Leadership Committee Reports

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University Executive Board

Paper Cover Sheet

Paper title:	Sustainable Food Commitment (SFC)
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UEB Sponsor:	Chief Operating Officer, Keith Zimmerman
Date submitted to the UEB (Secretary to complete):	

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University Executive Board

Sustainable Food Commitment

1. Executive Summary

ahs have developed a Sustainable Food Commitment supported by input from the CA Team, student VIP projects, expert academics and through consultation with the Climate Action Co-Ordination Group (based on detailed analysis of materiality and emissions sources). It also responds to ongoing student/staff pressure on this agenda.

Changes proposed are based on detailed evidence-led research. The proposal is not to ban meat, but to reduce ruminant meat (beef and lamb) on our menus whilst still making them available in retail.

This aligns with the CAF Principle 10. "University community awareness and action: supporting behavioural and cultural changes to enable carbon reduction targets through engagement across the University community."

Detailed staff and student input into our approach to the sustainability food options on campus was sought through the first annual Climate Action survey; 74% of students, and 78% of staff believe action should be taken to replace ruminant meat on campus, making it easier for individuals to make a low-carbon choice.

This approach follows several other Universities/SUs who have taken action to address carbon emissions through a reduction in ruminant meat available on campus.

Intention is to undertake a 'soft' internal communications campaign to explain and support messaging prior to launch of the SFC commitment.

This UEB paper describes the context and evidence behind the proposed Sustainable Food Commitment (SFC) to be introduced in ahs.

1.1. Proposed Sustainable Food Commitment (SFC):

1. **Reduce meat and in particular ruminant meat consumption.** Reducing meat consumption is by far the single largest action we can take to reduce our carbon footprint from food.

2. **Only procure fish caught using sustainable methods from sustainable stocks (in our Hospitality outlets).** We will only source fish from species identified by the Marine Stewardship Council with higher sustainability ratings.

3. **Reducing food waste**. We will undertake further work on ordering, storing, pricing, portion size, measurement and monitoring, Munch Box, and communications to reduce food waste further. We are also committed to trialling technology-based solutions to try and reduce food waste, with external University stakeholders.

4. **Focus on seasonal food, and all things being equal local (in our Hospitality outlets).** e.g., sometimes it is more efficient to ship food further if in season elsewhere rather than using large quantities of energy to grow it out of season locally e.g., tomatoes in Winter from Spain instead of the UK.

5. **Minimise packaging.** Packaging plays an important role in protecting food as it moves through the supply chain, helping to reduce food waste and its climate impact, but it also has negative environmental impacts. We will make sure we only use packaging where it is needed; focussing first on minimising packaging, and then prioritising plastic reduction.

1.2. The University Executive Board is asked:

> (i)   To note the new ahs Sustainable Food Commitment as laid out in section 1.1

2. Context

ahs have been working to reduce our environmental impact for over a decade. In line with many environmental initiatives these efforts to date have been primarily focused on issues of waste, single use plastic and fair trade.

In line with the value of "supporting a sustainable community and adopting best environmental practice" as highlighted in the University Strategy, the SFC moves to the next phase of environmental impact reduction, broadening our focus from primarily waste and fair trade to a whole-system approach primarily focused on climate change. Whilst our initial focus is on climate change, we recognise the significant co-benefits to biodiversity, soil, water and air quality as well as human health and well-being, and will aim to broaden the SFC over time to reflect sustainability issues more broadly as we achieve our goals.

3. Reducing our scope 3 emissions

Whilst individual members of our community are making a personal choice to purchase food on campus, the embedded carbon of the food we offer is included in the University's scope 3 emissions[1] as we have direct influence over what is purchased and therefore made available to staff and students.

Reducing the emissions associated to food we offer on campus will therefore contribute to achieving our carbon reduction target, a 50% reduction in Scope 3 emissions by 2030.

4. How does the SFC help us to reduce the environmental impact of food provision on campus?

Sustainable food commitments across a broad range of leading Universities were reviewed, alongside expert advice from University of Bath academics, and input from students. This has led us to prioritise action in four key areas which our research shows will lead to the largest immediate carbon reductions (see appendix 2), alongside addressing the environmental impacts of packaging.

Academic input included a student assessment of potential emission reduction from the University's catering sector (see appendix 3) which identified:
- replacement of ruminant meat as the area of biggest impact with a potential 16.3% reduction in emissions,
- further dietary changes to menus enabling a total 34% reduction in catering emissions,
- changing portion sizes to reduce food waste could reduce emissions by 4%,
- a further 17% reduction in emissions through reducing airfreight (i.e. a shift to local sourcing).

1. **Reduce meat and in particular ruminant meat consumption.** Reducing meat consumption is by far the single largest action we can take to reduce our carbon footprint from food.

> Non-ruminant meats emit 85% less GHG's and use 60% less water and 85% less farmland. This increases to 95%, 85%, and 95% respectively when removing meat altogether. [2]

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[1] Under the GHG protocol (the World's most widely used greenhouse gas accounting standards), the University should include within its scope 3 footprint, the emissions "associated to the extraction, production, and transportation of goods purchased" by the University.
[2] University of Cambridge #No Beef Change Pack

The UN's Food and Agriculture Organisation estimates that 31% of monitored fish stocks are already being over-exploited, while another 50% are fully

2. **Only procure fish caught using sustainable methods from sustainable stocks (in our Hospitality outlets).** We will only source fish from species identified by the Marine Stewardship Council with higher sustainability ratings.

3. **Reducing food waste**. We will undertake further work on ordering, storing, pricing, portion size, measurement and monitoring, Munch Box, and communications to reduce food waste further. We are also committed to trialling technology-based solutions to try and reduce food waste, with external University stakeholders.

Around one third of food in the world is wasted every year, most often at the end of the supply chain, driven by excessive portion sizes, and wasteful sales practices.[4]

The University of Cambridge Catering Service lowered its land footprint by over a quarter and its carbon footprint by over one-third – while simultaneously increasing sales and profit though making similar changes.[5]

4. **Focus on seasonal food, and all things being equal local (in our Hospitality outlets).** e.g., sometimes it is more efficient to ship food further if in season elsewhere rather than using large quantities of energy to grow it out of season locally e.g., tomatoes in Winter from Spain instead of UK.

5. **Minimise packaging.** Packaging plays an important role in protecting food as it move through the supply chain, helping to reduce food waste and its climate impact, but it also has negative environmental impacts. We will make sure we only use packaging where it is needed; focussing first on minimising packaging, and then prioritising plastic reduction.

It is estimated that 2025 million takeaway containers are used every year in the EU, and recycling half of these could save the equivalent to the greenhouse gas emissions generated annually by 55,000 cars.[6]

In addition to these areas of climate related focus, we will also purchase food and ingredients from the highest standard of animal welfare certification practical e.g., Soil Association or RSPCA. NB: Price will sometimes mean we cannot go for the highest standard possible. We will reduce the environmental impacts of our food packaging and seek to reduce our energy and fuel consumption related to the transport, storage, and preparation of food. Lastly, we will work to improve our staff and student's well-being through sustainable, nutritious food, whilst ensuring all food is safe through following rigorous food safety standards. We will continue to improve the carbon measurement and reporting of our food related emissions working closely with the climate action team.

6. **Is there community support for the SFC?**

6.1. **Annual Climate Survey indicates strong support for change**

The first annual Climate Action survey was held in November 2021 to understand staff and student opinions across a range of topics relating to our whole institution response to climate change. The intention of this survey was to (a) create a baseline to measure progress, and (b) to inform decision making.

[3] UN FAO General situation of World's fish stocks
[4] UNEP Think Eat Save article
[5] https://www.environment.admin.cam.ac.uk/sustainable-food/university-cambridges-sustainable-food-policy#
[6] https://www.manchester.ac.uk/discover/news/takeaway-containers--the-environmental-cost-of-packing-our-favourite-fast-foods/

The survey results were representative[7], with good coverage across all demographics. Responses received across the survey were not always the 'deepest green' option indicating a wide reach.

Survey results (see appendix 4) indicate:
- Of those staff and students who are meat-eaters, three-quarters already only eat ruminant meat once a week.
- Staff and students are more open than not to choosing a 50% vegetarian diet.
- >94% of staff and students think some change is required to support our community in making sustainable food choices.
- Staff and student consensus is that action, beyond simply communicating information, should be taken to shift food options on campus away from ruminant meat:
  - 74% of students, and 78% of staff believe action should be taken to replace ruminant meat on campus, making it easier for individuals to make a low-carbon choice.
  - 50% of staff, 42% of students believe meat proportions should be reduced by at least 20%.
  - But less than 6% think this should be an entirely meat-free campus.

The findings from the survey inform the approach proposed in the SFC, which combines reducing, but not removing, ruminant food options on campus with a supporting narrative.

The SFC aligns with the CAF Principle 10. "University community awareness and action: supporting behavioural and cultural changes to enable carbon reduction targets through engagement across the University community."

6.2. Student Voices

The Students for Sustainable Food Vertically Integrated Project (VIP) (academic director: Prof Lorraine Whitmarsh, MBE (Director - Centre for Climate Change & Social Transformations (CAST) and Dept of Psychology) has been running since AY20/21. It aims to help to develop and deliver a sustainable food policy for the University of Bath, alongside the testing of interventions to change dietary choices amongst students and staff to be healthier and greener, through ideas like food labelling, carbon tax, or nudges to change behaviour. This academic year, this VIP has contributed to the development of the SFC and is organising a sustainable food week ('Eat Green Week') to promote sustainable food choices and reduced food waste, through physical engagement elements on the Parade, and an online social media campaign.

SU societies are also actively involved on this agenda, with VegSoc hosting weekly vegetarian dinners, and, alongside People&Planet, promoting alternatives to a meat-based diet and exploring the environmental impact of different dietary choices.

6.3. ahs Trial

As part of developing the SFC, ahs has trialled the implementation of the menu changes. They are currently developing an online feedback form which will give customers the opportunity to comment on food items they would like to see more generally – this will be used to monitor opinion and take action as required.

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[7] For a total population of 3,000 staff and 19,000 students, we had a
- 39% response rate from staff (N=1159).
- 11% response rate from students (N=2066).

Each person was randomised to some of the survey questions, so the sample for these questions is 50% (or 33% on policy) of total samples. This means samples of 386 for staff, and 688 for students, for the policy questions.
Sample size calculators indicate that for a population of 19,000 students, we would need a sample of **377** to be representative (with a 95% confidence level). For a sample of 3,000 staff, a sample of **341** would be required. This means that we have achieved representative samples of both students and staff for all survey questions.

6.4. Farming Concerns

A societal shift away from ruminant meats is of concern to relevant local farming communities, some of whom may in themselves be working to address their own environmental impacts. Following decisions by Cambridge University Catering Service (but not colleges) to remove ruminant meat and Goldsmith's to remove beef from menus on campus, the NFU raised concerns that this was not evidence-based in their opposition to this.

Clearly the approach taken to farming cattle and sheep has an impact on the extent of their environmental impact and the emissions they produce, greenhouse gas emissions attributable to UK beef is estimated to be 50% less than the global average, due in part to the reduced intensity of farming and that pasture is not created through deforestation.

That being said, evidence suggests that diet shifts will still be an important part of the mitigation efforts needed to keep global temperature rise below 1.5C (see appendix 5).

The SFC also includes a commitment to local sourcing, where seasonally appropriate, which helps to recognise the contribution of good farming in our local area.

6.5. Similar approaches across the sector

A number of other Universities or their SUs have taken action to address carbon emissions through the reduction in ruminant meat available on campus. Examples include:
- University of Cambridge Catering Service have removed ruminant meat from menus and promoted plant-based offering across all University Catering Service eateries and hospitality. Please note: This does not include college catering provision, as colleges are semi-autonomous in Cambridge's structure and therefore make independent menu decisions.
- Goldsmiths have banned the sale of all beef on campus.
- University of Oxford SU voted to ban ruminant meat on campus and is campaigning for university outlet and catering services to implement this. University level action to date includes half of all meals available at outlets are vegetarian or vegan, with a commitment to make all food at University catered events vegan or vegetarian by default, with meat and fish available on demand.
- LSE SU has banned beef across all Student Union operated shops and venues on campus and all beef items have been replaced by vegan options. It is now lobbying LSE to extend this change to all eateries on campus.

7. Implementation:

ahs have developed a detailed action plan and associated targets for implementation of the SFC. The intention is that this action plan will be a living document, which will be developed and refined over time, allowing ambition to be raised as progress is made.

A SFC Working Group will be established to formally review the SFC action plan every 3 months. This group will have student, academic, climate action, Students' Union and ahs representation.

An important part of implementing the SFC is being transparent and communicating to our community the approach we are taking as a University. This not only demonstrates that the University is actively taking action on this agenda but supports our front-line catering staff in responding to queries.

8. Recommendations

The University Executive Board is asked:

(i) To note the new ahs Sustainable Food Commitment as laid out in section 1.1

9. Next steps, following noting by UEB:

- SFC will be designed into an externally presentable document.
- Launch of the SFC, supported by 'soft comms', to include:
    - o Highlighting that this is a change towards an evidence based, materiality driven approach (i.e., focus on the 4 largest impacts relating to food provision from a climate perspective).
    - o Gentle positive framing around increased vegetarian and vegan choices, new menu options, noting reduction in meat as proportion of overall menu (no use of "ban" or "removal" type language).
    - o Pointing to SFC document for further information.
- Implementation of ahs SFC action plan

APPENDIX 1: What has already been achieved

 ahs have been working to reduce our environmental impact for over a decade.

To date "Protect What Matters", "Eat What's Right", and "Leave no Trace" have achieved:
- Over 34,000 avoided disposable cups through customers using the Exchange initiative and removal of takeaway cups in The Market.
- Over 295,000 avoided disposable cups through customers using their own reusable cups.
- Reduced food waste through selling 'surplus' food off at discounted rates using reusable containers through the 'Munch Box' scheme.
- 14.75 tonnes of cutlery, food, crockery, glassware, plastics and other materials recycled, instead of thrown away through the 'Leave no Trace' scheme since 2018.
- Replacement of all plastic straws with biodegradable or paper ones.
- Replacement of all single use plastic cutlery with single use wooden cutlery.
- Removal of all plastic cups by water fountains in hospitality outlets.
- Removal of all disposable cups next to coffee machines.
- Creation of two zero waste refill stations in Retail, in Fresh and The Market, whereby students, staff and visitors to campus can purchase the required quantity of product without the plastic packaging.
- Opened two dedicated vegan and vegetarian restaurants, Parade and CAFE
- Removed single use plastic condiment packaging from catering outlets
- Refill water stations installed in several catering outlet across campus.
- Food waste collected for anaerobic digestion by our nominated waste contractor
- Introduced sandwich suppliers with compostable packaging
- Eco-friendly chemicals and environmentally friendly products available to students through Eat & Drink
- Introducing compostable carriers (removing plastic bags (including bag for life)
- Added loose fruit and vegetables into The Market
  100% of waste coffee grounds recycled from catering outlets. All coffee and tea served in hospitality outlets and at internal meetings is ethically traded Fairtrade, Rainforest Alliance and Organic certified.
- Achieved gold winner of the Best Fairtrade University category at the 2019 and 2018 South West Fairtrade Business Awards. ISO 14001 environmental management certification from 2012 to 2019. ahs has not renewed the certification as the impact of the award is not as relevant to the Climate Action Framework objectives.

APPENDIX 2: Summary of evidence for focus of the SFC

- University of Cambridge Sustainable Food Journey - includes evidence summary and analysis of wider range of statistics and videos on why Cambridge have completely removed ruminant meat from their menu's see here
- Short summary noting that student unions in Oxford, LSE, and Goldsmith's have already banned beef in their eateries here

APPENDIX 3: Student Assessment of potential emissions savings from University catering

An Assessment of Emissions from the University of Bath's Food and Drink Catering Sector, 2050 Predictions and Possible Reductions

Samuel Stronge, 18/05/2020

Supervisor: Dr. Rick Lupton

Assessor: Professor Patrick Keogh

UNIVERSITY OF BATH

Reduction Methods

Results

- Up to 34.0% by Dietary Changes
  - Beans/Pulses better than Quorn™ (3% further saving)
- 17% by Removing Airfreight
  - Further Savings by efficient HGV usage and system efficiency
- 54% Overall Saving
  - 2050 prediction from +30% to -41%

Emissions by Dietary Changes
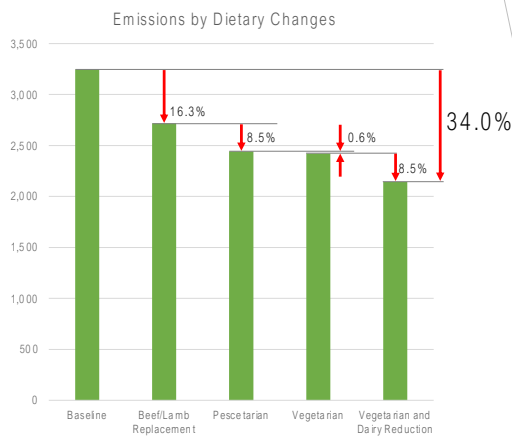
Category	Mean
Food Waste Target (%)	5.0%
Food Reduction (tonnes)	42.2
Overall Emission Saving (tonnesCO$_2$eq)	129.1
Overall Emission Saving (%)	4.0%

Category	Mean
Current Transport Emissions (tonneCO$_2$eq)	760
No Airfreight Transport Emissions (tonneCO$_2$eq)	219
Transport Emission Saving (%)	71%
Overall Emission Savings (%)	17%

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4.6. Reduction Strategies

4.6.1. Dietary Changes

To predict the impact of dietary changes in FDC emissions, a number of scenarios were created and compared to the baseline 2018/19 results. The takeaway message is shown in the final column of Table 11, the mean percentage reduction in 2050 FDC emissions compared to the baseline projection. In line with the prevailing literature, scenario 1 will also offer large savings, 16%, and offers nutritional equivalence whilst not significantly reducing student FDC choices. This is in line with a similar study for the University of Cambridge, where removing lamb and beef reduced their FDC emissions by 10.5% [93], suggesting the scenario 1 prediction is reasonable. Processed meat alternatives do not reduce emissions as much as natural protein sources, but this may change as production methods change in future. In total, a pescatarian diet can save 25%, vegetarian diet 26%, and vegetarian with dairy reduction 34% of FDC emissions. However, more extreme dietary changes will be met with greater social objection. Recommend changes are detailed in 0. These results also show that if the most extreme dietary changes, scenarios, five, six and seven. are implemented, then 2050 FDC emissions in 2050 can be lower than current results.

Table 11: Min/Mean/Max 2018/19 FDC Emissions with Changing Diets

Scenario	Emissions (tonneCO_2eq)			Mean % Reduction
	Min	Mean	Max	
Baseline	1,669	3,248	5,312	0.0%
1) Beef/Lamb Replacement to Pork/Chicken	1,411	2,718	4,550	16.3%
2) Pescatarian Diet (Meat Alternatives)	1,441	2,501	3,968	23.0%
3) Pescatarian Diet (Pulse/Bean Alternatives)	1,231	2,382	4,240	26.7%
4) Vegetarian Diet (Meat Alternatives)	1,443	2,488	3,925	23.4%
5) Vegetarian Diet (Pulses/Bean Alternatives)	1,216	2,355	4,199	27.5%
6) Vegetarian and Dairy Reduction (Pulses/Beans)	1,265	2,210	3,481	31.9%
7) Vegetarian and Dairy Reduction (Meat Substitutes)	1,038	2,077	3,755	36.0%

4.6.2. Supply Chain Changes

The results if airfreight were removed from the supply chain are shown in Table 12. This would this reduce mean cradle-to-grave FDC emissions significantly, by 17%. Further reductions could be made if the use of exclusively low emission HGVs throughout FDC deliveries could be ensured.

Table 12: Removal of Airfreight from the Supply Chain

Category	Min	Mean	Max
Current Transport Emissions (tonneCO_2eq)	101	760	1549
No Airfreight Transport Emissions (tonneCO_2eq)	101	219	369
Transport Emission Saving (%)	0%	71%	76%
Overall Emission Savings (%)	0%	17%	22%
Updated EF (kgCO2eq/£)	0.54	0.87	1.33
Level 1 per pound EF Variation	-38%	0%	53%

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4.6.3.   Food Waste Reduction

Whilst the disposal emissions for food waste, 7.7 tonneCO_2eq, are small compared to the results in 4.2 and 4.3, emissions savings across the lifecycle can be made by reducing food waste and therefore demand. The emissions savings from halving the mean food waste estimate are shown in Table 13, such that only 5% is wasted. These results assume that demand is reduced in proportion to food waste and that food waste sources are proportional to the order quantities for each food type, i.e. 9.9% of each level 5 line-item is currently wasted. These results also include the avoided direct consumer-to-grave disposal emissions by reducing food waste volume. This shows that a significant emission saving of 4% is likely to be achieved through this measure alone.

Table 13: Min/Mean/Max Emission Reductions by Halving Mean Food Waste Estimate

Category	Totals		
	Min	Mean	Max
Food Waste Target (%)	5.0%	5.0%	5.0%
Food Reduction (tonnes)	46.8	42.2	37.7
Overall Emission Saving (tonnesCO_2eq)	79.3	129.1	171.7
Overall Emission Saving (%)	4.8%	4.0%	3.2%

4.6.4.   Final Strategy

With all results in mind, the main recommendations for FDC to reduce its emissions in 2050 are as follows:

1) Replace lamb and beef with chicken and pork immediately.
2) In future, replace chicken and pork with beans/legumes/meat alternatives.
3) Increased use of dairy replacement products.
4) Ensure portion sizes are restricted to Guideline Daily Allowances (GDAs) sizes.
5) Further simplification of the supply chain to reduce food miles.
6) Removal of airfreight from the supply chain.

The first three of these points will enable a gradual shift away from high emission protein items to more environmentally friendly options. These changes can reduce emissions by up to 36% and are the single biggest reduction that the University of Bath can make to FDC emissions. However, reduced dairy and fish intake must not come at the cost of nutritional options for students and staff. A mixture of meat alternatives and natural protein sources is recommended as this may help to reduce objection to the removal of meat. The fourth point will help to reduce food waste and may be combined with social messaging programs. Reduction of food waste shows significant promise for emissions savings, 4% if halved. Points five and six will reduce the emissions from transport. Fewer deliveries must be made by suppliers, i.e. bulk ordering across all outlets increasing. Point six alone will reduce mean FDC emissions by 17%. Combining all of these measures, the mean 2018/19 FDC emissions decreased by 54.5%, a large saving in university wide emissions.

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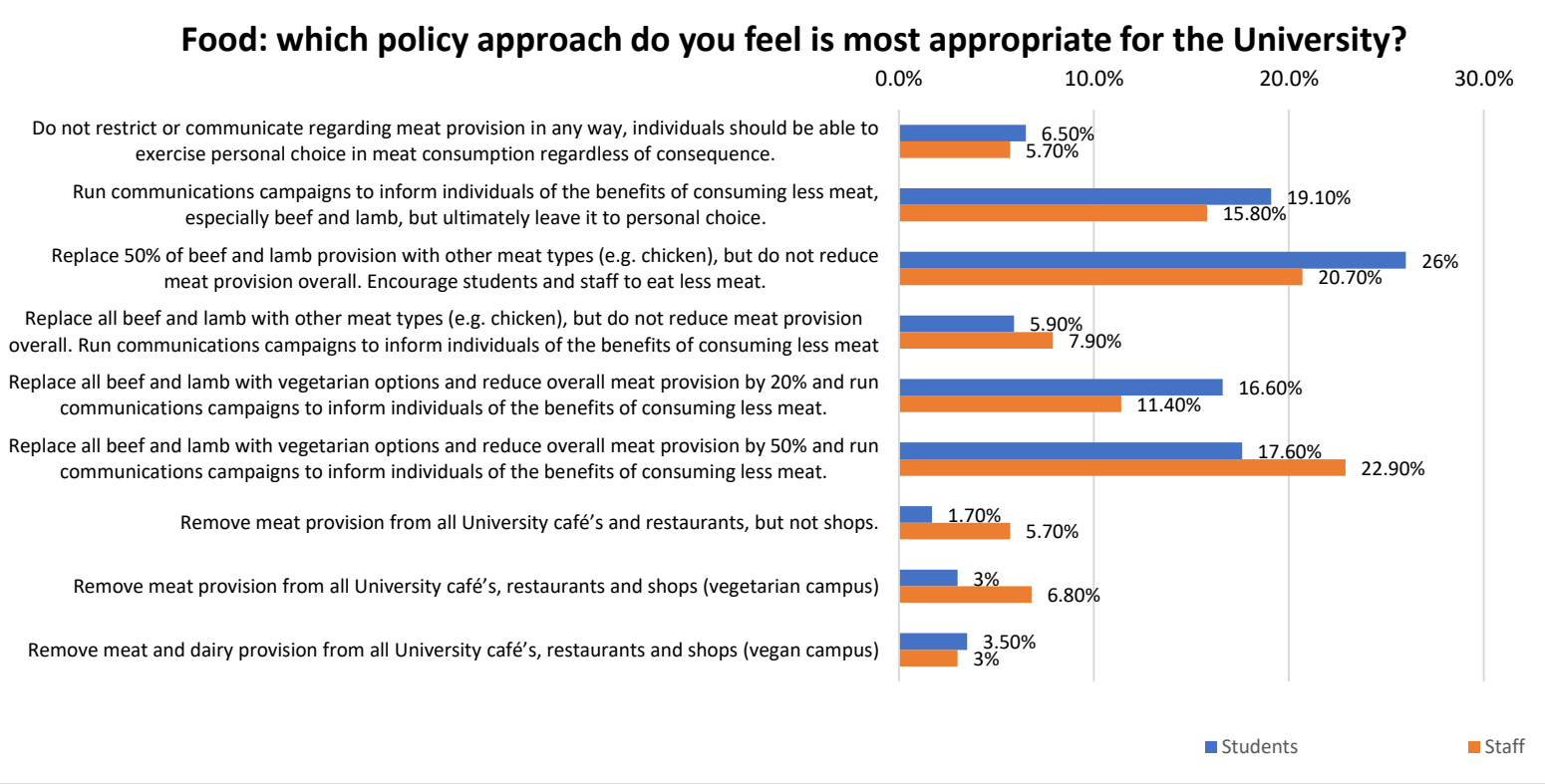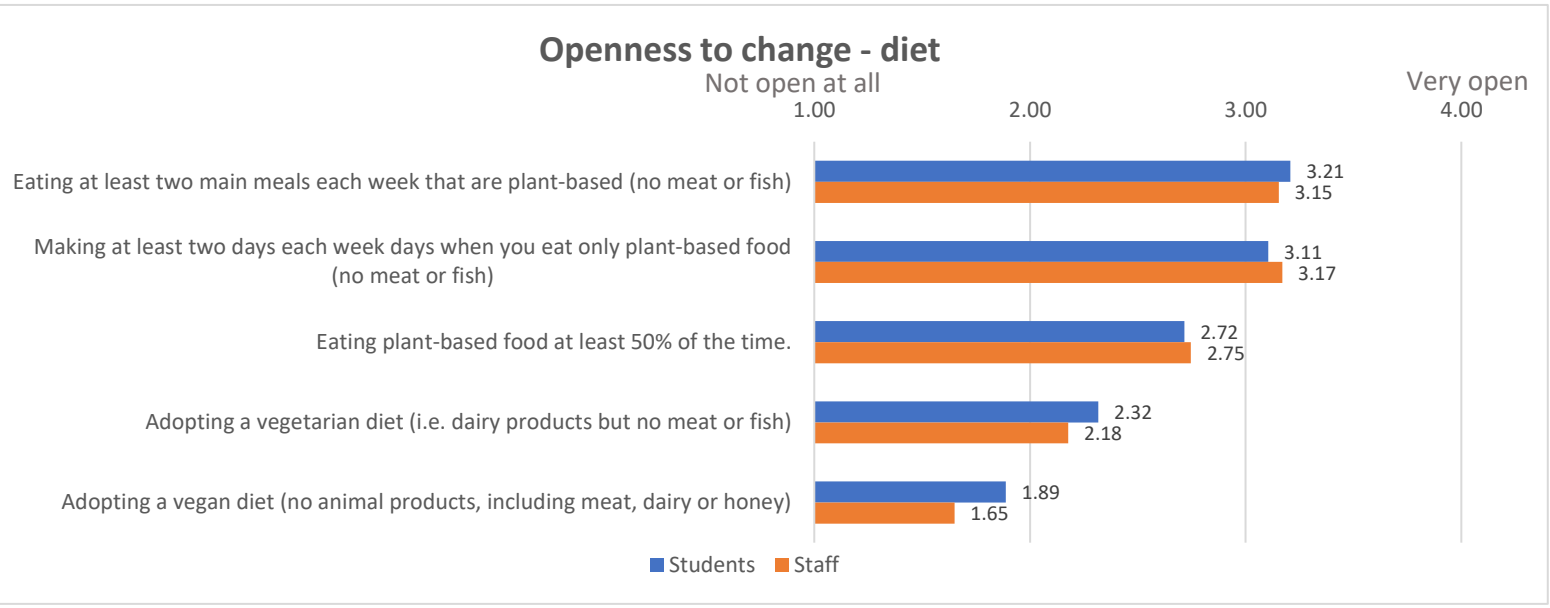Samuel Stronge   159193646

5. Conclusions

In conclusion, a bottom-up methodology has been established to calculate FDC emissions of the University of Bath. This work can be continued in further projects to eliminate assumptions and produce a more detailed plan for FDC emission reductions. In addition to this, the effects of dietary changes and predictions of FDC emissions in 2050 were assessed. Over 95% of supplied data was useable in this project, however line items which were non-identifiable and those pertaining to non-food related items were omitted. Extensive supplier, brand, and associated location research was carried out to best predict the University of Bath's FDC supply chain. Packaging emissions were not included in the cradle-to-grave analysis, but further work should be carried out to include this factor and improve accuracy. Despite this omission, this study suggests that total emissions in FDC are likely to be 27% higher than current predictions due to both an increased per pound EF and the inclusion of FDC related expenses. The updated per pound EF was found to likely be 8%, and could be as much as 64%, higher than current prediction. Significant variation was present in final results between minimum, mean, and maximum emissions due to small uncertainties in the weights of each line-item and large variation in cradle-to-market EFs depending on production methods.

All of the main project aims were achieved, and scope significantly increased during the project, as such a number of assumptions were made throughout the methodology. With more time and resources, these assumptions can be eliminated, and a more detailed emissions reduction plan can be created. The method created allows for significantly increased accountability and highlights the minimum, mean, and maximum results at all stages. This is a significant improvement over current methods. The largest emitter in $kgCO_2eq$ was beef, followed by cheese, milk, pork, and chicken. Fruit and vegetables were also a major contributor but due to volume and transport distances, rather than high cradle-to-market emission factors. Recommended immediate policy change suggestions are to remove beef and lamb from the supply chain; predicted to reduce FDC emissions by 16%, and to remove airfreight from the supply chain, an additional 17% saving. In future, a shift to a pescatarian diet with sustainably sourced fish could reduce FDC by 25%. A shift to a full vegetarian diet is likely to yield little further reduction compared to a pescatarian diet, but reducing dairy intake in addition to a vegetarian diet would lead to the maximum potential reduction of 36%. Finally, halving food waste could see a 4% reduction in FDC emissions. Overall, the recommended FDC changes reduced 2018/19 mean results by 54.5% and similar results are expected in 2050.

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APPENDIX 4: Climate Survey AY 2021/22 Results

Openness to change - diet

Not open at all — 1.00   2.00   3.00   Very open — 4.00

Statement	Students	Staff
Eating at least two main meals each week that are plant-based (no meat or fish)	3.21	3.15
Making at least two days each week days when you eat only plant-based food (no meat or fish)	3.11	3.17
Eating plant-based food at least 50% of the time.	2.72	2.75
Adopting a vegetarian diet (i.e. dairy products but no meat or fish)	2.32	2.18
Adopting a vegan diet (no animal products, including meat, dairy or honey)	1.89	1.65

■ Students ■ Staff

Food: which policy approach do you feel is most appropriate for the University?

0.0%   10.0%   20.0%   30.0%

Policy approach	Students	Staff
Do not restrict or communicate regarding meat provision in any way, individuals should be able to exercise personal choice in meat consumption regardless of consequence.	6.50%	5.70%
Run communications campaigns to inform individuals of the benefits of consuming less meat, especially beef and lamb, but ultimately leave it to personal choice.	19.10%	15.80%
Replace 50% of beef and lamb provision with other meat types (e.g. chicken), but do not reduce meat provision overall. Encourage students and staff to eat less meat.	26%	20.70%
Replace all beef and lamb with other meat types (e.g. chicken), but do not reduce meat provision overall. Run communications campaigns to inform individuals of the benefits of consuming less meat	5.90%	7.90%
Replace all beef and lamb with vegetarian options and reduce overall meat provision by 20% and run communications campaigns to inform individuals of the benefits of consuming less meat.	16.60%	11.40%
Replace all beef and lamb with vegetarian options and reduce overall meat provision by 50% and run communications campaigns to inform individuals of the benefits of consuming less meat.	17.60%	22.90%
Remove meat provision from all University café's and restaurants, but not shops.	1.70%	5.70%
Remove meat provision from all University café's, restaurants and shops (vegetarian campus)	3%	6.80%
Remove meat and dairy provision from all University café's, restaurants and shops (vegan campus)	3.50%	3%

■ Students ■ Staff

Appendix 5: Evidence on the need for a shift in diets as part of emission mitigation measures

1) UK Committee on Climate Change's Net Zero report 'Further Ambition' scenario identified "at least a 20% shift away from beef, lamb and dairy to alternative protein sources per person by 2050 [will be required], while a more ambitious reduction of 50% may be needed, depending on progress in other sectors.".

2) IPCC Special Report on Climate Change and Land (SRCCL) notes that "around 30% of global GHG emissions come from the food system, of which around 50% are accounted for by livestock . . .. Different diets have been identified as having different global abatement potential, The upper end of the global technical abatement potential of dietary change is associated with a vegan diet (i.e., with no animal-sourced foods), which has been estimated at 8 $GtCO_2e$ per year by the IPCC. This represents around 14% of current global emissions. According to recent estimates, diet shifts could contribute up to a fifth of the mitigation needed to keep global temperature below 2°C.

Figure 5.2. Global GHG mitigation potential of different diets.

Demand-side GHG mitigation potential ($GtCO_2e$ per year)
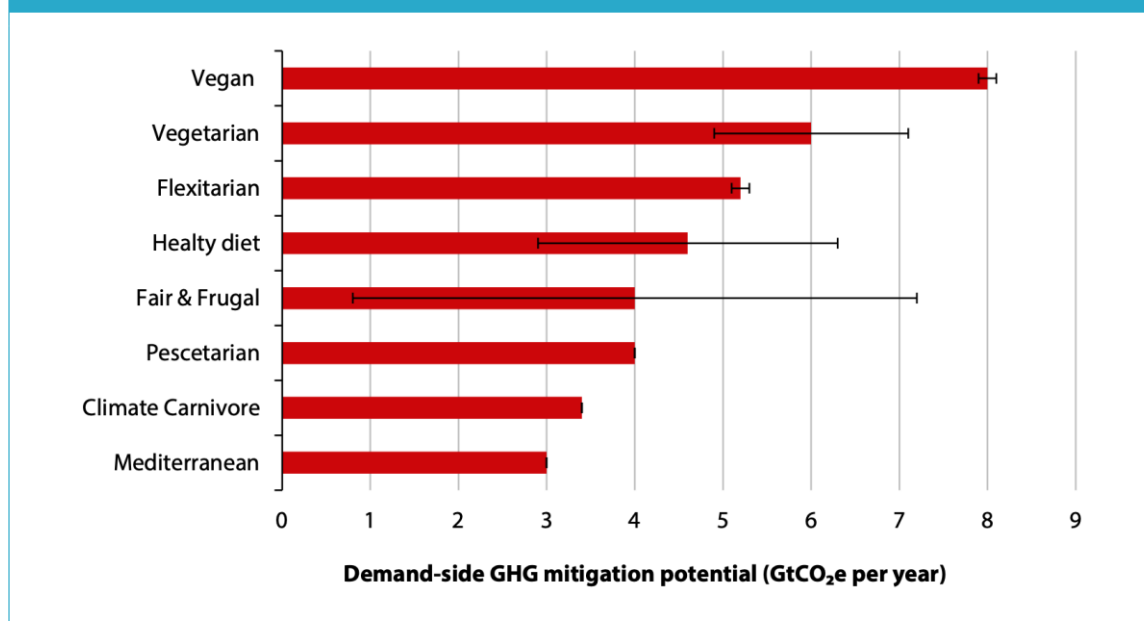
Source: IPCC (2019) *Special Report on Climate Change and Land.*
Notes: Technical mitigation potential of changing diets by 2050 according to a range of scenarios examined in the literature. Estimates are technical potential only, and include additional effects of carbon sequestration from land-sparing. Vegan: no animal source food; Vegetarian: meat/seafood once a month; Flexitarian: limited meat and dairy; Fair & Frugal: limited animal source food but rich in calories; Pescetarian: diet consisting of seafood; Climate Carnivore: limited ruminant meat and dairy; Mediterranean: moderate meat but rich in vegetables.

PURPOSE

To report on the strategy's key performance indicators, specifically those captured in the monthly Student Life Survey.

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REPORT

1. **STRATEGY KEY PERFORMANCE INDICATORS**

1.1. For the purposes of this report The SU Strategy KPIs reported included in the Student Life Survey are as follows:

Growing community – students FEEL part of something
Yearly average % of students agreeing to the following statements:
I feel a sense of belonging
I feel part of a community
I feel that my contribution to The SU matters
October – March 53%

Inspiring change – students KNOW how to make change
Yearly average % of students agreeing to the following statements:
I know how to influence the decisions and actions of The SU
I know how to contribute more to the community I am a part of
I know how students are making the community better
October – March 42%

Inspiring change – students FEEL they can make change
Yearly average % of students agreeing to the following statements:
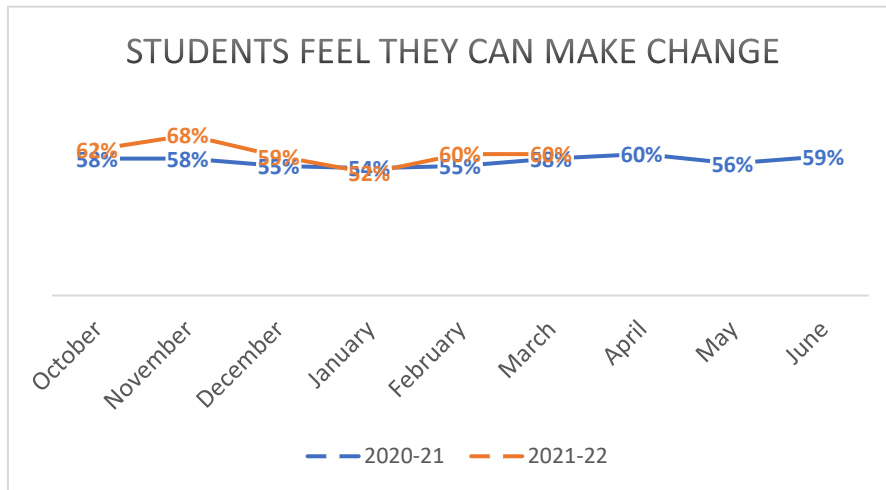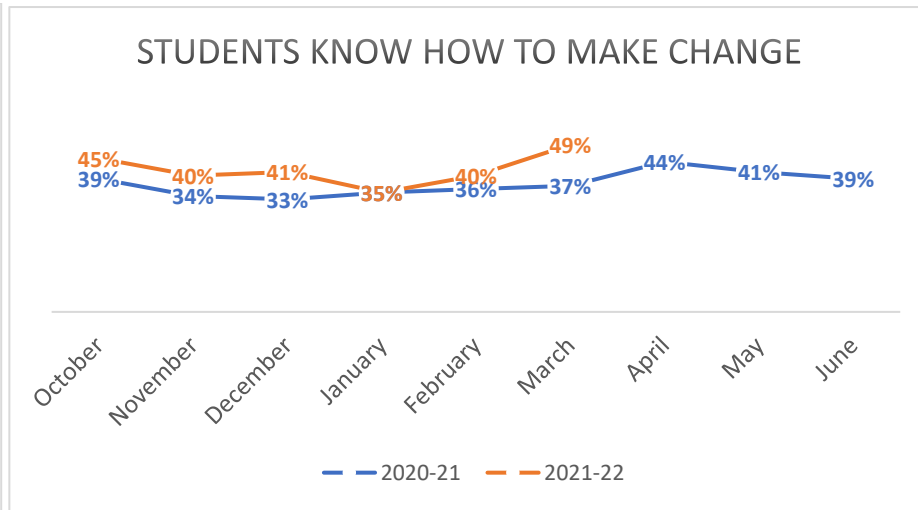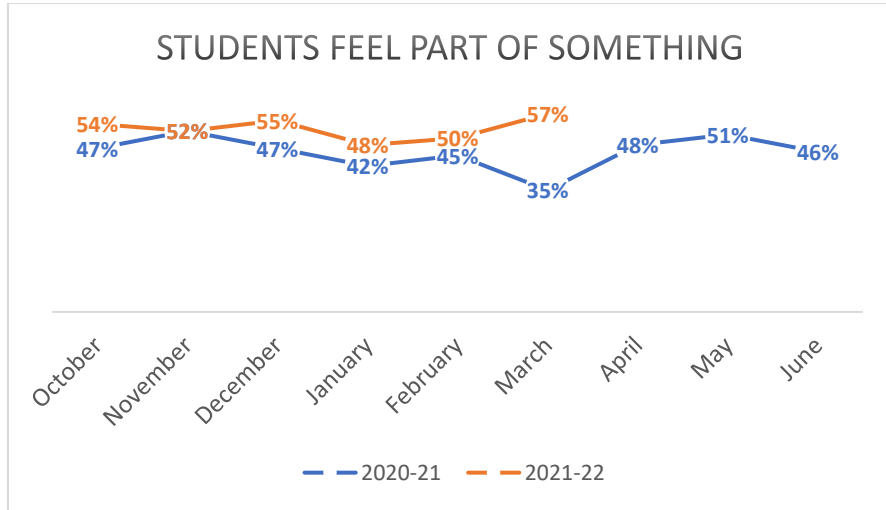I can influence the decisions and actions of The SU
By contributing to my community I'm also gaining from it
Everyone can make a contribution to the community
October – March 63%

A further three months of data will be available (April – June) in July which will allow for a Year-end average covering the whole period October – June. The data in this report covers the first six months of the survey which has seen 775 individual students complete the survey during this time.

1.2   The following graphs show monthly data on the three KPIs as outlined above in 2020/21 and 2021/22.
        For further detail on individual questions which contribute to the KPIs, see Appendix 1.

STUDENTS FEEL PART OF SOMETHING

54% — 52% — 55% — 47% — 48% — 50% — 57% — 48% — 51% — 46%
47% — 42% — 45% — 35%

October November December January February March April May June

- - 2020-21 - - 2021-22

STUDENTS KNOW HOW TO MAKE CHANGE

45% — 40% — 41% — 40% — 49% — 44% — 41% — 39%
39% — 34% — 33% — 35% — 36% — 37%

October November December January February March April May June

- - 2020-21 - - 2021-22

STUDENTS FEEL THEY CAN MAKE CHANGE

62% — 68% — 59% — 60% — 60% — 60% — 59%
58% — 58% — 55% — 54% — 52% — 55% — 58% — 56%

October November December January February March April May June

- - 2020-21 - - 2021-22

It is positive to see month on month these metrics are mostly performing higher than in the same period in 2020-21. The month of January can be seen as a month of lowest agreement with the three metrics, this is also the month that we see the lowest engagement with the survey (only month in 2021-22 to have under 100 respondents) and for the last two years where the sense of belonging and community is lowest. In 2020-21 the month of March was also a low point for students, particularly in the metric *students feel part of something*. It is positive to see that this is not the case in 2021-22. Students *feeling they can make change* remains fairly consistent on a month by month basis.

1.3 There are still large variations in agreement between the questions within each metric. However, increases (when looking at data from the same 6 month period) can be seen across all questions ranging from a 1 percentage point increase in the question *I can influence the decisions and actions of The SU* to a 17 percentage point increase in the question *I feel a sense of belonging.* Questions relating to community and sense of belonging have seen significant increases from 2020-21 to 2021-22, however questions relating to influencing decisions and actions of The SU have seen a much lower increase and highlights that this continues to be an area of development for The SU.

	2020-21 Ave % Oct-Mar	2021-22 Ave % Oct-Mar	Difference between 2020-21 and 2021-22
Students feel part of something			
I feel a sense of belonging	47%	64%	+17
I feel part of a community	51%	62%	+11
I feel that my contribution to The SU matters	29%	32%	+3
Students know how to make change			
I know how to influence the decisions and actions of The SU	28%	30%	+2
I know how to contribute more to the community I am a part of	38%	46%	+8
I know how students are making the community better	41%	49%	+8
Students feel they can make change			
I can influence the decisions and actions of The SU	26%	27%	+1
By contributing to my community I am also gaining from it	66%	82%	+16
Everyone can make a contribution to the community	78%	81%	+3

1.4 Other KPIs, as set out in the SU Strategy 2020-2023 are as follows:

1.4.1 Students DO things as part of a community, measured by overall % of students who are taking part in SU groups or community activities. To be able to report effectively on this KPI clarity is required of what SU groups and activities are to be included in the count, whether the KPI is of individual students involved (some students may be involved in multiple activities) or collective numbers and over what period the KPI is to be calculated. For the purposes of this report memberships of key areas of The SU have been collected from membership data of SU Groups (including, societies, sports clubs, media groups, Diversity and Support groups and Student Minds and Nightline).

Societies	6369	Societies is an overall calculation of individual students who are members of an SU Society
Sports	5879	Sports is an overall calculation of individual students who are members of an SU Sports Club or hold SU Sports membership
Volunteering	1681	Volunteering is an overall calculation of individual students who are a module user or member of a volunteering group
Student Media	102	Student Media is an overall calculation of individual students who are members of the SU Media Groups

Diversity and Support	131	Diversity and Support is an overall calculation of individual students who are a member of a Diversity and Support Group
Advice	161	Advice is an overall calculation of individual students who are a member of Student Minds or Nightline
Politics and Activism	117	Politics and Activism is an overall calculation of individual students who are a member of a Politics and Activism Group

1.4.2 Students DO things that shape their communities, measured by overall % of students who are taking part in SU activities which shape the community around them. Whilst a list of activities was drawn up in 2019/20 regarding what should be included in calculating the KPI some of the activities listed are now out of date or need to be reviewed to ensure that the list is accurate. Again, clarity of what is being calculated (individual students or collective numbers) and over what period is required. For the purposes of this report the number of Student Leaders has been calculated which includes: committee members, Exec members, Academic Reps, Peer Mentors, PAL Leaders, Student Trainers, Hall Reps, Volunteer project leaders and Freshers Week Captains.

All SU Student Leaders	2098	All SU Student Leaders is an overall calculation of individual students who are elected representatives, exec or group committee members, peer mentors, PAL leaders, or other core volunteer roles

1.4.3 Staff are SATISFIED and staff are ENGAGED. These KPIs were scheduled to be collected through the staff survey. The staff survey has been run centrally by the University in previous years and SU staff (as employees of the University) have responded to the central University administered staff survey. There were initial discussions in early 2020 to run a bespoke SU staff survey, to be run in alternate years to the University's central survey. However, the pandemic then started and from March 2020 the University has run a series of regular staff surveys focused on the change in work processes and patterns in response to Covid-19.

1.4.4 The final KPI is that The SU makes a positive FINANCIAL CONTRIBUTION each year, calculated by the year-end financial contribution (operating). This KPI is reported through the Finance and Audit Committee.

2. **Updates on Student Life Survey data**

2.1 Leadership Committee are asked to note the following actions which have been taken in response to the Student Life Survey data.
- Implementation of Ideas to Action, Standpoints and SUmmit to increase students feeling that they know how to and can influence decisions and actions of The SU, in 2021-22. The Standpoints and SUmmit mechanisms have been reviewed, including feedback from SUmmit members with any proposed changes to be taken to Board of Trustees in June.

- Data from the survey is shared with areas with specific data shared with relevant areas (e.g. FW feedback, communications feedback, peer support feedback) as well as an all staff meeting where data from the first semester was presented by a Student Insight Assistant highlighting key themes. Workload and capacity within the Voice Team has meant this year that more regular updates and student facing reports have not been possible.

ACTIONS

3. Members of Leadership Committee are asked to note the report and discuss resulting actions.

Changes to Elections Committee (18ᵗʰ May)

PURPOSE

To propose a new iteration of Elections Committee into a new 'Democratic Procedures Team' for the 2022-23 AY and beyond.

Recommendation: Leadership to approve the proposal and Democratic Procedures Team ToR.

REPORT

1. BACKGROUND

1.1. By law (Education Act 1994 C.30, Part II) Students' Unions are required to:
   a. "operate in a fair and democratic manner"
   b. ensure "appointment to major union offices should be by election in a secret ballot in which all members are entitled to vote"
   c. "satisfy themselves that the elections are fairly and properly conducted"

1.2. To comply with this legal requirement, The SU Bath's Articles of Governance (Articles 32-35.4) state that the Board is to annually appoint a Returning Officer (RO), and their deputies. For the 2021-2022 AY, the Board appointed the following individuals in the key roles:
   - Returning Officer: Charlie Slack, Head of Student Voice & Engagement, The SU Bath.
   - Deputy Returning Officer: Ben Palmer, Change & Inclusion Manager, The SU Bath.
   - External Appeals Officer: Caroline Dangerfield, Deputy Chief Executive, Bath Spa SU.
   - Acting Returning Officers: The six SU Officers as AROs for their relevant areas.

1.3. For over ten years our elections processes have been supported by an Elections Committee consisting of an appointed Chair and elected representatives, as well as Officers and relevant SU staff. In recent years, the goal of this committee has been to support the RO and DRO in the delivery of SU elections, in particular, the committee has focussed on the SU Officer elections.

1.4. It has become apparent in recent years that the Elections Committee model has had decreasing levels of engagement, and has focussed heavily on Officer elections, while moving away from overseeing all SU elections and other democracy related issues. The remit of Elections Committee may have drifted slightly due to not possessing any clear Terms of Reference. Additionally, apart from SU Officers, there has been a clear absence of a 'student-led' approach regarding the planning of Referenda and other democratic procedures in recent years. Going forward, this missing element must be addressed to ensure the SU and Officer team are making decisions on democratic matters with a member-led approach.

2. PROPOSAL

2.1. To address the key challenges outlined above, the Deputy Returning Officer proposes for the 2022-2023 AY onward, the following approach is taken.

2.2. The Returning Officer/Deputy Returning Officer annually convene a 'Democratic Procedures Team' with the core purpose of supporting the RO/DRO in delivering fair and inclusive democratic procedures at the SU. 'Democratic Procedures' will include, but are not limited to, the following mechanisms:
   - SU Officer Elections and all other SU elections.

- Referenda.
- SUmmit Committee and Standpoints Procedures.

2.3. See Appendix A for a draft Terms of Reference for the Democratic Procedures Team (DPT).

| **CONTACT:** | Ben Palmer (Deputy Returning Officer) | bjp42@bath.ac.uk |

APPENDIX A:

1. Team Membership

a) The Team members will be:
- Chair of Democratic Procedures Team (Chair of DPT).
- SU Returning Officer (RO).
- SU Deputy Returning Officer (DRO).
- The SU Officers.
- Up to 2 NUS Conference Delegates.
- Up to 4 Open-place student positions (elected by cross-campus ballot).
- *Some SU staff will also be in routine attendance as non-voting members.*

b) The Chair of DPT will be a current student appointed by the Returning Officer and their Deputy.

c) Any team member with a potential conflict of interest (e.g., planning to run in an upcoming election) can be asked to leave specific meetings or parts of meetings, or can be removed entirely from the team if agreed by the Chair and Returning Officer or their Deputy.

2. Team Purpose and Functions

a) The core purpose of the Team is to support the Returning Officer and their Deputy to deliver fair and inclusive democratic procedures at the SU.

b) 'Democratic Procedures' include, but are not limited to, the following mechanisms:
- SU Officer Elections.
- All other SU elections.
- Referenda.
- SUmmit Committee and Standpoints Procedures.

c) The Team's core functions are as follows:
- Discuss and debate how to make the SU's democratic procedures as fair and inclusive as possible.
- Provide the RO/DRO with student insight to inform delivery of all democratic procedures.
- Provide operational and promotional support during elections and referenda or take on specific projects or events that will enhance the SU's democratic procedures.
- Advise the RO/DRO on the creation, amendment and removal of election and referenda rules.
- Propose recommendations to the RO/DRO on how to improve the SU's democratic procedures.
- Decide and approve how SUmmit operates (steering its Terms of Reference, including how the Standpoint procedure operates).
- Make informal votes to indicate the team's position on issues which will inform the RO/DRO's decision-making.

3. Team Meeting Procedures

3.1 Standard procedures

a) The committee will meet as many times as required each academic year, although additional discussions on urgent matters may be required outside a meeting.

b) Unless specified otherwise, all matters discussed by DPT must be kept confidential. However, approved minutes for each meeting will be published online at the end of each Academic Year.

c) Any vote DPT makes pertaining to the team's position on an issue will only pass if the following conditions are met:
   - Quoracy must be met (at least 50%+1 of the total DPT members need to cast a vote).
   - A simple majority of the votes cast are in favour (simple majority is 50%+1).

PURPOSE

To report on the strategy's key performance indicators, specifically those captured in the monthly Student Life Survey.

CONTENTS

REPORT

4. **STRATEGY KEY PERFORMANCE INDICATORS**

4.1. For the purposes of this report The SU Strategy KPIs reported included in the Student Life Survey are as follows:

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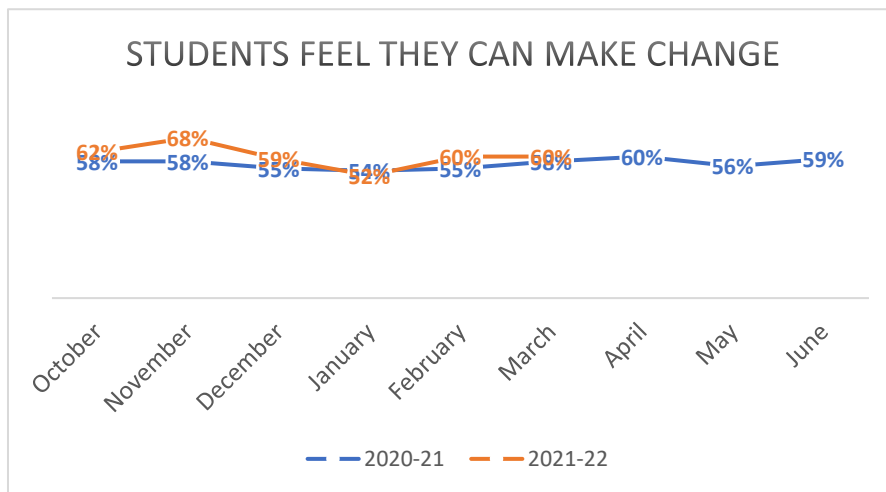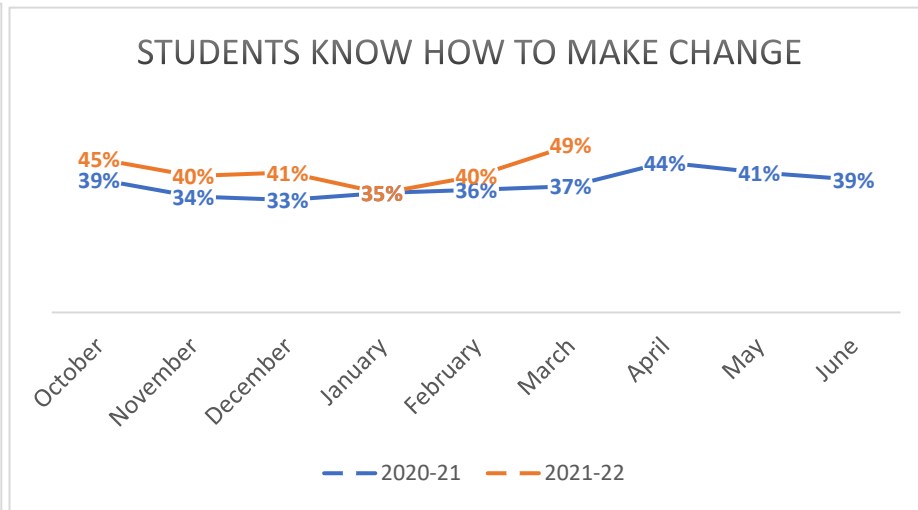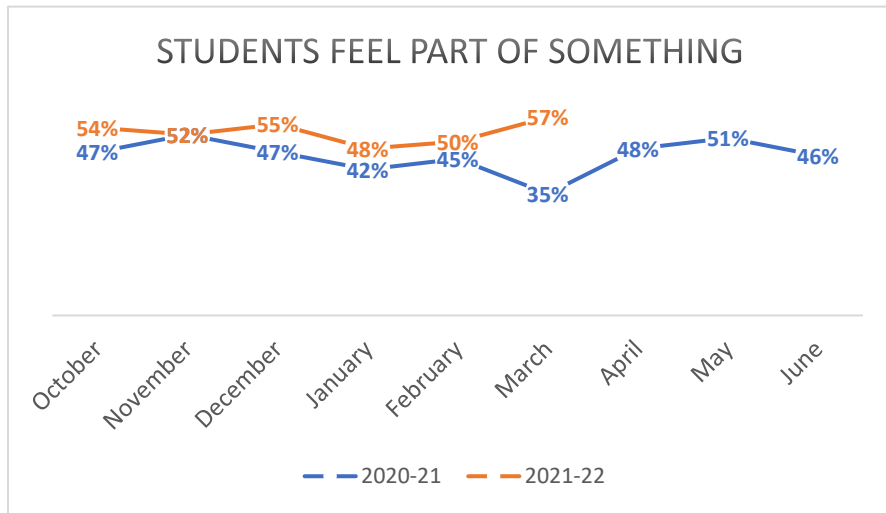Yearly average % of students agreeing to the following statements:
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- A simple majority of the votes cast are in favour (simple majority is 50%+1).