

Strategic priority	Evidence for action	Action
Data collection and reporting	The College needs to set % target Greenhouse Gas (GHG) reduction by 2030; data is required to inform target-setting, increase visibility and drive change	Develop GHG emissions dashboard, comprising: 1. Annual gas and electricity usage converted into GHG emissions 2. Data on flights booked by College members including travel purpose and GHG impact 3. % vegan meals, % vegetarian meals, % meat-reduced recipes
Cease gas use (for cooking, heating and hot water)	Scope 1 & 2 emissions account for 25% of carbon footprint (533t CO ₂ 3 pa)	Conduct full building energy audit across the estate Agree date by which to cease gas use (based on energy audit findings) Implement actions of energy audit, and consider/introduce on-site renewables where possible e.g. PV
Improve energy efficiency	Scope 1 & 2 emissions account for 25% of carbon footprint (533t CO ₂ 3 pa)	Lighting upgrades (LED) throughout estate Review management of heating and cooling systems, introducing energy efficiencies wherever possible Increase insulation - windows, cavity walls, loft spaces, etc
Reduce meat consumption	Meat accounts for c. 65% of food and drink emissions but only 25% of catering spend. UKCCC recommends 20% reduction by 2030 and 25% by 2050	Vegetarian by default for all internally-booked catering events (High Table already achieved) Introduce plant-based milk instead of/alongside dairy Replace water currently provided in plastic bottles with boxed water Provide one vegan option at all Common Table meals Agree and implement target for % vegetarian dishes produced Ensure vegetarian range is competitive on price (more pulses etc, move away from plant-based substitutes) Agree and implement % meat dishes to be meat-reduced, either by reduced meat portion size or by partial replacement of meat with vegetables
Reduce flights	Flights = 79% of College travel emissions. c. 300 flights pa; total travel emissions = 222t CO ₂ e pa)	Reduce number of short-stay trips and replace with virtual meetings or combine with other events to maximise each trip Fly economy class wherever possible
Travel (flights/commuting)	City Council will introduce levies and low emissions zones in 2024	Consider revisions to College policy, including greater use (and cost) of land-based travel and use of carbon budgets Introduce cycle to work scheme and Bikeability training courses for employees, and ensure cycle parking provision makes it easy and attractive to cycle (secure, covered, easy to use etc) Introduce season ticket loan scheme Consider introducing salary sacrifice scheme for staff to purchase Evs Install electric charge points in College car parks Consider extending flexible/home working provision/policy

Reduce food waste	On average 18% of the food purchased by the UK hospitality and food service sector is thrown away, 75% of which is avoidable	Conduct food waste audit - weigh, measure and classify all food waste generated over a sample period (spoilage, prep waste, plate waste) across different event types (common table, formal dinners, events, etc)
		Train and develop relevant staff to understand the importance of food waste reduction, see https://guardiansofgrub.com/
		Improve demand forecasting and menu planning to limit over-catering Reduce portion size
Communications		Run information campaigns to support meat reduction e.g. promoting use of plant-based products via posters, newsletters, intranet etc
		Run information campaign re cycling - provision of maps showing safe and pleasant cycle routes etc