



Sustainability Strategy Working Group

Purpose:

To develop the College's Sustainability Strategy and action plans. This group provides a co-ordinating role to meet the significant challenges, deliver results and annually measure and report on the College's progress, reporting to Finance Committee and Governing Body. As part of its work, the group is responsible for the development and review of the following documents to help deliver the Sustainability Strategy:

- Energy and Sustainable Building Plan
- Environmental Sustainable Engagement Plan
- Biodiversity (Net Positive) Plan
- Waste Management and Recycling Plan
- College Travel Plan
- Supply Chain Plan
- Social Sustainability Plan
- Carbon Offsetting Plan

These documents are in progress and will be considered by the Sustainability Strategy Group during 2025-26.

To receive updates from the 6 actions groups reporting to the Sustainability Strategy Working Group: Department Heads Sustainability Action Group; Food Sustainability Action Group; Department Sustainability Champions Action Group; Student Staircase Champions Action Group; Sustainable Travel Action Group; Biodiversity Action Group. All action groups report to the Sustainability Strategy Working Group and may make recommendations to it for approval through the College's governance routes.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)

Tutorial Fellow and Associate Professor in Climate Change Biology

Warden
Finance Bursar
Development Director/Deputy Development Director
Acting Domestic Bursar
Acting Deputy Domestic Bursar
Estates Manager
Maintenance Operations Manager
Residential Operations Manager – Merifield
Residential Operations Manager – Dorothy Wadham Building
Head of Communications
SU President
MCR President

APPENDICES

Appendix A: Headlines in the Sustainability Strategy
Appendix B: Governance and Reporting for the Sustainability Strategy
Appendix C: Work areas for action groups reporting to the Sustainability Strategy
Working Group

1. Department Heads Sustainability Action Group

Purpose:

The action group is a collaborative group of Department Heads to drive progress to meet the commitments in the College's ambitious Sustainability Strategy. The group will:

- Contribute to the development, implementation and review of the College's Sustainability Strategy and action plans.
- Ensure departmental plans and practices align with agreed action plans.
- Identify opportunities for sustainability improvements in operations, procurement, estates, Finance, catering, conferences, and other relevant areas.
- Identify and promote consistency and collaboration across departments to avoid duplication and maximise impact.
- Review progress against sustainability targets. Identify issues and opportunities, and recommend corrective action where needed.
- Share emerging best practice and make recommendations.
- Make recommendations to the Sustainability Strategy Working Group.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)

Acting Domestic Bursar
Acting Deputy Domestic Bursar
Estates Manager
Residential Operations Manager – Merifield
Residential Operations Manager – Dorothy Wadham Building
Head of Communications
Lodge Manager
Head Chef
Head Butler
Head of Housekeeping
Head Gardener
Librarian
College Accountant
Academic Administrator and Disability Coordinator
Deputy Development Director
Maintenance Operations Manager
Head of Accommodation, Sales & Events Office
Invited to attend: Colleges' Sustainability Officer

2. Food Sustainability Action Group

Purpose:

The action group is a collaborative group of Fellows, staff and students to identify opportunities and recommend actions to meet the following commitments in the College's ambitious Sustainability Strategy:

- Continue to increase sustainable and nutritional food offerings in the College.
- Engage with students, staff and visitors, as well as suppliers, on the College's commitment to serving sustainable food.
- Investigate on-site food growing, such as vegetables, herbs and more fruit.
- Ensure that the College's menus reflect the seasons where possible and monitor the use of non-seasonal produce.
- Ensure sustainability is considered in the awarding of contracts to food suppliers.
- Support environmentally-friendly farming, food/drink production and transportation in the selection of products.
- Ensure that meat and dairy is produced according to appropriate standards for animal welfare. Using demonstrably sustainable fish wherever possible.
- Reduce food deliveries to the College where possible.
- Maintaining Fairtrade status, supporting local suppliers and sustainable food projects

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)
Acting Deputy Domestic Bursar
Head Chef
Head Butler
SU President
SU Domestic Officer
SU Ethics and Environment Officers
MCR President

3. Department Sustainability Champions Action Group

Purpose:

The action group is a collaborative group of staff volunteers undertaking the role of *Department Sustainability Champion* to discuss sustainability challenges and initiatives. Department Sustainability Champions undertake the following main responsibilities:

Engage with the network of Department Sustainability Champions in the College

- Receive news on what is happening on sustainability in Wadham and across the University and share with team members, such as in department team meetings.

Advocate for sustainability and engage in sustainable actions

- Be the first point of contact in their department for team members who may have sustainability questions or ideas. Champions are given information and support to help them signpost people to information and they could support the ideas if they are able to.
- For example, helping an existing sustainability project or coming up with a new one for their department – small or large.

Communicate the department's sustainability achievements and challenges

- Help record and share their department's sustainability achievements so others can learn and replicate in their own areas.
- Share their department's sustainability concerns and challenges to hopefully find solutions and positive actions.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings held in person.

Membership 2025-26:

Director of Sustainability (Chair)
BURSARY - PA to the Domestic Bursar
ASE OFFICE – Sales & Events Executive
SCR/HALL – Deputy Head Butler
KITCHEN – Sous Chef
GARDENS – Assistant Gardener
HOUSEKEEPING – Deputy Head Housekeeper assisted by two Scouts
ACCOUNTS – Finance Assistant (Sales Ledger)
HR – Head of HR
DEVELOPMENT – TBC
ACADEMIC OFFICE - Graduate Administrator
LIBRARY – Assistant Librarian
WORKS – Carpenter
LODGE –Lodge Receptionist
MERIFIELD – Maintenance Assistant
DOROTHY WADHAM BUILDING – Residential Operations Manager

4. Student Staircase Sustainability Champions Action Group

Purpose:

The action group is a collaborative group of *Student Staircase Sustainability Champions* and staff representatives to provide support and discuss challenges and initiatives.

Role of Student Staircase Sustainability Champions:

- Champion environmental sustainability on their staircase. For example, acting as a point of contact to students on their staircase if they have questions on recycling, and how to save energy and water.
- Help raise awareness by taking part in SU and College-organised activities to raise awareness of sustainability where possible.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)
Student Staircase Sustainability Champions – Main site
Student Sustainability Champions – Merifield
Student Sustainability Champions – Dorothy Wadham Building
Head of Housekeeping
Estates Manager
SU President or delegate
SU Ethics and Environment Officers
MCR President or delegate

5. Sustainable Travel Action Group

Purpose:

The action group is a collaborative group of Fellows, staff and students to identify opportunities and recommend actions to meet the following commitments in the College's ambitious Sustainability Strategy:

- Develop a new College Travel Plan which will include minimising business travel unless there is no suitable alternative.
- Annually collect data on Scope 3 emissions from travel through a survey to all College members.
- Year-on-year reduction in carbon footprint associated with College-related travel.
- Consult College members on reducing travel and hold 'Town Hall' meetings to inform and engage.
- Contribute to a Carbon Offsetting Plan for essential international air travel.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)
Acting Domestic Bursar
Acting Deputy Domestic Bursar
Estates Manager
Residential Operations Manager – Merifield
Residential Operations Manager – Dorothy Wadham Building
Head of Communications
Lodge Manager

Academic Administrator and Disability Coordinator

SU President or delegate

SU Ethics and Environment Officers

MCR President or delegate

6. Biodiversity Action Group

Purpose:

The action group is a collaborative group of Fellows, staff and students to identify opportunities and recommend actions to meet the following commitments in the College's ambitious Sustainability Strategy:

20%-30% Biodiversity Net Gain on new/upgraded buildings

- To develop a new Biodiversity (Net Positive) Plan.
- To put nature and biodiversity net gain at the heart of our decision-making when undertaking further developments (new and upgrading buildings) on the College's sites to leave the natural environment with a biodiversity value at least 20-30% better than it was pre-development (i.e. a higher level of ambition than regulation requires).

Nature recovery on Wadham-controlled land (e.g. restoration projects) and buildings (green roofs)

- Map areas of particular importance for biodiversity across Wadham-owned land, including our tenanted farmland and woodlands.
- Develop ambitious strategies to enhance nature recovery on our land through habitat creation, management or restoration, and investing in strategic solutions that make the land more sustainable and resilient to climate change.
- Include biodiversity priorities and nature recovery strategies in a new Biodiversity Plan. The plan will identify areas to focus for both species and their habitats; including the installation of more bird and bat boxes, hedgehog 'houses', more structures for insects to shelter, wildlife corridors, green roofs, and the possibility of introducing living walls, a pond or rain garden, and wilding areas. We will also look to work with our tenants and other land users towards shared goals.
- Undertake annual biodiversity audits.
- Work collaboratively with local partners and landowners to look to link the College's sites to rural countryside through wildlife corridors.
- Partner with the Berkshire, Buckinghamshire and Oxfordshire Wildlife Trust - <https://www.bbowl.org.uk/>

On a path towards Nature Positive in supply chains

Though the above measures tackle our direct impacts on biodiversity, we also have impacts on biodiversity globally through the impacts of the goods and services we buy. These indirect impacts can in some cases be much larger than our direct impacts, as shown in the study for Oxford University published in Nature, 2022. To go beyond direct UK Biodiversity Net Gain and contribute towards global nature recovery – that is, to be Nature Positive – Wadham will have to consider these indirect impacts too.

There are various tools and approaches our suppliers and contractors can use to deliver on commitments to protecting nature in the landscapes where they operate from, or where they source commodities from, e.g. timber or palm oil. By investing in nature-based solutions the suppliers and contractors will minimise environmental impacts, stop land conversion and deforestation, and increase supply chain resilience.

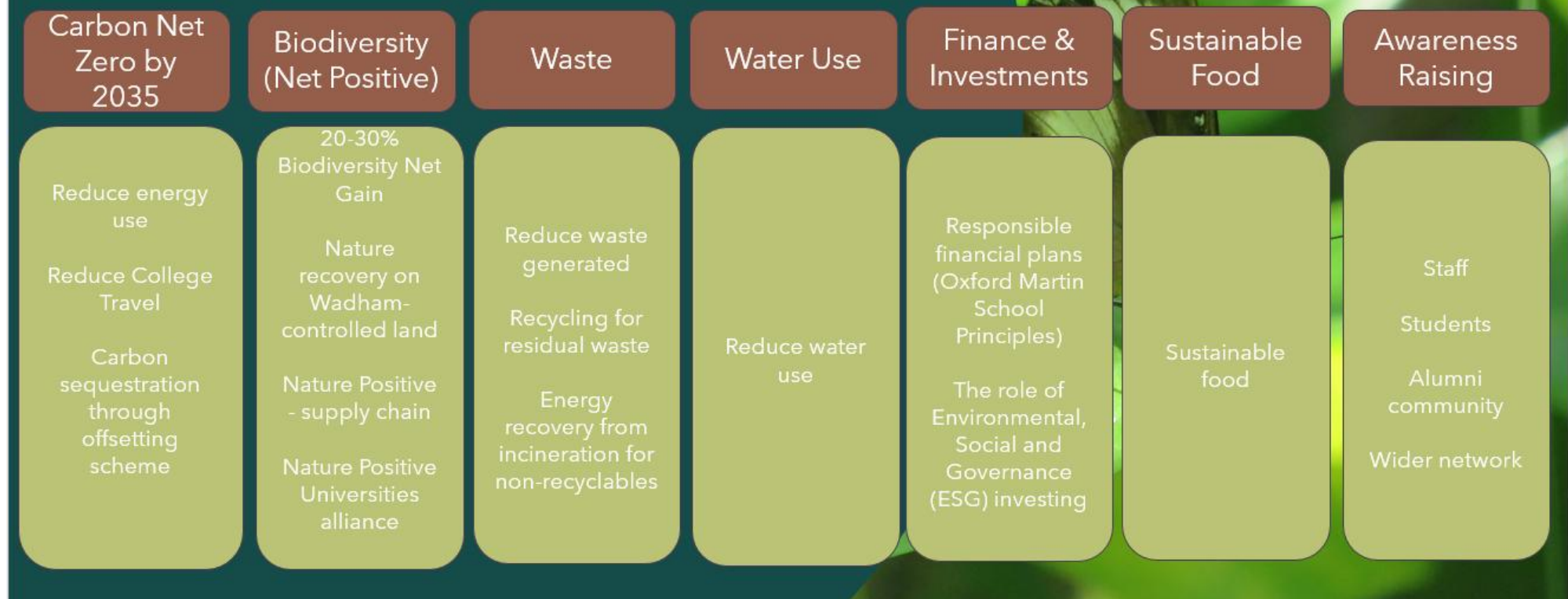
- Develop a new Supply Chain Plan.
- Review the College's supply chains to improve the visibility of suppliers, particularly where activities are interrelated but not necessarily transparent, to understand their biodiversity strategy, environmental performance (including waste and water management) and social sustainability (including equality).
- Work with suppliers who share our ambitions to reduce carbon and nature impacts.
- Increase the use of local suppliers where possible.
- Collaborate with other colleges and the University to leverage products and services which have a lower carbon impact and higher nature positive impact.
- Monitor and report on activity in the supply chain.

Frequency of meetings: Normally termly with additional meetings convened as required. Meetings may be held in person or online.

Membership 2025-26:

Director of Sustainability (Chair)
Professor in Climate Change Biology, Tutorial Fellow in Biology
Professor of Biodiversity, Senior Research Fellow
Professor of Molecular Plant Physiology, Keeper of the Gardens
Fellow and Tutor in French
Head Gardener
Estates Manager
Residential Operations Manager – Merifield
Residential Operations Manager – Dorothy Wadham Building
Head of Communications
Chaplain
SU President or delegate
SU Ethics and Environment Officers
MCR President or delegate

Wadham College Sustainability Strategy



Wadham College Sustainability Strategy

Governance and Reporting



Appendix C



Director of Sustainability, December 2025