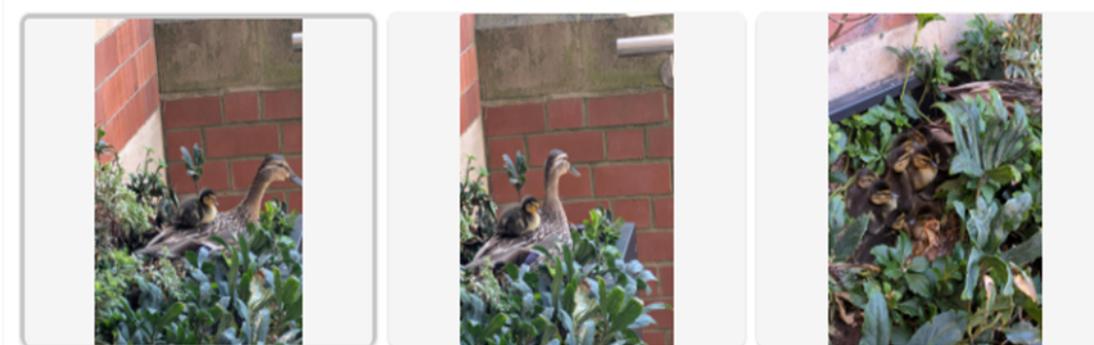
As a small University with two city centre sites with limited external spaces, there are constraints in implementing biodiversity initiatives.

Nonetheless, at Blenheim Walk there are bat and bird boxes, bee bricks and a green roof, recently enhanced further with a green wall, additional tree and wildflower planting, and new cycle storage with a sedum roof.

In January 2025, a preliminary Biodiversity Audit was undertaken by staff, of (5590m<sup>2</sup>) of Urban green space land owned by the University. This green space had been continually maintained with the grass cut on a monthly basis. To support and improve the bio-diversity in this urban environment a decision was made to let the grass land rewild to increase the diversity of plant species and encourage more habitation from wild life. Once the rewilding had established, a sample bird audit was undertaken by the Sustainability Manager and the following birds were identified via the [Merlin app](#):



In June this year, staff working at the University’s Vernon street site in the city centre discovered a duck’s nest containing nine eggs in our green planter at the main entrance of the building.



On the advice of RSPB, the nest was left undisturbed. In July 2025, all nine eggs hatched and the mother duck was observed leading the ducklings through Leeds city centre to the canal.



Future annual auditing is planned to be undertaken to inform proposals and the development of opportunities for future Biodiversity objectives as part of the new Sustainability Framework.