

Board of Management

People and Culture Committee

Date of Meeting	Wednesday 12 February 2025
Paper No.	PCC2-G
Agenda Item	5.5
Subject of Paper	Sustainability Action Plan
FOISA Status	Disclosable
Primary Contact	Allison Miller
Date of production	21 January 2025
Action	For Discussion

1. Recommendations

1.1 For the Committee to review and discuss the Environmental Sustainability update, and recommendations for development of a Sustainability Action Plan, and its associated recommendations.

2. Purpose

2.1 The purpose of this paper is to facilitate discussion on the College Sustainability Action Plan, inclusive of progress related to environmental sustainability, and associated recommendations to continue progress.

2.2 The detailed requirements for reporting are outlined in *Part 4 of the Climate Change (Scotland) Act 2009*. This places specific duties on all public bodies relating to climate change, these duties commenced 1 January 2011 and state at section 44 that in exercising its functions a public body must act:

- ii) in the way best calculated to contribute to the delivery of Scotland's national emissions reduction targets (known as 'mitigation'). The current target is net zero by 2045 at the latest, and.
- ii) in the way best calculated to help deliver Scotland's statutory climate change adaptation programme. The current programme runs 2024-29.

2.3 Within PBCCD (Scotland) Amendment Order 2020, reporting requirements means that the college must also provide:

- Target date for achieving zero direct emissions of greenhouse gases;
- Targets for reducing indirect emissions of greenhouse gases; and.
- How the institution will align its spending plans and use of resources to contribute to reducing emissions and delivering its emissions reduction targets.

2.4 Updated statutory guidance for Scottish public bodies is due to be published for consultation in February/March 2025. It is fully anticipated that this will present an increased level of reporting, responsibility, action, and accountability going forward

3. Consultation

3.1 Given the absence of a dedicated resource or specialist in the college, the Executive Leadership Team (ELT) approved the use of an external specialist to ensure compliance with our duties. We therefore engaged with Matt Woodthorpe, Scotland Programme Manager of the Environmental Association of Universities and Colleges (EAUC), the leading body for Sustainability in the post 16 Education sector in UK and Ireland.

The college is a member of EAUC

4. Key Insights

This paper summaries where the college is currently at in relation to climate mitigation and adaptation, this relates to the statutory guidance and expectations from the Scottish Government.

4.1 The College should take a whole-institution approach to sustainability, and invest in our estate, alongside enabling positive sustainable behaviours from staff, students, and visitors, with the aim of preventing undesirable behaviours.

4.2 The College will undertake a comprehensive Climate Risk Assessment (Appendix 1) of its infrastructure, operations, and people for both the current climate and expected future climatic scenarios. This work should be informed by people from across the College community.

4.3 The results from the Climate Risk Assessment will then be used to inform estates and operational and investment plans.

4.5 Actions In relation to **Emission Reduction**,

- For Scope 1 emissions, Overall, the college has made satisfactory progress in reducing scope 1 emissions (36.8% reduction since 2014/15). However, Scottish Government expects these emissions to be zero by 2038. The College needs to understand the pathways available to achieve this and then enact.
- For Scope 2 emissions, similar to the wider public sector, the college has benefited from external factors achieving the observed emission reduction. (2 - 54% reduction since 2014/15. 92% of the observed reduction due to national grid decarbonisation and 8% from electricity use reduction e.g. investment in LEDs). The College should identify ways to further reduce electricity use through demand management and investment in energy efficient and renewable energy technology.
- For Scope 3 emissions, it is difficult to identify trends because of historical data gaps. This is common across the public sector. The College should focus on reducing its use of flights for business travel, support sustainable staff and student commuting behaviours, and continue to lead on responsible procurement.

4.6 Whilst the college performs strongly on emissions reporting quality and operational emissions reductions, it does not fulfil duties in other areas and required improvements are known

4.7 Wider Actions & Improvements required

- The College has a climate risk assessment and control measures in place to respond to a range of climatic events. However, no assessment has been completed looking at future climate risk and how this will affect infrastructure, operations, and people. This work is a statutory expectation under the Climate Change (Scotland) Act 2009
- The college needs to determine its pathways to achieving zero direct emissions and get as close to net zero as possible for wider emission scopes.
- Other colleges in Scotland have undertaken feasibility studies to understand technological feasibility and associated costs. Studies are carried out to understand the technological routes and associated costs for decarbonising their heating.
- The college currently has not assessed future climate risk to the college's infrastructure, operations and community. (this work is a statutory expectation under the climate change (Scotland act 2009).

- The college does not have sustainable travel policy.
- The College does not currently have a detailed Climate Action Plan / Sustainability Action Plan to coordinate and drive strategic progress on sustainability issues.
- Consider resources (see table 1)

4.8 Failure to address the actions above will present a significant, reputational, and legal risk to the college.

5. Impact and Implications

5.1 In relation to Governance, the Board, ELT and SMT are expected understand the pathways, costs and changes needed to achieve zero direct emissions and net zero targets. Spending plans and use of resources should also be aligned to targets.

5.2 The Updated statutory guidance for Scottish public bodies is due to be published for consultation in February/March 2025. It is fully expected that This will present an increased level of responsibility, action, and accountability.

6. Strategic Risk Register- Audit & Assurance Committee

6.1 Within the Strategic Risk Register (SR13) is the "failure of compliance with Environmental Social and Governance (ESG) Duties". The Current Score is 10 we have moved from Green to Amber.

6.2 To inform the committee and in turn the risk register, benchmarking (Table 1) has been undertaken to compare City of Glasgow College with the wider Sector in Scotland. This benchmarking (set out below) demonstrates the college appears to be under resourced in this area.

Table 1

Institution	Internal	External
Ayrshire College	Estates and Sustainability Manager	
Borders College	Director of Estates and Facilities	Sustainability Projects Manager (Shared Services)
Dumfries & Galloway College	Director of Estates and Sustainability	
Dundee and Angus College	Head of Estates	
	Environmental Officer	
Edinburgh College	Estates Services Manager	
	Community Garden Coordinator	
Fife College	Sustainability Manager	
	Sustainability Co-ordinator	
	Sustainable Travel Officer	
Forth Valley College	Soft Services and Sustainability Manager	Sustainability Projects Manager (Shared Services)
Glasgow Clyde College	Soft Services and Environmental Manager	
Glasgow Kelvin College	Environmental Sustainability Manager	
New College Lanarkshire	Head of Estates	
North East Scotland College	Environmental and Sustainability Manager	
South Lanarkshire College	Deputy Head of Faculty	
	Head of Facilities and Health and Safety	
West College Scotland	Sustainability Officer	
West Lothian College	Head of Estates and Sustainability	Manager (Shared Services) - 3 year up to January, now stopped

6.3 Appendix 1 - Climate Change Risk Assessment - City Campus

RISK ASSESSMENT FORM

RA Ref No:		Assessor Name: Allison Miller			Assessment Date: 27/06/2024		
Faculty/Department/Service Area: Facilities				Site/Location: City Campus			
Activity/Task: Climate Change Risk Assessment							
SEVERITY (S): Degree of harm which may be caused (including numbers affected) 1. Minor Injury 2. Major Injury 3. Fatality			LIKLIHOOD (L): Probability that event will occur 1. Remote 2. Possible 3. Likely			RISK RATING (RR): Severity x Likelihood 1-2. Low 3-4. Medium 6-9. High	
No:	Hazards	Persons at Risk	Existing Controls	S 1-3	L 1-3	RR 1-9	Are the Risks Controlled*
1	SNOW - Blocked Fire exit doors due to heavy snowfall	Staff / Students General Public Contractors Deliveries	Regular inspections to determine if snow can be manually cleared. If it cannot, building should be closed, and communication sent to all staff/students informing this.	3	1	3	Yes
2	SNOW - Access to Campus and car parks may be affected due to snow and ice.	Staff / Students General Public Contractors Deliveries Taxis	Gritting contract is in place and all areas would be treated based on weather reports. Concierge have snow clearing equipment and access to salt/grit and, would be able to assist if required.	3	1	3	Yes
3	SNOW - Heavy snowfall on roofs could affect plant equipment. Thawing snow on roofs may cause flooding	Staff / Students General Public Contractors Deliveries	FES-FM carry out regular planned preventative maintenance on plant equipment and drainage systems including gutters and ensure any blockages such as leaves are removed. If essential plant is unavailable the building may not be suitable for opening and a communication should be sent to all staff/students	3	1	3	Yes
4	WIND – Disruption to Public Transport services due to high winds/storms.	Staff / Students General Public Contractors Deliveries	Weather warnings should be followed with staff being encouraged to work from home.	3	2	6	Yes

			<p>Staff who travelled to site should be allowed to leave earlier to avoid rush hour</p> <p>Temporary accommodation could be provided in the Halls of Residence for any staff stranded on Campus</p>				
5	WIND – Trees falling and causing injury to people and/or damage to vehicles and properties and blocking access to paths/stairs to College.	Staff/Students General Public Contractors Deliveries	<p>Grounds maintenance contract is in place and all trees are regularly inspected to remove any loose branches.</p> <p>Monthly inspections record results, and remedy any defects.</p>	2	1	2	Yes
6	RAIN - Heavy rainfall/flooding events may occur more frequently in winter, spring and autumn	Staff/Students General Public Contractors Deliveries	<p>FES-FM carry out regular planned preventative maintenance on drainage systems including gutters and ensure any blockages such as leaves are removed.</p>	3	1	3	Yes
7	SUN - Very hot days and heat waves in the summer months could disrupt rail services	Staff/Students General Public Contractors Deliveries	<p>Weather warnings should be followed with staff being encouraged to work from home.</p> <p>Staff who travelled to site should be allowed to leave earlier to avoid rush hour</p> <p>Temporary accommodation could be provided in the Halls of Residence for any staff stranded on Campus</p>	2	2	4	Yes
8	SUN - Very hot days and heat waves could make the working environment unbearable in the summer months.	Staff/Students General Public Contractors Deliveries	<p>FES-FM carry out regular planned preventive maintenance on HVAC systems to ensure it is operating correctly.</p> <p>Drinking water is available free of charge throughout the College.</p> <p>Temporary accommodation could be provided in the Halls of Residence for any staff stranded on Campus</p>	2	2	4	Yes
9	SUN - Water scarcity/drought in the summer months could affect external grass areas which may dry up and become dusty.	Staff/Students General Public Contractors Deliveries	<p>Arrange for inhouse maintenance team to regularly water grass areas in drought periods if no restrictions are in place from government.</p>	3	1	3	Yes

****Have the risks been reduced to a level that is as low as can reasonably be attained? No.***

If not, please outline on the Risk Control Action Plan sheet any further measures that are required to reduce the risk to an acceptable level.

City Campus Grounds



No:	Actions Required	Action by who	Date to be implemented by	Completed (name and date)
1.				
2.				
3.				

The risks should now have been reduced to a level that is as low as can reasonably be attained.

Assessment carried out by: Assessor(s): Allison Miller

Position: Head of Facilities

Date: 27/06/2024.

Approved by: Director/Head:

Date:

Review Date: Ongoing