



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Mae'r ddogfen hon ar gael yn Gymraeg ac yn Saesneg
This document is available in English and Welsh

UWTSD GROUP ENVIRONMENTAL SUSTAINABILITY STRATEGY

2025-2030

**“Meeting the needs of the present without compromising the ability of
future generations to meet their own needs”**

United Nations Brundtland Commission 1978



Prifysgol Cymru
University of Wales



coleg **sirgâr**



coleg **ceredigion**

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Vice-Chancellor's Introduction

The challenges posed by climate change require urgent action and, as a University, we recognise that we must lead by example. We seek to promote a culture of responsibility and innovation, and to place sustainability at the heart of everything we do, whether through sustainable construction, ethical procurement, biodiversity enhancement, or embedding sustainability into learning and research.

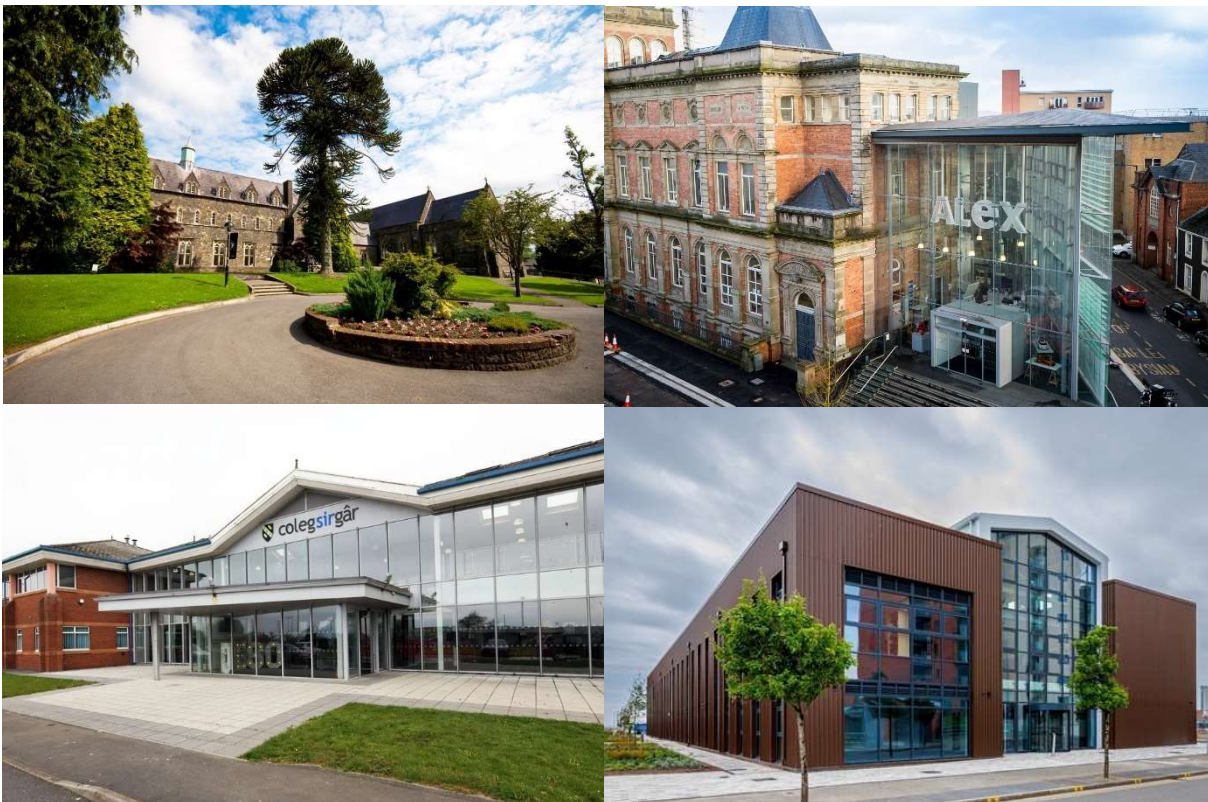
We are also a key contributor to Wales' broader sustainability and decarbonisation agenda and our approach aligns closely with the Welsh Government's ambition for a Net Zero public sector by 2030.

This Sustainability and Climate Resilience Strategy sets out a clear pathway to achieving our Net Zero ambitions, ensuring that we contribute meaningfully to a more sustainable and resilient future. The strategy is a call to action, a commitment to not only reducing our own carbon footprint but also to inspiring and enabling our students, staff, and wider communities to drive meaningful change.

Our work is also framed within the context of the United Nations Sustainable Development Goals and the Well-being of Future Generations (Wales) Act. By integrating these global goals and ambitions into our policies, curriculum, and operations, we will ensure that our impact extends beyond carbon reduction to address social justice, economic resilience, and environmental stewardship.

Achieving our sustainability ambitions will require collaboration across our university community and beyond. In coming together, we will create a university that meets the challenges of today whilst also laying the foundations for a better tomorrow.

Professor Elwen Evans, KC
Vice-Chancellor
University of Wales Trinity Saint David











Our Sustainability Pledges

The UWTSD Group (The Group) is a confederation of several institutions which includes the University of Wales Trinity Saint David (UWTSD), Coleg Sir Gâr (CSG) and Coleg Ceredigion (CC) as constituent colleges.

The Group is committed to shaping a sustainable future for Wales and beyond, guided by the principles of the Well-being of Future Generations (Wales) Act 2015. Our aim is to integrate environmental responsibility, social equity, and economic resilience into every aspect of university life—ensuring that our actions today contribute to a thriving world for generations to come.

We pledge to:

-  **Lead by Example** – Reduce our carbon footprint, promote biodiversity, and transition towards a circular economy on campus
-  **Empower Our Community** – Equip learners, staff, and partners with the knowledge and skills to drive sustainable change
-  **Imbed Education for Sustainable Development**– Develop and expand education for sustainability within the curriculum, with regard to both the content and manner of delivery. All students will be empowered with the skills and knowledge to contribute to a sustainable future
-  **Innovate for Impact** – Conduct research and develop solutions that address the climate crisis and societal challenges in conjunction with our students
-  **Engage Locally and Globally** – Work collaboratively with communities, businesses, and policymakers to create a just and sustainable World
-  **Continuous Improvement** – Not to stand still but to strive for continuous improvement in all aspects of our Sustainability Vision
-  **Embed good practice** – Commit to fulfilling all relevant legislation and compliance activities working to implement good practice across our delivery
-  **Protect the Environment** – We are committed to the protection of the environment and pollution prevention across all of our Group estate, meeting all of our environmental compliance obligations.

Our Sustainability Vision

The Group will deliver its Sustainability Vision by aligning environmental sustainability directly with the three core principles of the UWTSD Strategic Plan 2025–2030: Our Purpose, Our People and Our Place.

This alignment ensures that environmental sustainability actively supports the University’s mission to transform lives through education, innovation and collaboration.

- 🌱 **OUR PEOPLE:** are central to delivering our sustainability ambitions. Through engagement, leadership and collaboration with students, staff and partners, we will foster a culture of shared responsibility, innovation and continuous improvement, bringing together academic insight and operational practice to drive behavioural change and shared ownership of outcomes
- 🌱 **OUR PURPOSE:** is to put learners first by embedding environmental responsibility and the UN Sustainable Development Goals across teaching, learning and assessment, creating fair and accessible educational pathways that equip learners with the skills, knowledge and values to thrive in a rapidly changing world
- 🌱 **OUR PLACE:** is fundamental to our identity as a place-based, civic educational group. We will use our campuses and wider estate as living laboratories, enabling real-world learning and demonstrating best practice in decarbonisation, biodiversity enhancement and sustainable development for the benefit of our communities.

Together, these principles will guide The Group in building a future-ready institution where sustainability is embedded across education, research, operations and daily practice, honouring our responsibility to current and future generations.

Strategic Context

The Group is committed to transforming lives through education, innovation and collaboration. Environmental sustainability is integral to this mission, shaping how The Group supports learners, serves communities and contributes to a resilient and globally responsible future.

The UWTSD Strategic Plan 2025–2030 identifies environmental sustainability as a core enabler of institutional success, ensuring the University remains responsible, resilient and future-ready while meeting the needs of present and future generations. This Environmental Sustainability Strategy provides the framework through which that commitment is delivered in practice.

Across the UK, the transition to a low-carbon, nature-positive and socially just society is accelerating in response to climate change, biodiversity loss and widening inequalities. Within the tertiary education sector, this sits alongside financial pressures, rising operational costs, ageing estates and growing demand for green skills. Environmental sustainability therefore plays a critical role in institutional resilience, estate planning, risk management and long-term relevance.

Education providers have a distinctive role in responding to these challenges by developing the knowledge, skills and behaviours required for a sustainable future, while also modelling positive change through their operations, research and partnerships. For us, this includes placing learners first, embedding sustainability across educational pathways and supporting employability through the development of green skills.

In Wales, the sustainability agenda is shaped by a distinctive legislative and policy context. The Well-being of Future Generations (Wales) Act 2015 places a unique duty on public bodies, including universities and colleges, to improve the economic, social, environmental and cultural well-being of Wales. Its national Well-being Goals align closely with the United Nations Sustainable Development Goals, positioning Wales as an international exemplar in sustainable decision-making.

The establishment of Medr further reinforces this direction, with its Strategic Plan 2025–2030 emphasising a joined-up, flexible tertiary system that supports a sustainable and resilient Wales through green skills, applied research and collaboration with employers and communities. Sustainability is therefore positioned not as an additional objective, but as integral to national economic renewal, social justice and long-term well-being.

This Environmental Sustainability Strategy directly delivers the Environmental Sustainability Enabler of the UWTSD Strategic Plan 2025–2030, aligning institutional ambition with operational delivery and sector expectations. Through the UN Sustainable Development Goals, the strategy translates local and national commitments into measurable impact, ensuring that local action contributes meaningfully to global sustainability outcomes.

Strategic Priorities

Taking account of our vision in light of this strategic context, this Strategy sets out six Strategic Priorities that will seek to embed environmental sustainability across further and higher education pathways to enhance learner experience, employability and progression.

1. Carbon Reduction
2. Education and Employability
3. Sustainable Estate
4. Research and Innovation
5. Leadership, Engagement and Culture
6. Monitoring and Reporting


UN Sustainable Development Goal Mapping

The UWTSD Group is committed to aligning its environmental sustainability activity with the United Nations Sustainable Development Goals (SDGs), recognising their role as a global framework for addressing climate change, environmental protection and social well-being. This strategy maps each Strategic Priority to the relevant SDGs, demonstrating how institutional action contributes to both national priorities and global sustainability outcomes, and ensuring that local delivery supports the wider ambition of a sustainable and resilient future.







Strategic Priority 1

Carbon Reduction

-  **Objective:** Deliver a sustained reduction in the UWTSD Group’s carbon footprint through energy efficiency, renewable generation, and low-carbon operations, supporting the transition to Net Zero while maintaining a resilient and high-quality learning environment.

This strategic priority focuses on reducing emissions associated with energy use, digital activity and operational practices across the Group. Through targeted investment, improved energy management and the expansion of on-site renewable generation, we will reduce demand, decarbonise supply and ensure carbon reduction considerations inform decision-making. Progress will be underpinned by robust data, clear targets and continuous improvement, ensuring carbon reduction supports both environmental responsibility and the delivery of our core academic mission.

Outputs associated with this Strategic Priority are:


-  Meet UWTSD Group Scope 1 and 2 carbon reduction targets
-  Reduce energy consumption across UWTSD Group Estates
-  Increase kWh of energy from Group-owned renewable sources
-  To measure and minimise the environmental impact of our digital operations

HOW WE WILL MEASURE SUCCESS	
SP1.1	Percentage reduction in Scope 1 and 2 carbon emissions relative to the 2013/14 baseline
SP1.2	Percentage reduction in energy consumption per kWh/m ² of active estate, relative to the 2024/25 baseline
SP1.3	Real term increase, year on year, in kWh of energy from Group-owned renewable sources commencing from the 2024/25 baseline
SP1.4	Reduction in carbon emissions from onsite and offsite digital operations



Strategic Priority 2




 **Education and Employability**

-  **Objective:** Embedding environmental sustainability at the heart of learning pathways, ensuring that students and staff acquire knowledge, skills, and values to lead in a sustainable future.

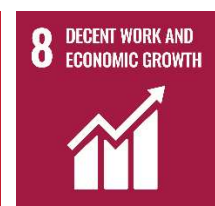
The University’s Mission: Transforming Education; Transforming Lives, confirms a commitment to the transformation of learner opportunity and experience through the delivery of education, innovation and enterprise that meets the evolving needs of society.

The Sustainability Team will continue to collaborate with academic teams across The UWTSD Group to integrate sustainability into coursework through real-life projects and experiential learning, while working to train learners in the green skills needed to meet the UKs carbon reduction targets.

Outputs associated with this Strategic Priority are:


-  Embed and support sustainability principles across all educational delivery to equip learners and graduates with skills to thrive in a low-carbon economy
-  Encourage student-led sustainability projects and innovation
-  Utilise the Group Estate as a Living Lab for educational delivery

HOW WE WILL MEASURE SUCCESS	
SP2.1	Embed sustainability principles across educational delivery through engagement with academy delivery and curriculum development
SP2.2	Initiate and increase year on year student-participation sustainability projects and innovation
SP2.3	Collate and promote a Living Lab approach to educational delivery










Strategic Priority 3

 **Sustainable Estate**

-  **Objective:** Decarbonise and enhance the physical estate through investment in low-carbon infrastructure, biodiversity, and efficient resource management—creating a resilient and sustainable physical environment that puts learners first.

Our estate plays a critical role in delivering our core mission and sustainability goals. It comprises a diverse range of buildings, from historic structures to new cutting-edge facilities. We will adopt high environmental standards for planning the development of our campuses and construction and refurbishment projects. We will improve resource efficiency using the waste hierarchy, including only procuring what is necessary, maximising reuse and recycling and avoiding waste to landfill.

Outputs associated with this Strategic Priority are:

-  Invest in the estate to deliver efficiencies and space-optimisation in a manner that promotes wellbeing in the learning environment
-  Reduce total non-recyclable waste across UWTSD Group Estates
-  Increase in total recycling waste (as a percentage) across UWTSD Group Estates
-  Identify, Designate and Enhance campus biodiversity spaces
-  Determine and develop best practice in relation to climate adaptation and resilience
-  Ensure compliance with Group sustainable procurement requirements
-  Identify and develop plans for the management of specialist spaces to operate them in the most sustainable way

HOW WE WILL MEASURE SUCCESS	
SP3.1	Improved space utilisation and operational efficiency across the UWTSD group estate.
SP3.2	Percentage reduction in total non-recyclable waste across UWTSD Group Estates, relative to the 2024/25 baseline
SP3.3	Percentage increase in total recycling waste (as a percentage) across UWTSD Group Estates, relative to the 2024/25 baseline
SP3.4	Number of Identified and designated biodiversity spaces; Number of enhancement activities delivered on designated space.
SP3.5	Implementation of an approved Climate Adaptation and Resilience Plan
SP3.6	Review, Inform and Comply with Group sustainable procurement requirements
SP3.7	Identify and designate specialist spaces; develop an action plan to operate these in the most sustainable way




**YSTAD
GYNALIADWY
SUSTAINABLE
ESTATE**






Strategic Priority 4

Research and Innovation

-  **Objective:** Advance applied research and innovation that addresses environmental and societal challenges, strengthens institutional sustainability outcomes, and supports a just transition to a low-carbon, nature-positive future.

UWTSD is driving to broaden the impact of its applied, practice-led research, innovation and skills in partnership with employers to create more opportunities for our communities and students. Coleg Sir Gâr and Coleg Ceredigion aim to be renowned for exceptional standards, research and innovation in teaching and learning. These priorities include research and innovation within the field of environmental sustainability in STEM and Humanities disciplines. The Group recognises the unique position of education providers in this space and is committed to using this to address environmental challenges.

Outputs associated with this Strategic Priority are:


-  Support research that addresses environmental challenges
-  Foster partnerships with industry to embed principles of sustainable practice
-  Lead in the implementation of innovative research and development outcomes to support Group sustainability objectives

HOW WE WILL MEASURE SUCCESS	
SP4.1	Increase in number of research projects that address environmental challenges
SP4.2	Identify and build upon the number of partnerships with industry to embed principles of sustainable practice
SP4.3	Identify and implement at least one innovative research outcome to support Group sustainability objectives







Strategic Priority 5

Leadership, Engagement and Culture

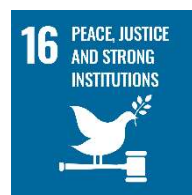
-  **Objective:** Foster a culture of sustainability through active engagement with students, staff, and local communities—building awareness, shaping behaviours, and empowering climate conscious behaviours and empowering change

The UWTSD Group engages external stakeholders through mechanisms such as the Universities Wales Civic Mission Network, the UNESCO BRIDGES Coalition as a hub, the Environmental Association of Universities and Colleges, Institute of Sustainability & Environmental Professionals and as active members of Public Service Boards.

Outputs associated with this Strategic Priority are:


-  Engage students, staff and local communities in sustainability initiatives
-  Act as an engaged role model for sustainability in our regions and within the tertiary education sector
-  Promote a culture of equality, inclusion and social justice within sustainability efforts
-  Develop a culture across UWTSD Group planning to embed environmental sustainability

HOW WE WILL MEASURE SUCCESS	
SP5.1	Increased engagement of students, staff and local communities in sustainability initiatives
SP5.2	Active engagement with, and delivery through, key regional and sectoral groups
SP5.3	Promotion of a culture of equity, inclusion and social justice within sustainability efforts
SP5.4	Embed environmental sustainability objectives in strategic, planning and delivery



Strategic Priority 6





Monitoring and Reporting

-  **Objective:** To establish a robust mechanism of monitoring and reporting on Environmental Sustainability targets with the ambition of continuous improvement.

Delivery of this strategy will be supported by a series of aligned operational management plans, each with clearly defined SMART objectives, actions and responsibilities. Together, these plans ensure that environmental sustainability is embedded within institutional planning and operational delivery across the UWTSD Group.

Monitoring will be integrated into existing University performance management processes, including the Key Performance Indicator (KPI) framework, management information reporting and annual planning cycles, ensuring that environmental sustainability is considered alongside financial, academic and operational performance.

Outputs associated with this Strategic Priority are:

-  Set meaningful SMART environmental sustainability targets and regularly report progress
-  Set and report on progress towards targets using recognised industry standards or frameworks, e.g. SBTi
-  Maintain an accredited Environmental Management System
-  Promote visibility and accountability through governance structures and stakeholder involvement

HOW WE WILL MEASURE SUCCESS	
SP6.1	Agreed meaningful SMART environmental sustainability targets with regular progress reporting
SP6.2	Setting of and reporting on progress towards targets using recognised industry standards or frameworks, e.g. SBTi
SP6.3	Demonstration of continual improvement of an accredited environmental management system
SP6.4	Increased visibility and accountability along with stakeholder involvement



Implementation and Governance

The successful implementation of this strategy relies on a coordinated approach across The UWTSD Group. Delivery will be driven by the Sustainability Team through collaboration with academic faculties, professional services, Students' Union representatives, and community partners across The Group. The UWTSD Group will use a continuous improvement model linked to KPIs to monitor progress. We recognise that internal and external factors will continue to shape our response to the climate crisis and will keep this strategy under review and update as necessary.

Implementation Approach:

- 🌱 This strategy will be supported by a series of detailed management plans which detail implementation, monitoring and SMART Targets for each deliverable.
- 🌱 Implementation will be aligned with existing University planning and budget cycles to ensure integration into operational delivery and strategic investments.
- 🌱 The strategy and its associated plans will be widely communicated through staff and student bulletins, workshops, and digital platforms.
- 🌱 Sustainability training, events, and engagement programmes will build internal capacity and reinforce a shared understanding of our climate resilience goals.

Governance and Oversight:

Oversight of progress will be through a three lines of defence assurance model:

- 🌱 Operational: Progress will be monitored through the Sustainability Steering Group (SSG), chaired by the Chief Operating Officer, with strategic oversight through the annual planning process, established University reporting structures and both Senior Leadership Teams of the University and Colleges ensuring alignment with Institutional Strategic Plans and external regulatory requirements
- 🌱 Governance: Oversight of progress at governance level will be delivered through the Resource and Performance Committee of the University Council and College Board.
- 🌱 External: The Group holds Green Dragon Level 5 Environmental Management System accreditation and is audited annually on this.

Monitoring and Reporting:

- 🌱 Key Performance Indicators (KPIs) relating to each of the measures of success will be tracked through the overarching Sustainability Action Plan
- 🌱 Annual progress will be reported publicly through the UWTSD Sustainability Report, and internally through management reviews and committee structures.

Review and Adaptation

- 🌱 An Environmental Sustainability Annual Report will be prepared to evaluate progress, noting any strategic revisions required to targets in response to legislative changes, funding developments, or new technological innovations.
- 🌱 Any major revisions to the strategy will be subject to approval by the University Council and College Board following consultation with relevant stakeholders.

Strategic Risks

The UWTSD Group acknowledges that a range of strategic risks and unforeseen circumstances may affect progress. In order to monitor and respond to risks a Sustainability Risk Register will be maintained and reported to the Sustainability Steering Group, with additional review through the Annual Planning and monitoring process.

Impact Assessment

This strategy has been assessed-through UWTSD Impact Assessment criteria

This strategy demonstrates the application of the five ways of working from the Well-being of Future Generations (Wales) Act 2015:

- **Long-term Thinking** – Supports carbon reduction and biodiversity goals for 2030 and 2035.
- **Prevention** – Focuses on climate risk mitigation, circular economy practices, and sustainable behaviours.
- **Integration** – Aligns with the UN Sustainable Development Goals and the UWTSD Strategic Plan 2025-2030.
- **Collaboration** – Involves staff, students, public sector bodies, and third-sector organisations.
- **Involvement** – Builds student and staff voice into planning, delivery, and review processes.

Document Version Control

Version No:	Reason for change:	Author:	Date of change:
1.0	Initial Draft	Dan Priddy Rebecca Doswell Koi Merebark	21/01/2026

Strategy Impact Assessment

This assessment is to be used to assist the drafting and approval of policy documentation. The term 'Policy' for the purpose of this impact assessment includes policies, strategies, plans and projects. The aim of the assessment is to assess the potential effects of a policy, with regard to equality, Welsh language and sustainable practice, and to thereby ensure that an overall positive impact is achieved.

The assessment should be undertaken by the Lead Policy Author. The Welsh Language elements of the assessment should be checked by the Welsh Language Services Co-ordinator (or equivalent), and the Equalities element should be checked by the Equalities Manager (or equivalent).

Introduction

Date Assessment Completed: 21/01/2026

Name of Policy: Environmental Sustainability Strategy 2025-2030

Name of Lead Policy Author: Dan Priddy, Head of Sustainability and Environment

Name of strategic lead for this policy area: Rebecca Doswell, Head of Planning

Is this policy:

New

Existing

Briefly describe the purpose of the Policy:

The UWTSD Group is committed to environmental sustainability and this strategy provides the strategic direction for the crucial 2025-2030 timeframe.

The Environmental *Sustainability 2025–2030* outlines The Groups collective vision and plan for addressing environmental challenges and reducing our carbon emissions. It also links the UWTSD Group with the US Sustainable Development Goals and the Wellbeing of Future Generations Act (Wales) giving direction and purpose as it looks to meet its Carbon reduction targets.

Indicate below to whom this Policy applies (please tick all that apply):

- | | | |
|-----------------------|-------------------|-------------------------------------|
| Internal Stakeholders | Staff | <input checked="" type="checkbox"/> |
| | Students | <input checked="" type="checkbox"/> |
| | Service Providers | <input checked="" type="checkbox"/> |
| External Stakeholders | Partners | <input checked="" type="checkbox"/> |
| | The wider public | <input type="checkbox"/> |
| Others | Please specify | <input type="checkbox"/> |

Screening

Does this policy have any relevance to, or impact on, equality and diversity in the areas listed below?(tick where appropriate):

- | | |
|---|-------------------------------------|
| Possibility for discrimination / adverse impact | <input type="checkbox"/> |
| Opportunities to promote equal opportunities | <input checked="" type="checkbox"/> |
| Fostering good relations | <input checked="" type="checkbox"/> |

Indicate below whether the following has been considered during the development of this policy:

- | | |
|--|-------------------------------------|
| The opportunities for persons to use the Welsh language has been considered | <input type="checkbox"/> |
| That the Welsh language considerations has been treated no less favourably than the English language | <input checked="" type="checkbox"/> |

Indicate below which of the following sustainable governance principles have been applied in the development of this policy:

- | | |
|--|-------------------------------------|
| Balancing short term need with the long term and planning for the future | <input checked="" type="checkbox"/> |
| Working together with other partners to deliver objectives | <input checked="" type="checkbox"/> |
| Involving those with an interest and seeking their views | <input checked="" type="checkbox"/> |
| Putting resources into preventing problems occurring or getting worse | <input checked="" type="checkbox"/> |
| Considering impact on all wellbeing goals together and on other bodies | <input checked="" type="checkbox"/> |

Evidence and data

Briefly outline any evidence / data collected for this impact assessment:

Impact

Outline below whether the policy impacts positively or negatively on people with the following protected characteristics¹ and the opportunities for people to use the Welsh language:

	Positive	Negative	Reasons / justification
Age	<input type="checkbox"/>	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	
Gender	<input type="checkbox"/>	<input type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	

¹ Please note there may be a justifiable reason why a policy treats a particular group of people with protected characteristics more favourably. In such cases there is a need to ensure that the negative impact is proportionate.

Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>
The opportunities for persons to use the Welsh language	<input type="checkbox"/>	<input type="checkbox"/>

Indicate below if the policy contributes towards delivery of the Well-being of Future Generation Goals:

	Positive	Negative	Reasons / justification
A prosperous Wales (efficient use of resources, skilled, educated people, generates wealth, provides jobs).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This strategy and related plans, focuses The UWTSD Group on sustainable use of resources, waste reduction, sustainable procurement and the promotion of local suppliers.
A resilient Wales (Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This strategy commits The UWTSD Group to biodiversity net gain and improvement of the natural environment around our sites. It acknowledges and seeks to provide focus on how The Group adapts to climate change.
A healthier Wales (People’s physical and mental wellbeing is maximised and health impacts are understood)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As highlighted in the strategy a high proportion of students feel their mental health is impacted by environmental concerns. This strategy seeks to reduce those concerns and promote wellbeing. Associated plans promoting active travel will also seek to promote a healthier staff and student body.
A Wales of cohesive communities (Communities are attractive, viable, safe and well connected)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The UWTSD Groups commitment to biodiversity net gain

<p>A globally responsible Wales (taking account of impact on global well-being when considering local social, economic and environmental wellbeing)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>outlined in the strategy and the commitment to the Green Flag award providing accessible green spaces will help provide more attractive communities for where the group has estate. Through the UNESCO BRIDGES and other initiatives outlined in this strategy The UWTSD Group is engaging globally on environmental sustainability</p>
<p>A Wales of vibrant culture and thriving Welsh Language (culture, heritage, and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation).</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This strategy provides the framework for ensuring out historic Welsh estate is maintained and future proofed inline with our Carbon Reduction ambitions ensuring the UWTSD Group can continue education in Wales promoting Welsh Culture for the future.</p>
<p>A more equal Wales (people can fulfil their potential no matter what their background or circumstances)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This strategy promotes sustainable development across the estate and the group and supports The UWTSD Groups education ion sustainable practice regardless of background or circumstances.</p>

What action will be taken to reduce negative or adverse impacts identified?

Action Planning

Action required:	By whom:	By when:
Strategy will need to be communicated to all constituent parts of the UWTSD Group	Dan Priddy	Aug 2026

Publishing and reporting

Assessments highlighting significant negative / adverse impacts are required to be published. The Equality Manager / Welsh Language Co-ordinator will work with you to ensure that the assessment is suitable for publication.

Details of assessments will presented to appropriate internal equality, Welsh language, and sustainability monitoring committees.

Outline below how this policy will be published:

University and College Websites, intranet pages and form part of The UWTSD Group Environmental Management System



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