

SUSU’s Sustainability Action Plan 2025/26

Southampton University Students’ Union (SUSU) is committed to being an environmentally and socially responsible organisation and having a positive impact on planet and people. Sustainability is a thread running through the SUSU Strategy 2025 –28 and we aim to embed environmental and ethical practices in all our activities.

In 2025/26, SUSU’s sustainability action will focus on:

- Engaging with the University on the review and refresh of the Sustainability Strategy
- Supporting student sustainability activities and the student voice
- Measuring SUSU’s organisational carbon footprint
- Embedding responsible purchasing processes
- Improving staff sustainability knowledge and training
- Fostering links between students and the wider community.



University strategy review and refresh



SUSU will work with the university on its review and refresh of the [Sustainability Strategy 2025-30](#) by supporting students to take part in the consultation process, putting forward the topics and actions they wish to see addressed in the refreshed strategy.

This includes advocating to widen the scope of the strategy and incorporate actions on biodiversity, plant-based food, social justice and the circular economy – key themes and topics that reflect students’ interests and concerns.

We will work closely with the University to implement the strategy once it is published.

Figure 1: Goals of the Sustainability Strategy 2025-30

| Action | People | Timescale |
|---|---|----------------------|
| Facilitate consultation sessions and opportunities for students to participate in the Sustainability Strategy refresh. | Sustainability Manager / Sabbatical Officers | 2025–26 |
| Advocate for students via representation on the University's Sustainability Implementation Group and Sustainability Strategy Board, attending regular meetings and workshops. | Sustainability Manager / Sabbatical Officers | Ongoing (2025–26) |



Student sustainability activities and the student voice

We will continue to empower our students to take practical and impactful action for the climate, for nature and for people.

| Action | People | Timescale |
|---|--|---------------------------------|
| Continue to host the Student Sustainability Forum to provide a focal point for students to discuss sustainability matters and campaigns at the University, in the city and beyond. | Sustainability Manager / VP Sports | Monthly during semesters |
| Support Clubs and Societies to adopt environmental and ethical initiatives and encourage them to apply for the Clubs & Societies Sustainability Badge, providing ideas and advice where needed. | Sustainability Manager / Activities Team | Ongoing (2025–26) |
| Partner with the University's Res Life-Cycle Team to deliver sustainability events in halls, including a wildlife BioBlitz, veg growing at Glen Eyre and litter picks. | Sustainability Manager / UoS Res Life Team / student volunteers | October 2025 and May 2026 |
| Support students to campaign on responsible investment and ethical banking, collaborating with the University on preparation of the Sustainable Responsible Investment Policy. | Sustainability Manager / PSN / Student Forum / UoS Group Financial Controller | 2026 |



Measuring SUSU’s organisational carbon footprint

In 2025/26, we aim to build a comprehensive picture of SUSU’s organisational carbon footprint by measuring the emissions from operational activities:

- Scope 1 emissions from fleet vehicle (minibus) use including by Clubs and Societies
- Scope 3 emissions from business travel, staff commuting, Clubs and Societies travel by other (non-fleet vehicle) transport modes
- Scope 3 emissions for goods and services purchased by SUSU
- Scope 3 emissions for products sold in SUSU retail outlets and venues

| Action | People | Timescale |
|---|---|-------------------|
| Establish data-gathering processes and calculate emissions for each activity. | Sustainability Manager / Activities Team | 2025–26 |
| Establish an emissions baseline to allow progress to be tracked from 2025/26 onwards. | Sustainability Manager | By end of 2025–26 |
| Identify actions to reduce emissions. | Sustainability Manager / Senior Leadership Team | End of 2025–26 |



Responsible purchasing and trading processes

As an organisation, our spending power represents a significant lever for positive change, and we will continue improving our responsible purchasing and trading practices. We will support SUSU staff to make positive purchasing choices, and to consider environmental, social and economic impacts when sourcing products and services.

| Action | People | Timescale |
|--|---|----------------|
| Publish a Responsible Purchasing and Ethical Trading Policy and associated guidance for staff. | Sustainability Manager / Head of Growth & Enterprise / Business Development Manager | Spring 2026 |
| Establish metrics to monitor progress in future years. | Sustainability Manager | End of 2025–26 |



Staff sustainability knowledge and training

In 2025/26 we will roll out new training resources to support staff to be sustainable in their roles. The aim is to improve knowledge and understanding of how they can protect the environment through es and initiatives both at SUSU and beyond.

| Action | People | Timescale |
|---|---|--------------------|
| Launch a bespoke SUSU sustainability training module for all core staff on eLevate. | Sustainability Manager / People Team | 2025–26 |
| Create a dedicated sustainability page for staff on Inside SUSU. | Sustainability Manager / People Team | 2025–26 |
| Conduct emergency spill response training for Facilities, Shop and Venues staff, and ensure spill kits and processes are in place and up-to-date. | Sustainability Manager / Shop & Venues Managers / Facilities Supervisor | By end of May 2026 |
| Deliver sustainability induction sessions to all student staff. | Sustainability Manager / People Team | Ongoing (2025–26) |
| Provide tailored support and advice to teams and individuals. | Sustainability Manager | Summer 2026 |



Community engagement and external partners

SUSU aims to foster good relationships with the local community and residents' associations on waste and environmental matters, especially in areas with high concentrations of private student housing. We support students to be good neighbours throughout the year, and particular focus on decluttering sustainably and managing their waste when moving out at the end of the academic year.

We encourage students to get involved in local community and sustainability initiatives, whether connecting them with volunteering opportunities or inviting Clubs and Societies to showcase their activities.

Through membership of the Southampton Climate Commission, SUSU will continue to provide insight into our students' experiences in the city. We will input to position statements and support steps towards a low carbon, climate resilient city.

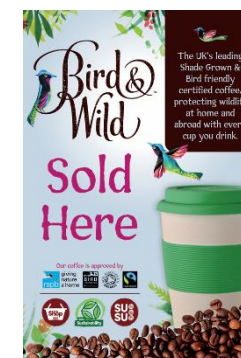
| Action | People | Timescale |
|---|--|---------------------------|
| Distribute SUSU/UoS recycling bags and leaflets to students in private housing, focusing on residential roads in Portswood in 25/26. | Sustainability Manager | Annually (2025–26) |
| Run the “ Don't Ditch It, Donate It ” end-of-year move-out campaign and partner with Anglo Doorstep Collections to support students in private housing to donate unwanted items to charity. | Sustainability Manager / Comms & Marketing | April-July 2026 |
| Work with the University, Southampton City Council's Waste Team and residents' associations on wider end-of-year waste initiatives. | Sustainability Manager / UoS/ Community Partners | April-July 2026 |
| Partner with Outer Avenue Residents' Association to organise twice-yearly neighbourhood street parties and encourage Clubs & Societies to get involved and local students to attend. | Sustainability Manager / Activities Team /OARA | October 2025 and May 2026 |



Embedding sustainable practices in SUSU's operations

SUSU will continue to deliver and build on its existing sustainability initiatives. SUSU is part of the University's Environmental Management System (EMS) and we use this as a framework to ensure we are complying with environmental legislation, minimising environmental impacts, and continually improving our environmental performance.

| Action | People | Timescale |
|---|---|-----------|
| Maintain the Environmental Management System to ISO 14001:2015 and conduct regular internal audits. | Sustainability Manager | Ongoing |
| Improve the availability of plant-based options in SUSU venues. | Sustainability Manager / Head of Social Enterprise | 2025–26 |
| Promote and expand the visibility of existing sustainability initiatives in the Shop and venues including Klimato food labelling, Bird & Wild coffee, discouraging disposable cup use, increasing the uptake of reusables, exploring opportunities to develop new initiatives, including reducing the amount of bottled water sold in the Shop. | Sustainability Manager / Head of Social Enterprise / Shop Manager/ Venues Manager | 2025–26 |



| | | |
|---|--|-------------------------|
| Ensure major SUSU projects including Grad Ball and Freshers Fair consider sustainability impacts and embed appropriate initiatives. | Events Manager / Business Development Manager / Sustainability Manager | Sept 2025 and June 2026 |
| Continue to provide advice to colleagues on making their projects, campaigns, activities and events more sustainable. | Sustainability Manager | Ongoing |