Queen Mary University of London
SUSTAINABILITY REPORT 2015/16

www.qmul.ac.uk
@QMSustain  QMUL Sustainability
Contents

Our commitment to sustainability 3
About Queen Mary University of London (QMUL) 4
Our economic contribution 6
  Research and enterprise 7
  Utilities expenditure 9
Our environmental contribution 10
  Energy and emissions 11
  Waste management 13
  Transport 14
  Biodiversity 15
Our social contribution 16
  Sustainability engagement 17
  Public engagement 18
  Volunteering 19
  Health, safety and security 20
  Careers, employment and training 21
  Equality and diversity 22
The year ahead 23
GRI supporting information 24
GRI materiality and stakeholder engagement 25
Our commitment to sustainability

Global Reporting Initiative

The Global Reporting Initiative (GRI) provides an internationally recognised framework for sustainability reporting. Queen Mary University of London (QMUL) started work towards the GRI G4 Framework in 2014/15 as a means of adopting a more strategic approach to sustainability. Stakeholder identification and engagement was introduced to highlight the university’s material sustainability aspects. Through this engagement we have identified our sustainability priorities and categorised them as Priority One (high) to Priority Four (low). Illustrated below are the economic (red), environmental (green) and social (blue) aspects identified as material through our stakeholder engagement. Full alignment with the GRI G4 Framework will take time and this will be achieved in a phased approach.

Priority 1
- Market Presence
- Indirect Economic Impact
- Economic Performance
- Energy
- Overall Spend and Investments (Environmental)
- Efficiency and Usage
- Customer Health and Safety
- Local Communities
- Employment
- Training and Education
- Diversity
- Occupational Health and Safety

Priority 2
- Procurement Practices
- Emissions
- Compliance
- Materials
- Water
- Transport
- Customer Privacy
- Equal Remuneration
- Freedom of Association and Collective Bargaining
- Labour/Management relations
- Grievance Mechanisms (Labour Practices)
- Non-Discrimination
- Supplier Assessment (Labour Practices)

Priority 3
- Products and Services (Environment)

Priority 4
- Grievance Mechanisms (Environment)

Green Gown Awards Finalist - Sustainability Reporting

QMUL’s Sustainability Report 2014/15 is a finalist for the inaugural Sustainability Reporting category at EAUC’s Green Gown Awards 2016. The category highlights leaders in sustainability reporting in higher education sector in regards to quality and relevance.

For more information, visit: www.qmul.ac.uk
Message from the Principal

This Annual Sustainability Report describes how sustainability is closely linked to QMUL’s values, heritage and purpose.

Our strategy commits us to the highest international standards in education and research to enable our staff and students to make positive contributions to the wider society. Through our commitment to knowledge creation and dissemination, our students are able to shape society and become leaders in a range of sectors.

Our strategy also includes ambitions to grow but we recognise that this must take place within the context of our values and mindful of the need to achieve environmental, economic and social sustainability.

This report provides a unified view of what sustainability impacts our stakeholders consider as priorities, and how we are performing in these areas. It also highlights some of the work we have completed to advance the cause of sustainability at QMUL.

I would like to thank everyone for their continued commitment to this agenda and I look forward to seeing how together we can continue to embed sustainability in 2016/17.

Professor Simon Gaskell

Message from the Vice-Principal for Public Engagement and Student Enterprise

Sustainability is central to our work at QMUL and allows us to ensure a high standard of service to our staff, students and the local community.

The amazing work highlighted in this report provides a snapshot of some of our initiatives over the last 12 months. The report also highlights how we not only focus on environmental management but how the institution as a whole is committed to addressing the sustainability triple bottom line.

With staff, students and the sector as a whole starting to understand the need to address sustainability, QMUL is proud to break away from the pack and work towards a sustainable future in a slightly different way. We consult our stakeholders regularly on what sustainability means to them using the GRI Framework. We then use this to inform what we do as an institution. QMUL’s community drives sustainability, not just our sustainability team.

Yes there are areas to improve on, there always will be when you combine sustainability and growth, but the work we have completed to date and the plans moving forward demonstrates how we are dedicated to making QMUL sustainable.

I hope you enjoy reading this year’s Sustainability Report. I would like to thank everyone who contributed to sustainability at QMUL, not just those who have been selected for the report. If you want to get involved with sustainability at QMUL or provide feedback on the report, please contact us at: sustainability@qmul.ac.uk.

Professor Peter McOwan
About Queen Mary University of London (QMUL)

We have a rich history in London with roots in Europe’s first public hospital and England’s first medical school. We were one of the first colleges to provide higher education to women and the Victorian philanthropic project; the People’s Palace at Mile End.

QMUL snapshot

- 21,187 students from over 155 nationalities
- 1,927 EU and 7,818 international students
- 3,000+ students studying joint programmes overseas in Nanchang and Beijing (China), Piraeus (Greece) and Paris (France)
- 4,000 members of staff
- 5 London campuses, and the only London university that has its own integrated residential student village
- Annual turnover of £350m, including £100m from research income
- Generates employment and economic output worth £1bn to the UK economy each year
- Over 240 degree programmes offered
- One of 24 leading UK universities represented by the Russell Group
- Top 5 nationally for several subject areas, including Medicine, Dentistry, Law and Film (The Guardian University Guide 2017)
- Top in London among Russell Group universities for student satisfaction (NSS 2016)
- QMUL is in the top 1% of universities in the world (Times Higher Education 2016/17) and 15th in the UK
- Ranked 20th most internationally diverse university in the world (Times Higher Education 2015)
- QMUL is 9th in the UK in the Research Excellence Framework 2014
- Top 10 in the UK for highest graduate starting salaries (The Sunday Times)
- 7 Nobel Prize winners
- Committed to gender equality with 3 Athena Swan Silver awards and 7 Bronze awards

Did you know?

- We have the second oldest surviving Jewish cemetery in England, a Spanish Portuguese Jewish cemetery dating from 1726, in the centre of our Mile End campus
- The Medical College of the Royal London Hospital (now part of Barts and The London School of Medicine and Dentistry) was England’s first medical school when it opened in 1785
- From 1964 until 1982 Queen Mary College maintained its own nuclear reactor, initially sited beneath Mile End Road
- Elizabeth Blackwell, the first fully qualified female doctor in the UK, trained at Barts Hospital Medical College in 1850
- Sir John Vane, who founded the William Harvey Research Institute, is credited with discovering how aspirin and similar drugs produced their effects
- Sir Walter Besant’s 1882 novel All Sorts and Condition of Men – An Impossible Story, imagined a ‘Palace of Delights’ in east London with concert halls, reading rooms, picture galleries, art school and education for local people – this was the inspiration for The People’s Palace and the start of Queen Mary today

Queen Mary University of London has roots in four historic colleges: Queen Mary College, Westfield College, St Bartholomew’s Hospital Medical College and the London Hospital Medical College. QMUL has changed many times since being Queen Mary College in 1887, however a central theme has been inclusion, which we still pride ourselves on today. To find out our full history, visit: www.qmul.ac.uk/about/history. Or view our archives collection at: www.library.qmul.ac.uk/archives.
Our economic contribution

2015/16 highlights

- Gas Spend: 31.4% ↓
- Water Spend: 1.8% ↑
- Electricity Spend: 1% ↑
- Flexible Savings: £1.2m
- 9th in the UK for multi-faculty research
Our economic contribution: Research and enterprise

Research conducted across all three of our faculties makes an essential contribution to many of the pressing social, cultural, economic and environmental questions of our time.

Research Excellence Framework (REF)
The 2014 REF, a national system for assessing the quality of research in higher education institutions, ranked QMUL 9th in the UK among multi-faculty universities for the quality of our research. Research with impact and research by faculty provide examples of the diversity of research that is making a positive impact on society.

Queen Mary Innovation LTD
Queen Mary Innovation LTD (QMI) is a technology transfer company that is entirely owned by the university, and is responsible for the commercialisation and management of QMUL’s intellectual property and portfolio of spinout companies. Dr Natasa Levicar from QMI launched a crowdfunding project at the Research Matters conference in May 2016. The crowdfunding project is a new way to support and fund lifesaving projects that cannot be funded through standard NHS funding. The crowdfunding platform will be donation based and relies on philanthropy. Examples of projects that could receive the funding are clinical research, the development of medical devices, NHS service improvement, basic science or public health projects. It will fund both early ideas and ongoing projects that are aimed at benefiting patients. The benefits of the crowdfunding project will be changing peoples lives, as well as improving the effectiveness of services at Barts Health NHS Trust which provides a huge range of clinical services to people in east London and beyond.

Air pollution
QMUL researchers have been examining whether children and teenagers can reduce the amount of air pollution they are exposed to while walking along busy roads and waiting at junctions. The three-year study will measure how much black carbon (which is associated with cardiovascular and respiratory diseases) and nitrogen dioxide that children breathe in, and whether reducing this will have a positive impact on their symptoms. As part of the research, PhD student Lee Koh used a portable pollution monitor to measure rush-hour levels of black carbon from Whitechapel to Moorgate and on a quieter route. Mrs Koh found that just five minutes of walking on the main road route exposes people to nearly a quarter of the maximum recommended intake of black carbon over 24-hours. The research is being supervised by Professor Jonathan Grigg and follows on from additional research which investigated the impact of air pollution on immune cells within children’s lungs by combining research with school groups.

The QMUL Model
QMUL has been collating feedback from first year undergraduate students on a proposed new teaching and learning initiative – “The QMUL Model” for undergraduate education. The aim of the model is to create an integrated, credit bearing programme for all QMUL students that broadens the current undergraduate educational experience with a personalised strand involving active learning and co-creation. QMUL’s aim is to ensure that undergraduates make the most of their time at QMUL and gain the skills, experience and connections that will help them excel. The model will aim to level the playing field, remove barriers to success and ensure that students from all backgrounds are equipped to flourish in and beyond their time at university.

For more information on our research, visit: www.qmul.ac.uk/research
Dr Susana Godinho from QMUL’s Barts Cancer Institute was been awarded the Lister Prize Fellowship for her visionary work on cancer. The award – named after Joseph Lister, the surgeon who introduced cleanliness and sterilisation into medical procedures in the 19th century – is awarded to promising future leaders based on how their research contributions could be key to medical advances. Dr Godinho studies the roles of centrosomes in cancer, centrosomes are important for organising the skeleton of the cell and help to separate the chromosomes as one cell splits to form two new cells. Only five Lister Prize Fellowships of £200,000 are awarded each year, and Dr Godhino is the first lecturer from QMUL to ever win the prestigious prize. As a result of the prize, Dr Godhino hopes to investigate the role of centrosomes on surrounding cells in the tumour and what this could mean for therapy, metastasis and treatment resistance.

Biologists from the School of Biological and Chemical Sciences have attached weather resistant number tags on the back of hundreds of bees. The researchers are encouraging the public to identify the tagged bees and take photos as part of a competition to help research the secret lives of London’s bees. The London Pollinator Project aims to understand the bees’ preferred patches in London and the flowers that they choose. The research will not only allow scientists to gain a deeper understanding of the behaviour of the bees, it will also encourage the public to plant more bee friendly plants and to develop an interest in bee behaviour. Professor Lars Chittka said “The fact that the bees have individual ‘license plates’ will allow anyone interested to develop their own science project, and ask scientific questions about the behaviour of bees.”
Our economic contribution: Utilities expenditure

QMUL’s strategy includes a commitment to financial resilience and efficiency. Managing utilities consumption effectively is a key means of producing financial savings and reductions in associated carbon emissions.

Utilities expenditure

The table below summarises the annual utilities expenditure between August 2015 and July 2016. Electricity spend increased slightly due to a 1% increase in the consumption of electricity. Gas expenditure decreased by 31.4%, even though the actual consumption of gas decreased by 20% due to a reduction in the price of gas by 38.1%. Water spend increased by 1.8% between 2014/15 and 2015/16, even though consumption decreased by 1.6% due to the annual incremental unit rate increase.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity</td>
<td>3,102,468</td>
<td>3,736,582</td>
<td>3,968,524</td>
<td>4,275,025</td>
<td>3,988,728</td>
<td>4,027,844</td>
</tr>
<tr>
<td>Gas</td>
<td>1,085,503</td>
<td>1,446,532</td>
<td>1,751,548</td>
<td>1,545,707</td>
<td>1,371,371</td>
<td>940,295</td>
</tr>
<tr>
<td>Water</td>
<td>434,161</td>
<td>427,921</td>
<td>423,045</td>
<td>466,515</td>
<td>443,494</td>
<td>451,237</td>
</tr>
<tr>
<td>Total</td>
<td>4,622,132</td>
<td>5,611,035</td>
<td>6,143,117</td>
<td>6,287,247</td>
<td>5,803,593</td>
<td>5,419,376</td>
</tr>
</tbody>
</table>

Carbon Reduction Commitment (CRC) Energy Efficiency Scheme

QMUL participates in the CRC Energy Efficiency Scheme which is designed to encourage energy efficiency. The CRC cost per tonne of carbon increased by 3% during 2015/16.

<table>
<thead>
<tr>
<th>Scope</th>
<th>Year</th>
<th>Cost saving and avoidance (£)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity (kWh)</td>
<td>36,694,401</td>
<td>37,291,425</td>
</tr>
<tr>
<td>Gas (kWh)</td>
<td>34,302,740</td>
<td>29,011,143</td>
</tr>
<tr>
<td>tCO2e</td>
<td>26,400</td>
<td>25,659</td>
</tr>
<tr>
<td>£/tCO2</td>
<td>12.00</td>
<td>12.00</td>
</tr>
<tr>
<td>CRC cost (£)</td>
<td>316,800</td>
<td>307,908</td>
</tr>
</tbody>
</table>

Flexible energy contract

The flexible energy contract was put in place in August 2014 to help mitigate against an increasing utilities spend and to reduce risk by mirroring market movements. Based on its success, QMUL extended the contract to October 2018 to continue to utilise market movements. To assess the success of the contract we monitor savings achieved and also cost avoided as this is recognised as a benefit of adopting a flexible model. Cost savings and avoidance to date are detailed in the adjoining table.

Ethical Investment Policy

QMUL follows the guidance on ethical investment provided by the Charity Commission in the Basic Principles and Detailed Guidance for the investment of charitable funds published in December 2004, the policy is publically available.

For more information, visit:
www.qmul.ac.uk/about/sustainability/campus/energy-and-environmental-management
Our environmental contribution

2015/16 highlights

- **Gas kWh**: 20% ↓
- **Water m³**: 1.8% ↓
- **Electricity kWh**: 1% ↓
- **Book recycling**: saved 196 trees
- **Scope 1 and 2 tCO₂e**: 11% ↓
Our environmental contribution: Energy and emissions

A new Energy Policy has been published as part of QMUL’s Energy and Environmental Management System. This provides a structured approach to energy management and supports our efforts in achieving an absolute 34% reduction in Scope 1 and Scope 2 carbon emissions by 2020 based on a 2005/06 baseline.

Energy consumption

Electricity consumption decreased by 1% (303,447 kWh) in 2015/16 compared with 2014/15, however, carbon emissions from electricity decreased by 8% due to favourable changes in emissions factors for grid electricity. Gas consumption decreased by 20% (9,149,065 kWh) in 2015/16 compared with 2014/15, and over the same period gas carbon emissions reduced by 21%. This is slow progress towards our absolute 2020 reduction target of 34% tCO₂e, however, when we look at our normalised performance there is clear progress. When we look at tCO₂e per student between 2013/14 and 2014/15 there was a 17% reduction, meaning we only need to reduce by a further 0.01% tCO₂e to hit our normalised target. In addition, when comparing carbon reduction against income between 2013/14 and 2014/15, there was a 6% reduction which exceeds our normalised against income target.

<table>
<thead>
<tr>
<th>Scope 1 and 2</th>
<th>Year</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electricity (kWh)</td>
<td>36,452,619</td>
<td>37,855,633</td>
</tr>
<tr>
<td>Electricity Carbon (tCO₂e)</td>
<td>19,115</td>
<td>18,575</td>
</tr>
<tr>
<td>Gas (kWh)</td>
<td>50,309,964</td>
<td>40,757,069</td>
</tr>
<tr>
<td>Gas Carbon (tCO₂e)</td>
<td>9,319</td>
<td>7,501</td>
</tr>
<tr>
<td>Total Carbon (tCO₂e)</td>
<td>28,434</td>
<td>26,076</td>
</tr>
<tr>
<td>tCO₂e per £10,000 of income</td>
<td>0.957</td>
<td>0.848</td>
</tr>
<tr>
<td>tCO₂e per student</td>
<td>1.92</td>
<td>1.75</td>
</tr>
</tbody>
</table>

Energy efficiency projects

Throughout 2015/16 a number of projects were undertaken which positively contribute to our energy reduction targets, user comfort and building performance. These included lighting upgrades across some of the residential estate, Building Management System (BMS) control point updates in academic buildings, the installation of a Combined Heat and Power plant (CHP) and district heating network at our Mile End campus, and the refurbishment of areas in the Engineering Building. These projects all contribute to our carbon target and help reduce the energy intensity of the site.

For more information, visit: www.qmul.ac.uk/about/sustainability/campus/energy-and-environmental-management
In 2014/15 we updated our Carbon Management and Implementation Plan to take account of DEFRA’s revised historic carbon conversion factors, address performance to date, and include Scope 3 emissions and targets.

**Fleet Fuel Scope 1 Emissions**

Use of diesel has increased within the fleet over the last 12 months, however, the total emissions are still minimal in comparison to other emissions sources. The increase is predominantly due to using the fleet for more cross-site activities.

### Scope 1

<table>
<thead>
<tr>
<th>Year</th>
<th>2010/11</th>
<th>2011/12</th>
<th>2012/13</th>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Petrol (lt)</td>
<td>1,178.82</td>
<td>1,521.21</td>
<td>1,089.4</td>
<td>1,674</td>
<td>127.21</td>
<td>116.67</td>
</tr>
<tr>
<td>Petrol (kgCO2e)</td>
<td>3,143.913</td>
<td>4,057.067</td>
<td>2,442.762</td>
<td>1,404.875</td>
<td>287.9367</td>
<td>264.0796</td>
</tr>
<tr>
<td>Diesel (lt)</td>
<td>2,367</td>
<td>1,949.36</td>
<td>1,602.32</td>
<td>1,235.93</td>
<td>1,681.55</td>
<td>2,514.69</td>
</tr>
<tr>
<td>Diesel (kgCO2e)</td>
<td>6,444.631</td>
<td>5,307.522</td>
<td>4,139.594</td>
<td>3,381.584</td>
<td>4,481.706</td>
<td>6,702.051</td>
</tr>
<tr>
<td>Total (tCO2e)</td>
<td>9.588544</td>
<td>9.36459</td>
<td>6.582355</td>
<td>4.786459</td>
<td>4.769643</td>
<td>6.808309</td>
</tr>
</tbody>
</table>

**Procurement Scope 3 Emissions**

With a reduction in spend, the total procurement emissions reduced. When considering the emissions normalised against income and student number this represents a 29% reduction.

### Scope 3

<table>
<thead>
<tr>
<th>Year</th>
<th>2011/12</th>
<th>2012/13</th>
<th>2013/14</th>
<th>2014/15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Procurement Spend (£)</td>
<td>15,253,644</td>
<td>71,920,494</td>
<td>81,159,685</td>
<td>75,210,651</td>
</tr>
<tr>
<td>Percentage Unclassified</td>
<td>12</td>
<td>6</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total Emissions (tCO2e)</td>
<td>80,996</td>
<td>38,788</td>
<td>47,298</td>
<td>38,963</td>
</tr>
<tr>
<td>tCO2e per £10,000 of income</td>
<td>0.26</td>
<td>0.12</td>
<td>0.14</td>
<td>0.10</td>
</tr>
<tr>
<td>tCO2e per £ student</td>
<td>5.451</td>
<td>2.579</td>
<td>3.067</td>
<td>2.070</td>
</tr>
</tbody>
</table>

**Water Scope 3 Emissions**

Water consumption has reduced 1.8% in 2015/16 when compared to 2014/15. Waste water disposal has remained stable. This consumption change has resulted in a carbon reduction of 0.7%. No projects or engagement activities directly targeted water use in 2015/16.

### Scope 3

<table>
<thead>
<tr>
<th>Year</th>
<th>2010/11</th>
<th>2011/12</th>
<th>2012/13</th>
<th>2013/14</th>
<th>2014/15</th>
<th>2015/16</th>
</tr>
</thead>
<tbody>
<tr>
<td>Water (m3)</td>
<td>280,668</td>
<td>219,714</td>
<td>281,590</td>
<td>253,022</td>
<td>243,415</td>
<td>239,620</td>
</tr>
<tr>
<td>Water Carbon tCO2e</td>
<td>95.43</td>
<td>74.70</td>
<td>96.90</td>
<td>87.07</td>
<td>83.76</td>
<td>82.45</td>
</tr>
<tr>
<td>Waste Water (m3)</td>
<td>174,632</td>
<td>145,595</td>
<td>164,511</td>
<td>155,833</td>
<td>156,615</td>
<td>156,631</td>
</tr>
<tr>
<td>Waste Water Carbon tCO2e</td>
<td>123.99</td>
<td>101.92</td>
<td>116.56</td>
<td>110.41</td>
<td>110.96</td>
<td>110.97</td>
</tr>
<tr>
<td>Total Carbon tCO2e</td>
<td>219.42</td>
<td>176.62</td>
<td>213.45</td>
<td>197.47</td>
<td>194.72</td>
<td>193.42</td>
</tr>
<tr>
<td>tCO2e per £10,000 of income</td>
<td>0.00739</td>
<td>0.00575</td>
<td>0.00660</td>
<td>0.00566</td>
<td>0.00517</td>
<td>No data available</td>
</tr>
<tr>
<td>tCO2e per £ student</td>
<td>0.01481</td>
<td>0.01189</td>
<td>0.01419</td>
<td>0.01281</td>
<td>0.01034</td>
<td>No data available</td>
</tr>
</tbody>
</table>

For more information, visit: [www.qmul.ac.uk/about/sustainability/campus/energy-and-environmental-management](http://www.qmul.ac.uk/about/sustainability/campus/energy-and-environmental-management)
Our environmental contribution: Waste management

A new Waste Management Policy has been published as part of QMUL’s Energy and Environmental Management System. This includes a commitment to develop an overall waste management strategy and outlines our determination to reduce waste production and increase rates of recycling.

Green Mary recycling bin rollout
QMUL aims to be a zero landfill university by 2017. With around 50% of the waste QMUL sends to landfill being recyclable, the facilities department introduced centralised recycling bins to further encourage recycling. The Green Mary bins replace under-the-desk bins in offices, which contribute to our low recycling rates. The recycling bins are made from cardboard and are 100% recyclable.

Commimgled recycling in Halls
Commingled recycling bins have been placed in every shared kitchen in QMUL Halls of Residence. This means that over 2,000 students can now recycle within their halls.

Green Mary Garden compost and wormery
Two 330 litre compost bins have been installed in the allotment area of the Green Mary Garden. The compost bins can be used by allotment users, but also by students and staff who would like to have access. In addition, QMUL also has a wormery in the allotment, managed by an active Green Mary allotment keeper. Not only does the wormery provide another method of composting, it also produces nutrient rich fertiliser which can be used on the allotment plots and the Green Mary Sensory and Medicinal Gardens.

Stationery reuse
Throughout the year QMUL collects unwanted stationery from various departments at the university to give out to students at events throughout the year, in particular Green Mary Day during Welcome Week. Thanks to donations from staff departments throughout QMUL, students are able to pick up recycled stationery that supports their academic work and reduces the amount of waste we produce.

Better World Books
Students donated 12,295 text and study books for reuse in our libraries or for recycling, sufficient to save a total of 196 trees.

For more information, please visit: www.qmul.ac.uk/about/sustainability/campus/waste-and-recycling
Our environmental contribution: Transport

A new Sustainable Transport Policy has been developed and published as part of QMUL’s Energy and Environmental Management System. This includes our intention to develop travel plans for all QMUL campuses, and outlines our commitment to encourage sustainable forms of travel by staff and students.

Travel plans
QMUL now has travel plans for each of the main campuses. As a central London university, travel to QMUL is largely sustainable. A travel survey was launched this year and received over 1,000 responses. It showed that over a third of the staff and students who responded travel to QMUL completely sustainably (by foot or by bicycle). In general, student travel was more sustainable than staff, largely due to staff, on average, living further away from QMUL. The results of the travel survey have been used to create up-to-date targets and objectives for sustainable travel. The travel plans highlight QMUL’s targets to reduce transport by public transport and increase walking/cycling. Combined travel modes are also encouraged.

Bike facilities project
This year over 190 additional bike racks have been installed across QMUL campuses to support the growing cyclist population at QMUL. In addition, bike pumps have been installed at each of the main campuses (Mile End, Whitechapel and Charterhouse Square) following feedback from our travel survey.

QMUL Cyclists’
QMUL has an active cyclists’ group with more than 200 members. Staff and students are encouraged to sign up to the mailing list to keep up to date with cycling news and information from around the campus. You can also follow them @QMCyclists.

Recycle Your Cycle
QMUL has formed a new partnership with Recycle Your Cycle, a charity that works with prison students to repair and refurbish old and abandoned bicycles. This year, we held our first bike sale with Recycle Your Cycle in May for Bike Week. We sold 18 bicycles raising £1,550 for the charity which, in turn, raises funds for UK Hospices and helps to provide training for prisoners to assist with their rehabilitation and employment prospects.

For more information, please visit: www.qmul.ac.uk/about/sustainability/campus/transport
Our environmental contribution: Biodiversity

A new Biodiversity Policy has been developed and published as part of QMUL’s Energy and Environmental Management System. This policy includes the intention to protect and enhance the biodiversity of the estate where possible.

Biodiversity
QMUL commits to enhancing and protecting the biodiversity of the estate where possible. As QMUL is a central London campus, enhancing biodiversity can be challenging, however, QMUL strives to ensure biodiversity is considered throughout all of its operations.

Green Mary Garden
This year the Green Mary Garden was built, the garden includes a sensory garden, a medicinal garden and 19 shared allotment plots. The sensory garden contains native plant species that appeal to all five senses (touch, smell, taste, sight and sound), while the medicinal garden includes plants that were historically used within medicine, emphasising QMUL’s medical heritage.

The Green Mary Garden has also been used to support research at the university. A researcher from Lars Chittka’s bee lab has used the garden as a location for empty mason nest blocks to support research into site selection of mason bees.

Widening Participation
The Widening Participation team have an allotment bed which is used as a tool for interaction with local school pupils, for example Solebay Primary School who visited the allotment plot in May.

Green Mary Garden Allotment
The Green Mary Garden Allotment is open to all students and staff at QMUL. There are 19 shared allotment plots and over 80 students and staff are current allotment plot members, actively growing fruit and vegetables on site.

The catering team have an allotment plot and strive to use site-grown produce where possible. The team recently produced a salad for The Curve’s salad bar entirely from allotment produce.

Winning allotment plot
We run competitions throughout the year to make sure allotment members stay engaged and keep on top of their plots. This year, a student group won and their lead member, Dan, wrote a blog on his experience of keeping an allotment plot.

For more information, please visit: www.qmul.ac.uk/about/sustainability/campus/biodiversity
Our social contribution

2015/16 highlights

- 1,200+ attendees at QMUL’s first Community Festival
- £75,000 funding for student startups
- 14 different Faith Societies in QMSU
- Health and Safety trained 885 delegates
- Ranked safest Russell Group university in London
Engagement is a fundamental part of sustainability at QMUL. Social media is essential in communicating QMUL’s sustainability activities and information to students, staff as well as external parties. Our social media presence has grown significantly over the past year. Most importantly, behaviour change work and engagement campaigns make a huge impact on our energy saving targets.

**Green Mary**
Green Mary is QMUL’s sustainability engagement brand. All sustainability activities and events now are promoted under the Green Mary brand to enhance student and staff awareness of sustainability at QMUL.

**Green Mary Workbook**
The Green Mary Workbook is QMUL’s competitive staff engagement campaign. Staff form teams and follow a workbook of sustainability themed criteria and activities. This year, the School of Electronic Engineering and Computer Science’s (EECS) team won the platinum award, demonstrating their innovative approach to sustainability in the department, for example replacing the inefficient lighting in the student ITL lab with LED lights and installing thermal blinds in offices.

**Green Mary Week**
Each year Green Mary Week is held to promote the ongoing sustainability work around QMUL. This year stall holders included sustainable caterers, local charities, organisations and free cycle maintenance.

**Green Mary Student Group**
QMUL has an active Green Mary student group, offering students who have an interest in sustainability a chance to take positive action on campus. This year, the student group hosted events including nature walks and stationery give aways. Open to all students, it is an excellent way for them to gain environmental experience as well as wider transferable skills such as communication, teamwork and leadership.

**Community engagement partnerships**
QMUL supports a number of local charities including Whitechapel Mission, a charity that supports the homeless. This year, Green Mary teams from Finance and ARCS volunteered at the Whitechapel Mission and sorted huge amounts of clothes that had been donated to the centre. This allows homeless people who visit the centre to be able to put on a clean set of clothes. This is just one of the charity initiatives the Green Mary campaign encouraged in 2015/16.

---

**Green Mary Workbook Winners 2015/16**

<table>
<thead>
<tr>
<th>Position</th>
<th>Team</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st</td>
<td>EECS (GrEECS)</td>
</tr>
<tr>
<td>2nd</td>
<td>Geography (Geography Greens)</td>
</tr>
<tr>
<td>3rd</td>
<td>CAPD (CAPeD Crusaders)</td>
</tr>
</tbody>
</table>

For more information, please visit: [www.qmul.ac.uk/about/sustainability/community](http://www.qmul.ac.uk/about/sustainability/community)
Our social contribution: Public engagement

QMUL has a long history of public engagement, having started life as the People’s Palace which was built in 1887 to provide culture, entertainment and education to the people of east London. Through its staff and students, QMUL seeks to bring research to life, making a tangible difference to local communities by achieving a sustainable and long-lasting economic and social impact. QMUL aims to establish itself as a leader in the field of HE Public Engagement.

Bespoke

A team of researchers from the Medicine and Dentistry Department at Barts Health NHS Trust developed a crowdsource app that will allow cyclists to log cycle accidents, injuries and near misses to create an accurate map of cycling blackspots. The number of people commuting by bicycle in London has steadily increased in the last 10 years, with official census information confirming that the number has more than doubled. There has been much media attention around cycling deaths in London, which has resulted in campaigners working hard to raise awareness of cyclists on the road.

At present, the information around injuries sustained by cyclists is not recorded in a meaningful way that allows for researchers to evaluate risk factors or provide data to stakeholders to reduce cycle related injury.

For more information about Public Engagement at QMUL, visit: www.qmul.ac.uk/publicengagement

Accessible Peak Meter

Accessible Peak Meter is a plug-in that reduces barriers to visually impaired audio engineers. The plug-in allows visually impaired audio engineers to work on commercial contracts by using real-time audio cues rather than the visual ones used in commercial digital workstations. Accessible Peak Meter received the Best Solution by a Large Organisation award in the AT&T and New York University Connect Ability Challenge. The team are also in conversations with two leading organisations in the field, Avid and Steinberg, to contribute to developing more accessible versions of audio software, workstations and Virtual Studio Technology. This provides QMUL with free access to their resources and allows for possible future research collaboration around accessible audio technologies.

Festival of Communities

QMUL took part in the inaugural Tower Hamlets Festival of Communities, which brought together over 3,000 visitors to explore living and learning across our borough, packed with family friendly activities and events. Over two weeks we held fun-days and fringe events packed with interactive demonstrations, hands-on activities, walking tours and more, showcasing the very best of health, medical, science, engineering, humanities and social science projects from Tower Hamlets organisations and Queen Mary University of London.
Queen Mary Students’ Union (QMSU) offers a diverse range of employment and volunteer opportunities across London. Every year a range of charities, social enterprises, public sector institutions and conservation organisations benefit from the university’s dedicated student volunteers.

QMSU Volunteering

Volunteering provides opportunities for students to try things for the first time, develop new skills and make a real difference to local communities. Students tailor their level of involvement to fit with their appetite and timetable whether it is a regular placement with a QMSU partner organisation, one-off opportunities with groups of students or joining a student group set up and run by like-minded students with a particular interest. QMSU volunteers work with a number of local partner organisations including ReachOut (mentoring), Hackney Winter Night Shelter, the Alzheimer’s Society, Age UK, Bow Foodbank, and the Whitechapel Mission for the homeless.

Volunteering snapshot

- QMUL students run 15 different ongoing community projects
- QMSU Volunteering work closely with 200 charities
- The Bow Foodbank Volunteering Group increased their numbers of active student volunteers by 81%
- QMUBL Marrow increased the number of students signed up to stem cell registers by 90 students
- The “Mary Christmas” project resulted in students handing out 100 bags of essentials to homeless people in London
- 2 QMUL students – Hazel Woodhead and Shobana Sivalingham – were awarded the Young People of the Year Award
- QMSU Volunteers volunteered 75+ hours at the Whitechapel Mission, serving breakfast to the local homeless community and sorting through donated clothing
- QMUL students volunteered at the Lavender Pond and Tower Hamlets Cemetery park

Raising and Giving (RAG) Awards

The QMSU RAG Awards were held in May 2016 and was open to all student volunteers and QMSU charity partners to thank them for their contribution to community volunteering over the past year.

For more information, visit: www.qmsu.org/volunteering
Our social contribution: Health, safety and security

QMUL follows the Plan / Do / Check / Review (PDCR) approach in managing health and safety, as outlined in the HSE document ‘Managing for Health and Safety, HGS65’ and applicable sector guidance such as the UCEA ‘Leadership and Management of Health and Safety in Higher Education Institutions’.

Governance of health and safety

At QMUL, the ultimate responsibility for health and safety rests with Council. Council delegates the day-to-day execution of this responsibility to the Queen Mary Senior Executive (QMSE), whose members include the Principal and Vice-Principals. Heads of QMUL schools, institutes and directorates are responsible for the health and safety of their staff, students and visitors and to ensure health and safety management is embedded within their activities. The QMUL Health and Safety Advisory Group (HSAG) develops, implements and monitors health and safety at QMUL including legal compliance; and advises Council and QMSE. HSAG members include the QMSE member tasked with leading on health and safety (the QMUL ‘Health and Safety Champion’), competent health and safety advisers, management, staff and student representatives, and Trade Union representatives. The Director of Health and Safety (HSD) provides strategic and operational advice and expertise to enable this group to implement the QMUL health and safety policy.

Reported incidents

HSD ran a university-wide campaign to raise awareness of reporting all accidents, incidents and near misses (no matter how small). This has reflected the number of reports received in total. Pleasingly, RIDDOR type accidents continue to decrease.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>RIDDOR</td>
<td>157</td>
<td>229</td>
<td>274</td>
<td>196</td>
<td>283</td>
</tr>
</tbody>
</table>

Training

In 2015-16, the Health and Safety Directorate ran 75 training courses in 18 fields, training a total of 885 delegates overall. Five of the HDS team members have accreditation to run the Institute of Occupational Safety and Health courses, two staff have accreditation to run the First Aid courses.

In addition to the face-to-face courses, HSD uses e-learning formats for two of the mandatory courses: Display Equipment Safety and Fire Safety Awareness. The e-learning training consists of completion of DSE and Fire modules with the individual staff member self-assessing their knowledge of the subject and noting any risks needing further consideration.

Safety and Security at QMUL

QMUL has been ranked as the safest Russell Group university in London, according to The Complete University Guide. QMUL also rated as the 19th safest university in England and Wales. The data presented is of the crimes most relevant to students: robbery, burglary, and violence and sexual crimes. Universities are ranked on the combined rate of all three crimes occurring in the past year, in areas that students live in term-time.

Safety and Security at QMUL

20
Our social contribution: Careers, employment and training

Recruiting and retaining the best staff is important to QMUL and the health and wellbeing of our employees is a priority. QMUL is committed to providing opportunities to students to enhance their skills and experience through our careers service.

**QConsult Commercial**
QConsult Commercial is supported by J.P.Morgan and builds on QMUL’s award winning employability programme. It places a diverse range of students into mini consultancy projects in local businesses. While conducting their projects, students receive advice, training and support around project management and presentation skills from the QMUL Careers & Enterprise team.

**Green Mary Project Assistants**
Green Mary Project Assistants are students with an interest in Sustainability that help staff who are working on The Green Mary Staff Workbook, QMUL’s competitive sustainability accreditation scheme, to implement environmental actions. Students that volunteer receive:
- Interactive training from qualified professionals
- Practical experience of creating sustainable change
- Gain valuable skills such as leadership, communication, environmental management and teamwork
- A certificate to provide evidence of the experience

**Career snapshot**
- 94% of 2015 graduates are in employment or further study after six months (DLHE)
- The employment rate for those who completed a QProject was 93%
- The QConsult with JP Morgan won the Guardian Employability Initiative of the Year Award 2015
- £75,000 of funding was given to students in 2015/16 to start new or grow existing businesses

**London Living Wage**
QMUL was the first university in the UK to become a living wage employer in 2006, and our research provided evidence about the impact of low pay on Londoners when the campaign started in 2001. QMUL is a founding partner of the Living Wage Foundation, which was set up in 2011 to recognise employers who pay a real Living Wage based on the cost of living not just the Government minimum. QMUL also supports the Citizens UK campaign as one of its principal partners, and continues to provide research to industry on the business case for a living wage.

**Sustainability Careers Week**
The inaugural Sustainability Careers Week, a recipient of an Annual Fund grant, showcased careers available in the highly-competitive sustainability sector in order to increase employability amongst underemployed and under-represented groups. A mixture of interactive events and workshops developed students’ understanding of the sector, and the skills required to gain employment. Sustainability Careers Week included:
- Sustainability Careers and Volunteering Fair
- Sustainability Careers Speed Meet
- Conservation Volunteering: Tower Hamlets Cemetery Park and Lavender Pond
- Careers in Energy and Carbon Management: Library Solar Panel Tour
- Key Skills Workshop: Careers in Sustainability Engagement and Communications

In total 327 students were engaged with the events and the week generated 10,330 Twitter impressions on the QMUL Sustainability account.

For more information, visit [www.careers.qmul.ac.uk](http://www.careers.qmul.ac.uk)
Our social contribution: Equality and diversity

We are committed to maintaining a community of equal opportunity at QMUL where everyone can learn, work and interact freely without fear of discrimination, prejudice or harassment of any kind.

**Athena SWAN**

The Athena SWAN charter is run by the registered charity the Equality Challenge Unit, and recognises excellence in an institution's commitment to gender equality. Originally focused on the progression of women academics and researchers in science, technology, engineering, mathematics and medicine (STEMM), the Athena SWAN charter was extended in 2015 to include gender equality work undertaken in arts, humanities, social sciences, business and law (AHSSBL), and in professional and support roles. QMUL became a signatory to the Athena SWAN charter in 2008 and obtained its first Bronze award later that year. QMUL is proud that all STEMM departments hold either a Bronze or Silver Athena SWAN award to demonstrate their commitment to gender equality.

**Parental support**

QMUL celebrates and supports working parents by providing a range of facilities and policies designed to assist our students and staff. Our Mile End campus is home to Westfield Nursery, which is open not only to our staff and students but also to the local community. We aim to support working mothers by providing comfortable facilities for breastfeeding across all our campuses. QMUL encourages all parents to retain employment by offering flexible working hours to fit around family commitments.

**Minorities**

QMUL is a diverse and inclusive institution that welcomes people from all backgrounds and cultures. In keeping with our values we have developed our Unconscious Bias Training, which is an interactive workshop aimed at minimising the impact of biases in the workplace. All staff will have completed this training in 2016/17.

**LGBT**

We are proud of our policy of inclusion at QMUL and strive to support our LGBT demographic in all aspects. The QMUL Legal Advice Centre provides our award winning Pink Law service, which offers free and welcoming advice on a range of LGBT issues including civil partnership, discrimination and hate crime. Our School of History offers students the opportunity to learn about the historical and modern day LGBT issues through modules such as ‘Making Sex: Bodies, Technology and Knowledge in Modern Sexuality’ which explores themes such as the changing concepts of sexuality and gender in modern society.

**Mental health and wellbeing**

Creating a safe and caring space for our staff and students at QMUL is our top priority. We have a network of support systems for those struggling with mental health issues such as our Employee Assistance programme, which offers a free and confidential telephone counselling service. We also have a dedicated Mental Health Coordinator on campus to provide face-to-face support for all. To support our most vulnerable students, QMUL adopts a family mentality and we encourage our academics and student-facing staff to follow our 'Students in Distress Guide' to provide students who are struggling with guidance and support.

**Faith equality**

At QMUL we are committed to supporting multiculturalism. Our student union hosts 14 faith societies across all campuses, and each campus offers facilities such as prayer/quiet rooms for contemplation. With our main sites located in Mile End and Whitechapel, we embrace the heart of multi-faith London and enjoy a diverse range of churches, meditation centres, mosques and synagogues in the local area.

For more information, visit: [www.hr.qmul.ac.uk/equality](http://www.hr.qmul.ac.uk/equality)
The year ahead

2016/17 highlights

- **ESD project to highlight best practice across QMUL**
- **Brand new residential campaign ‘Green Mary CampUS Challenge’**
- **New Sustainability Strategy for QMUL**
- **Building Management System project to save energy across the estate**
- **Sustainability Dashboard to promote progress throughout the year**
Structure and governance

QMUL consists of three faculties: Humanities and Social Sciences, Science and Engineering, and Barts and The London School of Medicine and Dentistry. Professional Services departments oversee the operational running of the university.

QMUL Council is the governing body and consists of 19 members (10 of whom are external). Council delegates decision-making in certain areas to sub-committees, including Finance and Investment, Audit and Risk, Governance, Remuneration and Estates Services (including Sustainability).

QMUL Senate oversees academic activity including academic standards, freedom and research. It comprises the Principal, Vice-Principals, representatives from Queen Mary Students’ Union, Heads of Schools, Deans of Research and academic staff.

Queen Mary Senior Executive (QMSE) is the academic senior management team and comprises the Principal, Vice-Principals, Chief Strategy Officer and Chief Operating Officer. QMSE advises the Principal on the management of day-to-day business, the university’s longer-term future and is also responsible for the development and implementation of the Strategic Plan.

The Sustainability Committee provides leadership, co-ordination and guidance in the development and management of the university’s sustainability risks, responsibilities, opportunities and to deliver performance improvement. The Sustainability Committee reports to QMSE. A series of sub-committees focusing on specific subject areas report to the Sustainability Committee, including: Carbon Reduction, Fairtrade and Sustainable Procurement.

Equality and Diversity, Human Resources, Finance and Health and Safety reporting lines follow a similar structure, reporting to QMSE.

QMUL values

Our values guide our activities and behaviour. They underpin our Strategy and inform key policies and decisions. Our values are informed by regular consultation with staff and students including a bi-annual staff survey. It is clear from these consultations that QMUL has a strong sense of identity and a deeply-held commitment to social justice.

1. We act with integrity and to the highest ethical standards in all that we do
2. We adhere unequivocally to our fundamental academic mission of creating and disseminating knowledge to the highest standards
3. We promote a strong collegial community through openness, listening, and co-operation
4. We are diverse and inclusive, recognising talent and nurturing the best and brightest, regardless of social or economic background
5. We support and engage with our local community, and more widely with London, the UK and internationally. We are proud of our location in Central and East London and we will continue to be engaged with our local communities and partners
6. We foster innovation and creativity, responding to new opportunities to further our academic ambitions and to improve society

QMUL Strategy to 2020

• Recruit students and staff of the highest talent and potential
• Achieve the highest standards to enhance our position as a leading university
• Provide all our students, wherever based, with an education that is judged internationally to be of the highest quality
• Embed an international dimension in all QMUL activities
• Achieve maximum impact through partnerships with businesses, charities, schools and others in the wider community
• Achieve and sustain financial strength
GRI stakeholder engagement

In 2014/15 we started work on aligning our sustainability report with the GRI G4 Framework and have made further progression towards this in 2015/16. A phased approach is being adopted that will result in full alignment over the next three years.

Stakeholder mapping was undertaken in April 2015 and reviewed for suitability in June 2016. Internal and external stakeholder groups where identified and mapped based on their overall levels of interest and influence. This enabled us to cluster stakeholders together based on need and manage them as larger groups. Through this exercise we identified an initial phase of engagement with a ‘work together’ cluster. A number of key representatives were targeted from each stakeholder group who attended a focus group. Six focus groups were held with 50 representatives attending in total. During these sessions the GRI Framework and reporting process at QMUL was introduced, and the aspects ranked based on their significance and QMUL’s influence on them.

An online stakeholder survey to gather wider opinions on sustainability at QMUL was also completed with over 600 responses received.

GRI materiality assessment

The QMUL Sustainability team carried out an initial review of the GRI aspects to identify areas most pertinent to the higher education sector. Those not material scored 0/0 and were not presented to the stakeholder groups. This was considered appropriate as it was most stakeholders first interaction with GRI.

Within the focus groups stakeholders were asked to score each aspect based on both the impact and influence on QMUL. Scores were then plotted on scatter graphs to highlight the levels of prioritisation within each stakeholder group. The locations on the scatter graphs were then converted into a numerical score with results being weighted based on the number of attendees at each session. This technique ensured all stakeholder opinions were given equal weight.

The results of this materiality assessment were then categorised into four priority areas ranked from one to four for economic, environmental and social aspects. Although priority will be given to the higher scoring aspects, this does not mean that lower priority areas will not also be addressed should resources allow and there be a clear institutional need to do so.