



# **EAUC-Scotland Annual Report**

April 2018 – March 2019

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# EAUC-Scotland Programme

## Year 2: April 2018 - March 2019



Delivered by our team in Scotland and funded by the Scottish Funding Council (SFC), this programme supports all Scottish universities and colleges to develop a skilled and informed, whole-institutional approach to sustainability within governance, operations, learning and teaching, and engagement activities.

### Leadership at all levels

"Leadership in Environmental and Social Sustainability" section strengthened within SFC Outcome Agreement Guidance

Launch of 5 focused guides on Engaging Professional Departments with Sustainability

Sustainability Committees support programme launched, with 6 presentations over the year

### Skills and knowledge

100% completion of PBCCD Reporting in 2018, with 59% completing Recommended Section

38 EAUC-S training or knowledge-sharing events hosted over 450 attendees - 82% of FHEIs attended an event over 2 years of programme

90% of attendees at events either agree or strongly agree that EAUC-Scotland are supporting the sector

### Partnerships and representation

56 new support resources (guidance, tools, reports, recorded webinars and case studies) developed and shared

Represented on 5 Steering Groups, a Grant Panel and 2 Award Panels, and submitted 4 Consultation Responses

EAUC-Scotland and FHEI sustainability successes highlighted in two mainstream media publications

### Teaching, research and engagement

Launch and promotion of College Education for Sustainable Development Guides

Student intern developing resources to embed sustainability in specific academic curriculum areas

Launch and promotion of Accelerator Programme for new sustainability professionals

## Timeline of Key Project Outputs

- Summer 2018
  - Publication of Sector Progress Report on PBCCD Reporting Data
  - Launch of Accelerator Programme
  - Launch of Sustainability Committees Enhancement Project
- Autumn 2018
  - Hosted first Sanitary Support Scheme idea sharing event in response to sector need
  - Launch of Professional Services Sustainability Engagement Guides
  - Launch of Autumn Professional Development Training Programme
  - Update to Leadership in Sustainability section in SFC Outcome Agreement Guidance
- Winter 2018
  - EAUC-Scotland Conference 'A Decade of Progress'
  - Student Internship with EAUC-Scotland Team
  - Topic Support Network and Regional Network Review
  - Institutional Engagement Visits Scheduled
- Spring 2019
  - Pilot of College Sustainability in the Curriculum Training Programme
  - Sustainability Committees Progress Analysis Report
  - Annual Survey of FHE Contacts, AGM and EAUC-S Annual Report

## Introduction

The EAUC-Scotland **Catalysing Transformative Leadership for Sustainability Programme**, running from April 2017 until March 2020, builds upon previous EAUC-Scotland projects to further support Scotland's colleges and universities to develop a skilled and informed, whole-institutional approach to leadership around carbon and resource management, social responsibility and environmental sustainability.

The Programme consists of four outcomes:

- 1) There is leadership for sustainability at all levels of Scottish FHE Institutions
- 2) The skills and knowledge required to deliver and monitor a low-carbon, sustainable, resilience FHE sector, including improving the accuracy of data in Public Bodies Climate Change Duties (PBCCD) carbon reporting, are available throughout the further and higher education sectors
- 3) Institutions and partners are supported to build cross-organisation and cross-sector contacts, enabling sharing of best practice and development of new solutions to respond proactively to national and international challenges
- 4) Sustainability is embedded into teaching, research and engagement practices in Scottish FHE institutions

This Annual Report, covering the period April 2018 – March 2019, reports on the work of the EAUC-Scotland team under these four Outcomes, highlighting progress towards the milestones and targets expected at this point in the Programme, and by Programme end (31<sup>st</sup> March 2020) where appropriate.

The Report was prepared by the EAUC-Scotland Team in March 2019.

## Data Collection

Data for this Report has been gathered through a survey sent out to all EAUC-Scotland contacts in February and March 2019 (95 responses, a 10% response rate) and ongoing monitoring by the EAUC-Scotland Staff Team.

Statistics reporting progress since the programme began in April 2017 utilises data gathered in the EAUC-Scotland 2014-2017 Programme Review Survey, commissioned by EAUC-Scotland and led by Elizabeth Leighton and Dawn Griesbach in March-April 2017.

Data from 2018 was reported in the EAUC-Scotland 2017-18 Annual Report.

Quotes used within the text are drawn directly from feedback provided by sector members through event and programme surveys and emails sent to the EAUC-Scotland team.

## EAUC-Scotland Staff and Governance

The EAUC-Scotland Team deliver the Scottish Funding Council funded Programme for the EAUC. The team are based at Queen Margaret University, just outside of Edinburgh.

The EAUC team in Scotland over the past year has gone through a number of changes, increasing from 3 to 4 full time staff. Staff members over the year have included:

- Rebecca Petford, Scotland Programme Manager
- Gillian Gibson, Scotland Programme Coordinator (until October 2018)
- Samantha Hartley, Scotland Programme Administrator (until November 2018), then Networks and Communications Coordinator
- Daisy Jamieson, Sustainability in the Curriculum Intern (part time November 2018 – March 2019)
- Jill Burnett, Carbon and Estates Project Officer (from February 2019)
- Lauren La Rocca, Sustainability Engagement Project Officer (from February 2019)

“The Scotland team are a 'great bunch', [they're] always on hand to answer any questions and at the meetings / forums I'm always made to feel welcome.”

*Membership Journey Call  
between EAUC UK & Ireland  
Team Member and Key Contact*

“It's incredible how much the EAUC Scotland team have developed and pushed over the past two years. Truly inspirational!”

*Email Feedback*

The staff team are supported by an Office Bearer Group (OBG) of representatives from the sector who help steer their work, two from a university and two from a college. For the majority of this reporting year, the OBG has included:

- Jamie Pearson (Edinburgh Napier University) – Convenor
- Michelle Brown (University of Edinburgh)
- Billy Grace (Dundee and Angus College)
- John Wincott (Fife College)

The OBG performed a skills audit early in 2019, to identify any skills or experience areas to request in applicants for the OBG when Jamie Pearson stepped down as a higher education representative at the end of his 4 year term at the AGM in March 2019. It was decided that additional teaching, curriculum development and engagement experience was required within the group, and applications were opened with that request. The successful applicant was Katherine Ellsworth-Krebs, a lecturer from the University of St Andrews.

Michelle Brown was elected within the group to take the role of Convenor, and representative of the Scotland Branch on the EAUC Board, over the next two years.

## Outcome 1: Leadership at all Levels

The Leadership Outcome has three activity areas: strengthening Sustainability Committees; supporting staff working in different support and academic roles to feel engaged and empowered to take action; and encouraging senior-level commitment to address climate change and sustainability issues.

"In general, we experience the work of EAUC Scotland mostly through our own Sustainability Office. However, I am sure the fact that EAUC is so active underpins and strengthens the work that they are able to do, which in turn legitimises the work that we are allowed to do."

*Annual Review Survey Respondent*

### Strengthening Sustainability Committees

EAUC-Scotland used the Annual Review Survey, the Scottish Funding Council FHE Sustainability Survey 2018/19, data from 2018 Public Bodies Climate Change Duties Reporting, and knowledge gained through institutional engagement visits and activities within the Sustainability Committees Enhancement Project to inform the Sustainability Committees Progress Report, published in March 2019. Key findings included:

- **78% of FHE institutions in Scotland have Sustainability Committees** (64% in March 2018).
- **85% of respondents to the Annual Review Survey who are from an institution with a Sustainability Committee answered accurately that their institution has one** (82% last year), so although there is work to be done to increase the awareness of Sustainability Committees within institutions things are improving.
- Only **48% of survey respondents believe responsibilities around sustainability are distributed between a number of individuals and departments at their institution** (51% last year), which suggests that although the number of Sustainability Committees is increasing, along with the awareness of them, individuals don't seem to see the Committees as distributing responsibility within the institution (or they don't believe they are very representative). EAUC-Scotland will investigate this in more detail over the next year.

The **Sustainability Committees Enhancement Programme**, developed in collaboration with members of the sector, was launched in June 2018. The aim of this programme is to strengthen such groups by ensuring they have the appropriate membership, skills and structures to be effective in leading sustainability transformations in terms of governance, operations, and learning and teaching within their organisation. Over the last year, the EAUC-Scotland Team have presented to 9 Sustainability Committees (7 with senior leaders present), plus a meeting of the Heads of Learning in a college, about sustainability and the support we can offer the Committee and their wider institution. A summary of this activity is provided within the Sustainability Committees Progress Report, published in March 2019.

## Engaging and Empowering Professional Services and Teaching Staff

According to the Annual Review Survey, **95% of respondents engage with institutional colleagues outside their own department about sustainability** – an increase from the 83% reported in the 2014-17 Programme Review Survey and 88% reported last year.

"I wouldn't still be in the sector without EAUC Scotland's support."

*Annual Review Survey Respondent*

"I think EAUC-Scotland work is extremely important, without their support we would not be where we are now. Working in/for sustainability in a big college can be very isolating: very small team, limited resources and capacity, so much to do... Therefore any support and intervention by an expert organisation for FHE at higher level is vital."

*Annual Review Survey Respondent*

EAUC-Scotland use the Annual Review Survey to establish how empowered our contacts feel to take action to support sustainability in their institution. On a scale of 1-10, people reported an **empowerment level of 7/10 in terms of ability to change their own behaviour** (6.8/10 last year), and **5.9/10 on changing other people's behaviour or wider processes** (5.4/10 last year). We are pleased in the increase in both scores, and hope they will continue to increase over the Programme as we continue to offer training and guidance.

When asked **what would enable them to feel more empowered** to change their own and other people's behaviour, 39% said more buy in and leadership from senior management, 30% said better internal communication and links with different departments, and several mentioned training, all of which EAUC-Scotland are trying to influence with the 2017-20 programme. 18% said more financial and staff resources, which is strongly tied to the elements above.

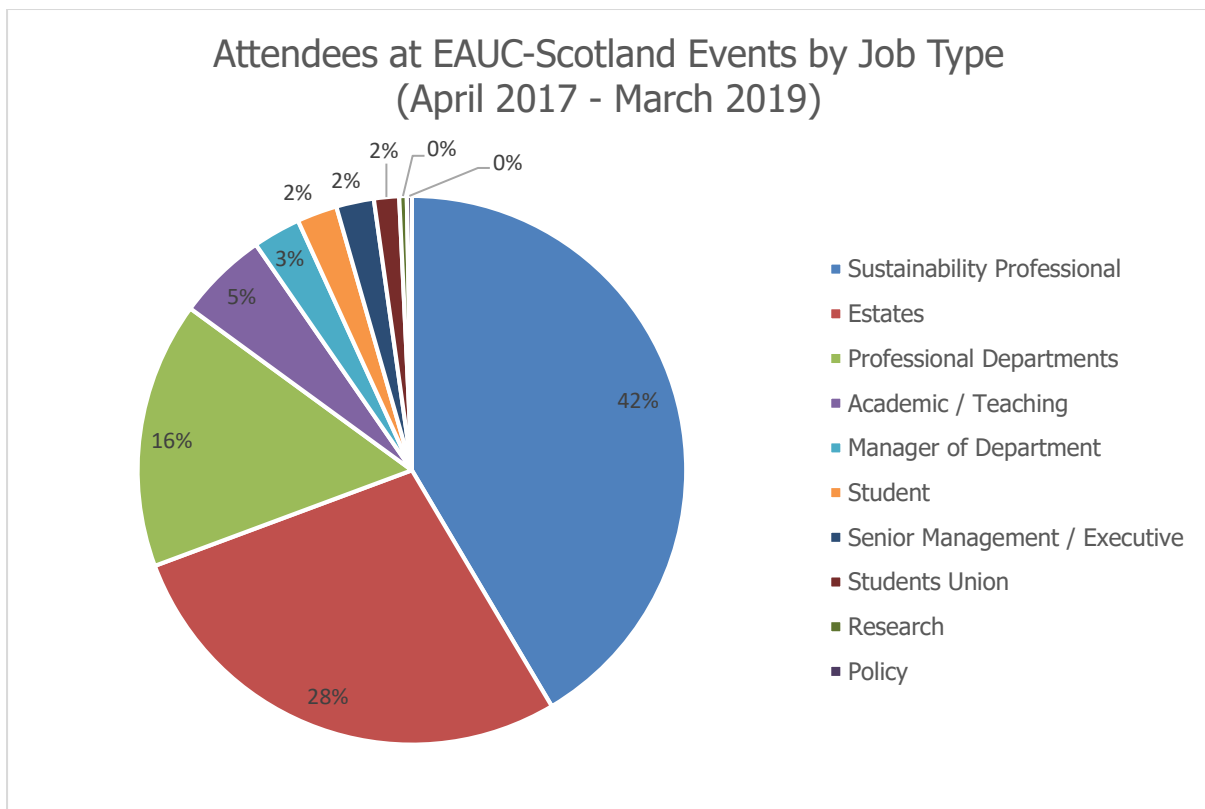
"In general, we experience the work of EAUC Scotland mostly through our own Sustainability Office. However, I am sure the fact that EAUC is so active underpins and strengthens the work that they are able to do, which in turn legitimises the work that we are allowed to do."

*Annual Review Survey Respondent*

The outputs from our project on **Engaging Professional Services Departments with Sustainability** focused on five departments: finance, marketing and communications, human resources, catering and ICT. The project welcomed 51 individuals to focused workshops (1 physical, 4 online) to share learning and gather responses from the sector, which were used to create Guides to facilitate such engagement. These Guides were published in spring 2018 and disseminated through our own and partner networks, with a workshop held during the EAUC UK and Ireland Conference in June 2018 to share the learning. We are now developing a training programme to support application of the guidance within Scottish institutions.

We have started work on our **Sustainability in the Curriculum Project**, which aims to demonstrate to teaching staff from specific academic departments how they can embed sustainability within the curriculum. The guides produced from this work are due to be published in Summer 2019.

EAUC-Scotland events attract a wide range of attendees. Although 41% of attendees at events organised by the team over the two years of the programme have been Sustainability Professionals and 28% Estates, the remaining **31% of attendees are drawn from a wide variety of departments within universities and colleges**, including IT, Finance, Procurement, Catering, Policy, Management and Student Support. 2% are students.



EAUC-Scotland aim to increase our educational contacts of all types by 10% over our 2017-2020 Programme. **Since April 2017, our educational contacts have increased by 21%** (from 929 to 1124) - far exceeding our target! Increasing our contact numbers mean more people will be receiving our bulletins and remaining up to date on sector news, but also that more people within Scotland’s colleges and universities are engaging with sustainability, and with the EAUC.

## Senior Level Engagement

A **Senior Leadership Engagement Strategy** was produced for the period of the Outcome Agreement, covering direct contact with sector senior management, influencing strategic systems, increasing engagement through partner organisations, and supporting the



EAUC's 2017-2021 Strategy. This Strategy is now in action, pulling together and providing structure for the elements outlined below.

According to the Annual Survey, there has been **maintenance of the level to which respondents report commitment to and engagement with climate change and sustainability action is evident at a senior level**, with the increase from 5.9/10 pre-Programme to 6.3/10 last year repeated in this year's findings. We will continue to implement our Senior Leadership Engagement Strategy to attempt to raise this further.

Public Bodies Climate Change Duties Reporting highlighted that **for 57% of the institutions who mentioned having a Sustainability Committee, a member of the Senior Management Team acts as Chair** (20/35 – the statistic last year was 48%). This seems like a very positive structure, although EAUC-Scotland have heard informally that many of these groups do not effectively establish and see through focused sustainability projects, so work will be done over the next year to examine the balance between having a senior leader Chairing the committee and ensuring progress is effectively managed.

Last year, 48% of institutions with a Sustainability Committee named a member of Senior Management to be the Chair. This year this increased to 57% (20 of the 35 institutions).

According to the Annual Survey, **the percentage of respondents who believe their institution incorporates concepts of sustainability into its policies and strategies has increased from 83% pre-Programme to 87% over the last two years** (85% last year). EAUC-Scotland will continue to work with senior leaders and other sector staff developing policies and strategies to increase this further over the rest of the programme.

## Direct Contact with FHE Senior Management

EAUC-Scotland have **presented to five Sustainability Committees, one Heads of Teaching group and one institutional teaching event in the last year with at least one member of the senior leadership team present**. Generally these presentations are made at the request of a sustainability staff member, and their feedback on the impact of such presentations in enhancing the level of sustainability interest is extremely positive.

"EAUC-S came in and talked to our Senior Management Team, which brought about a higher level of interest."

*Annual Review Survey Respondent*

"Thanks for forwarding the document round the group - genuinely a really interesting and stimulating document with lots of food for thought. We are refreshing our Strategic plan over the next year and I am intending to use some of the thought-provoking quotes as reference points for our new plan. Keep up the good work!"

*Email feedback following circulation of St George's House Report on Sustainability in the Curriculum Event*

We continue to **develop individual relationships with senior leaders** when possible through meetings or sector events, and ensure they are kept informed about new resources, policies or opportunities which may be of relevance to them or their wider teams.

## Influencing Strategic Systems

**Engagement with the Scottish Funding Council Outcome Agreement Process** has been a particular success for the Programme again over the last year. Following engagement with SFC outcome agreement managers, **EAUC-Scotland further developed the section on “Leadership in Environmental and Social Sustainability” from the previous version, which was included in the 2019-20 SFC Outcome Agreement Guidance for both colleges and universities**, covering governance, operations and learning and teaching. Feedback from the sector has again been positive, with some suggestions received for developing the guidance or requirements of the Outcome Agreements still further.

“The work undertaken by the EAUC...on the Regional Outcome Agreement Guidance has proven invaluable in ensuring that sustainability is maintained as a key element of the agreement between FHE institutions and the SFC. By using the ROA in this way it ensures that institutions’ decision makers remain focussed on the Scottish Government goals concerning carbon reduction, climate change and sustainability. In a sector that exists to educate, empower and enlighten our future generations, keeping this focus at the centre of all that we do in the sector is absolutely essential.”

*Email Feedback*

EAUC-Scotland continue to represent the sector’s views and needs in consultations and on relevant partner networks, as outlined under Representing the Sector Voice.

## Engaging through Partnership Organisations

EAUC-Scotland’s relationship with Universities Scotland in particular has developed over the last year, through re-establishment of the Carbon Reduction Sounding Board under the new name of the **Responsible University Group Scotland**. The formation of the group was a collaborative project between **EAUC-Scotland, Universities Scotland and SFC**, and brings together specialists from different areas of higher education institutions to consider collaborative projects to enhance sustainability in the sector. The group are currently finalising their work plan for delivery over the next year, and discussing resourcing the plan.

EAUC-Scotland have continued to provide bi-annual papers for the conferences of the **Scottish Association of University Directors of Estates (SAUDE)**.

EAUC-Scotland also **continue to develop our relationships with senior staff members within partner organisations** such as the Scottish Funding Council, Universities Scotland, College Development Network, Keep Scotland Beautiful, the Sustainable Scotland Network, Learning for Sustainability Scotland and Adaptation Scotland, to highlight the importance of leadership and ensure we are working collaboratively to address shared issues. Of particular relevance is our participation in the **Sustainable Scotland Network Governance Action Group**, which is working to enhance leadership for sustainability across the public sector.

## Supporting the EAUC 2017-2021 Strategy

EAUC-Scotland continue to support the EAUC's Strategy, which also aims to raise sustainability up the agenda for senior management. Over the last year this has included:

- Promotion of the SDG Accord to senior management and their colleagues, encouraging commitment to both action and reporting. So far 9 Scottish Institutions and 2 Students Associations have signed up, along with many individual signatories.
- Promotion of personal development opportunities, such as the Leadership Lab and Emerging Leaders Programme, which both attracted several Scottish delegates
- Promoting opportunities to showcase best practice, such as the Green Gown Awards
- Leading the UK-wide Climate Change Adaptation project, which utilises risk language to bring the likely impacts of climate change onto the agenda for senior leaders. The outputs of this project are due to be published by June 2019, and are already attracting a fair level of interest from the UK-wide tertiary education sustainability community.

## Outcome 2: Skills and Knowledge

The Skills and Knowledge Outcome has three outcome areas: reporting on FHE sustainability progress; strengthening individual skills and knowledge around carbon and sustainability; and being responsive to sector needs and aspirations.

### Reporting on FHE Sustainability Progress

In May 2018 EAUC-Scotland published a **Public Bodies Climate Change Duties Overview Report** on the 2017 further and higher education sector submissions for the Scottish Funding Council and the sector as a whole, summarising the data provided by the FHE sector for Public Bodies Climate Change Duties (PBCCD) Reporting in terms of both quality of reporting and the data itself. The quality of reporting showed some improvement but with a lot of scope for further improvement. The knowledge gained from production of this report was used to identify priorities for sector support going forward, to enhance both climate change mitigation and adaptation activity and the quality of data management and reporting.

"Speaking from Dundee and Angus College's perspective, if it wasn't for the EAUC Scotland team's assistance and support, there is no way we would have made the huge progress we have made in reducing our carbon footprint by 53% since we first signed up to the Universities and Colleges Climate commitment for Scotland in 2008. A huge part of our successes is thanks to the outstanding EAUC Scotland team. Their contribution and added value to the FE sector should never be underestimated."

*Annual Review Survey Respondent*

In early 2019 the EAUC-Scotland team employed a **Carbon and Estates Project Officer**, who has the specialist skills to undertake further analysis of the 2018 PBCCD reporting data and provide useful **individual feedback to institutions on how to enhance the quality of their reporting**. We hope the value of this work will prove valuable when the November 2019 reporting data is analysed in early 2020.

In November 2018, 100% of eligible institutions completed mandatory PBCCD Reporting, and **59% of institutions completed the "Recommended" Wider Influence section** (26/44), an increase on the 25% completion rate in November 2016 and 52% in 2017. This section is important for universities and colleges, as it is where reporting on sustainability in the curriculum, engagement and partnership projects would go. EAUC-Scotland will continue to encourage FHE institutions to complete this section, with the requirement to do so included in the Outcome Agreement Guidance for Universities and Colleges from the Scottish Funding Council.

A research report on **Aligning Operational Reporting Boundaries for the FHE sector** within Public Bodies Climate Change Duties Reporting was published in March 2019, outlining the scopes currently being reported on by institutions within the sector, the expectations EAUC-Scotland have for the boundaries which should be being reported, and where institutions can access additional support. Individual institution data is reported in the

confidential annex, which will be shared with the Scottish Funding Council and Sustainable Scotland Network to enable partnership working to support those who are under-performing. Individual institutions will also receive advice on the scopes they are reporting within their individual PBCCD reporting feedback, as outlined above.

EAUC-Scotland discussed the possibility of **standardising reporting boundaries and carbon reduction targets** with the sector on several occasions last year, and following discussions with the Scottish Funding Council and senior sustainability leaders it was decided that this was unlikely to be possible. However there is now wider interest in this topic, with a Sustainable Scotland Network Reporting Action Group sub-group on Targets and discussion on this within the Responsible University Group Scotland meetings, and EAUC will continue to listen and engage on this topic and take a lead if necessary.

## Strengthening Skills and Knowledge

**Representatives from 82% of Scottish FHE institutions have attended at least one training or knowledge sharing event over the last two years of the programme** (71% had attended over year 1), with a target of 75% set for the 2017-2020 Programme as a whole. EAUC-Scotland will continue to encourage engagement from more remote institutions to ensure all colleges and universities benefit from the support available.

**EAUC-Scotland have held 39 events in total over the last year with 567 attendees**, under the following categories:

	<b>Training Events</b>	<b>Knowledge Sharing Events</b>	<b>EAUC-Scotland Forum Meetings</b>	<b>EAUC-Scotland Conference</b>
<b>Number of Events</b>	5	28	5	1
<b>Number of Attendees</b>	40	336	93	98

"I love the events you host to bring everyone together. It enables people to share ideas, be inspired and make changes within their own institution."

*Annual Review Survey Respondent*

Feedback from EAUC-Scotland events has been excellent, with event feedback over the programme so far showing **95% of attendees believe EAUC-Scotland are helping them to develop their skills and knowledge**. This well exceeds the programme target to average above 85% over the Programme.

"Keep up the good work. Sustainability in Scottish HE & FE would be a far sorrier state if it wasn't for the EAUC."

*Annual Review Survey Respondent*

Within the Annual Survey, respondents were asked how valuable they had found different EAUC-Scotland networking and knowledge-sharing opportunities over the last year. As you can see from the table below, **over 75% of those who had engaged with each knowledge-sharing opportunity rated them as Valuable or Very Valuable** (94% last year). The EAUC-Scotland team were surprised by the reduction in positive ratings this year (the arrows show direction of travel), especially when compared to event surveys, where 96% rated them as either Good or Excellent. However, on review it has been noted that there was a change in the third option from 'Of no value' in 2018 to 'Of limited value' in 2019, which may have caused more respondents to select this category, and so the data is not directly comparable. The EAUC-Scotland Team will consider their categories for the 2020 survey to ensure comparability.

"The existence of the EAUC as a forum is one of the major benefits that we have as a sector. In my role with the Council, I never found anything that offered the support and inspiration that we receive from EAUC – maybe I missed the Council version, but I doubt it!"

*Annual Review Survey Respondent*

"I would say that this event in general was extremely invigorating for those of us working in embedding sustainability into non-traditional subjects for such an approach... the quality of the presentations and the inventiveness of the academics present was very worthwhile listening to. I would also say that the contacts made have been excellent."

*Email from ESD TSN Participant*

<b>Networking/Knowledge-Sharing Opportunity</b>	<b>% Respondents Engaged (/67)</b>	<b>% Engaged Responding Valuable or Very Valuable</b>
Forum	49% ↓	75% ↓
Topic Support Networks	64% ↓	86% ↓
Regional Groups	45% ↑	80% ↓
Smaller Institutions Sustainability Network	34% ↑	78% ↓
Sustainability Sharing Series	40% ↓	78% ↓
EAUC-S UCCCfs JiscMail Email List	82% →	80% ↓

The fifth **EAUC-Scotland Conference 2018** took place on 16<sup>th</sup> October 2018 at City of Glasgow College. Themed 'A Decade of Progress', the day celebrated successes from the decade past, and visioned the decade ahead, to coincide with the EAUC-Scotland Office's 10 year anniversary. 21 FHE institutions were represented in the 98 attendees who paid for a place, and 98% of attendees who responded to the post-event survey rated the event as good or excellent (one person rated it as adequate). A public report of collated notes from the workshops is shortly to be made available along with all the presentations from the day (which have already been circulated). An internal report of learnings from the event has been compiled from experiences and event feedback, and is being used in planning the 2019 Conference.

The EAUC-Scotland **Smaller Institutions Sustainability Network**, which allows colleges and small Universities to share ideas and questions suitable for institutions with limited capacity and small sustainability budgets, has met quarterly for the last two years. The group is very well attended, with several attendees commenting that this is one of the most useful groups they are part in terms of supporting their sustainability activities. The Public Bodies Climate Change Duties Peer Review process led through a meeting of this group each year is identified as being particularly valuable, with an attendee's thoughts on this shortly to be published on the [Blogs](#) section of the EAUC Website.

"EAUC is a very important resource and source of expertise, particularly for small institutions."

*Annual Review Survey Respondent*

The EAUC-Scotland Team have produced or collated and circulated 24 Guidance Documents, 24 Support Tools and Reports, 11 Case Studies, 14 News Items and 2 Blog Posts over the last year. These **75 new sustainability support resources are now available on the Sustainability Exchange** for anyone to access to support their own institution's sustainability journey.

EAUC-Scotland set up a formal **Sector Helpline** in Autumn 2017, and received 57 requests for information or support this year (27 last year). All enquires have been responded to within the target two working days.

EAUC-Scotland have continued to deliver the **Annual Institutional Engagement Programme**, with the key contact for all universities and colleges in Scotland contacted to ask about sustainability progress and offer tailored support last year. These are currently being followed up by a face-to-face or video call meeting in the first half of 2019.

## Responding to Sector Needs

EAUC-Scotland aim to be responsive to the needs of the sector. The programme target is to average above 85% over the Programme on a direct question about how well we are supporting the sector. Feedback on whether EAUC-Scotland are supporting the sector from events has been excellent, showing **98% of attendees believe EAUC-Scotland are doing so**. Responses from the Annual Survey (which is completed by people who don't actively engage with EAUC-Scotland as well as those who regularly engage) showed 77% agreement (84% last year).

"The Team has listened well and led very well. They have established a huge reputation from their professional, productive and forward-looking dialogue with colleges and universities. This has helped the whole sector move forward."

*Annual Review Survey Respondent*

**EAUC-Scotland has held quarterly Forum Meetings over the last year.** Forum Meetings are normally well attended, averaging 19 sector representatives at each with 26 attendees at the most recent Forum and AGM. These events offer the opportunity for members of the sector to hear about the work of the EAUC-Scotland Team and relevant

partners, provide feedback and suggestions for improvement, and share knowledge or requests for support with others within the sector.

**A Support and Advisory Service has been designed in response to requests from the sector for one-to-one support**, but following some procurement legislation questions being raised it has been inactive. However in late March 2019 the questions were resolved and the Service will be re-advertised shortly. The intention is that the Service will be delivered by the EAUC-Scotland team and trusted partners, with income made by the Service reinvested in the EAUC-Scotland Programme, and knowledge gained by particular projects captured and shared to advance the capacity of the sector as a whole.

The **Annual Survey** which forms the basis for much of the data reported here was used to identify suggestions for future work. The suggestions fall into three key categories:

**1. Areas of work already planned within EAUC-Scotland's 2017-20 Programme**

- Provide further direction through the Outcome Agreement Guidance (Summer 2019)
- Push for student involvement in sustainability committees (ongoing)
- Provide training to improve understanding around Public Bodies Reporting (Summer 2019)
- Provide feedback on Public Bodies Reporting submissions (Spring 2019)
- Offer one-to-one support on site and to support projects (ongoing)
- Share more examples of successful projects to allow others to prove the cost effectiveness of potential projects and learn from examples of how projects have progressed (ongoing)
- Celebrate successes widely (ongoing)
- Work more with academics / education (Curriculum Guides, Autumn 2019) and other institutional staff (Operational Staff Training Programme, Summer 2019)
- Annual Scotland Conference (18 monthly conference due to staff time restrictions, next conference planned Autumn 2019)

**2. New ideas for exploration by the EAUC-Scotland Team**

- Work more directly with senior managers, with dedicated events for just this group and more direct meetings with senior staff
- Offer to provide a bespoke annual report on sustainability in institutions
- Engage with students more – work more with Students Associations and Unions, have an event involving students, and use the student voice to drive change, especially in the curriculum
- Develop a visiting programme where participants visit other institutions to see how the organisations are trying to embed sustainability in their institution
- Become a centre of expertise in sustainability similar to how APUC is for procurement
- Develop a tool to develop the possible impacts of certain initiatives to demonstrate the value of change (i.e. changing cup use)
- Support reporting on the SDGs (for the Times Higher Education Global Impact ranking and SDG Accord)



- Provide a range of training and topic based events (requests included renewable energy technologies, methodologies for communicating carbon, reducing carbon in business travel and commuting, facilitation skills, behaviour change and SKA).

### **3. New ideas for the EAUC-Scotland Team to work on with key partners**

- Make Public Bodies Reporting and other reporting requirements simpler and more accessible
- Offer more funding available to the sector
- Develop a relationship with PRME (Principles for Responsible Management Education)

The EAUC-Scotland Team have worked to take action on suggestions from the 2018 Annual Survey. An **update on the two categories of suggestions which were not part of the core EAUC-Scotland programme** is provided below.

#### **1. Suggestions for discussion with the EAUC UK and Ireland Team:**

- Support development of more business cases for sustainability, including for resource to encourage behaviour change in institutional communities – *Business Case Guide soon to be published by EAUC, developed through a contract with University of Edinburgh*
- Foster relationships with businesses to develop the case for graduate sustainability skills - *Future Skills Council formed to fill this space*
- Consider how the Leadership Lab programme could be delivered within Scotland – *Programme funding being sought*
- Discuss how to strengthen the link between the list of members for each institution and the JISC Mails they are represented on, and provide this information to key contacts – *this remains technically challenging with the computer systems used by the EAUC team, and would be too time intensive to do manually*
- Consider gathering and sharing students' sustainability reports/projects on the Sustainability Exchange as examples of education for sustainable development successes – *EAUC invite all contacts members to share sustainability research or project reports with us for publication*

#### **2. New ideas for exploration by the EAUC-Scotland Team and key partners:**

- Work with the Scottish Funding Council / Scottish Government to make addressing sustainability and climate change impacts a legal responsibility – *EAUC have continued to work with SFC to strengthen the sustainability requirements for institutions within the Outcome Agreement process*
- Undertake and publish an objective assessment of what resources institutions have in support of sustainability, showing if people are in operational roles (e.g. waste, energy), academic/teaching roles, or policy and implementation roles (e.g. directors, SSR units, communications, behaviour change) – *This is a project we are considering for our next EAUC-Scotland Programme*
- Develop and deliver senior management workshops and presentations to senior management groups – *Presentations and workshops are available on request, with Dundee and Angus College receiving such a presentation over the year*

- Work with the Sustainable Scotland Network to provide more informative feedback to individual institutions on their reporting, such as a report card – *EAUC-Scotland are currently preparing individual feedback on the 2018 data, as SSN do not have capacity*
- Develop and deliver wider training and support covering wider aspects of corporate social responsibility to draw in a wide set of staff and students – *Events on aspects of wellbeing, external community engagement, and sustainable supply chains have taken place over the last year*
- Offer networking events to help the sector establish links with external stakeholders and organisations that they could learn from, or develop collaborative projects with – *Working through SSN Action Groups to support wider public sector partnerships*
- Encourage people to be accountable for their own progress by asking them to set targets for action after attending events and training, and follow up with them – *This was a key feature of the EAUC-Scotland 2018 Conference, utilising postcards*
- Allow a space for all institutions to share one thing they are proud of – *This will be the focus for an internship taking place in Summer 2019*
- Provide syllabus checklist for curriculum people to sense-check their courses for inclusion of key sustainability principles – *Working on guides to support embedding sustainability in the curriculum, with measuring / auditing sustainability in the curriculum to be re-explored in an ESD TSN in 2019 (previously discussed in January 2018 ESD TSN)*
- Make clearer case for why sustainability needs to be embedded in all subject areas – *Outlined in Outcome Agreement but EAUC-Scotland are working on their own statement*
- Engage with students about how to get involved with EAUC and sustainability more broadly – *EAUC and EAUC-Scotland aim to support sector staff to engage with their students, rather seeing students as a direct audience. Our Community Engagement TSN, sector communications and communications training packages support this activity directly.*

## Outcome 3: Partnerships and Representation

The Partnerships and Representation Outcome has three activity areas: facilitating sharing of knowledge and experience within and beyond the FHE sector; representing the sector voice on relevant committees and in consultations; and supporting Scotland's FHE sector to develop a reputation for leadership in carbon management and sustainability.

### Facilitating Knowledge Sharing

EAUC-Scotland Topic Support Networks (TSNs) are reviewed annually. **The latest TSN review took place in December 2018**, considering event numbers, themes and attendances and through discussions with each TSN Convenor and the Office Bearers Group. Decisions were made to:

- Circulate the Convenor role description to all Convenors
- Push for Convenors to step down in the next few months from the TSNs which are inactive due to lack of Convenor input
- Prioritise staff time to supporting TSNs which have the most sector interest, as demonstrated by demand for and attendance at events, rather than networks with limited interest
- Continue to scope potential additional TSNs

"One of the great things about working in the FHEI sector is the friendly networking that the EAUC provides. This is particularly evident in the Topic Support Networks. It is a great way to stay in contact, discuss issues of common concern and to get supported in your work. As a convenor [I] steer this conversation, to seek out and bring to the discussion some of the best people and projects out there. This all enriches my own job role, and is vital psychological, social and professional support for my planning and actions at the GSA. The GSA gets the benefits of hearing about some of the best work that is out there, which helps us improve campus efficiency, engagement with students and working with staff – with multiple knock-on benefits for student and staff attainment, campus efficiencies and a positive organisational profile."

*Email Feedback on being a TSN Convenor*

EAUC-Scotland launched the **Sustainability Sharing Series** in September 2017 and it is now in its second year. This monthly series, running throughout term time, offers the opportunity for sector members to meet by webinar to share their experiences – good and bad – on a focused sustainability topic. The meetings have welcomed participants from across the UK, and the learning from each webinar is summarised in a Guidance document, which is made available on the Sustainability Exchange for anyone to access. Between April 2018 and March 2019 topics have included:

- Student End of Term Waste
- Water Conservation on Campus
- Staff Business Travel

- Integrating Sustainability in staff and student inductions
- Influencing Sustainable Food Choices
- Student Reuse Projects
- Low Cost Energy Projects
- Measuring Behaviour Change
- Lowering the carbon impact of ICT

"I think EAUC are doing great work. I have attended the sustainable transport event twice and found it extremely useful."

*Annual Review Survey Respondent*

In Summer 2018 the EAUC-Scotland Team were contacted by a sector member, who was struggling to see how to implement the new mandatory **Sanitary Product Scheme** in their institution, and knew EAUC-Scotland had the skills to organise a knowledge sharing event for the sector. This area of work was a new one for the EAUC-Scotland Team, but fits within our social sustainability aims and our supporting skills and knowledge sharing outcome area.

"I would just like to say that was a really useful webinar and an excellent opportunity to hear from the working group. Thank you for taking the time to organise this, it's very much appreciated."

*Email from Sanitary Support Meeting Participant*

A physical meeting (with the option to dial in remotely) took place in September 2018 with 27 attendees, and an online meeting to share learning so far took place in February 2019 with 16 attendees. Members of the official Working Group participated in both meetings, and were able to answer direct questions, while participants shared their plans and experiences 'in the field'. Feedback from both events has been extremely positive, and the Team were pleased to have the opportunity to engage with a new group of sector actors with a focus on student wellbeing.

As mentioned above, the EAUC-Scotland Team have **produced or collated and circulated 24 Guidance Documents, 23 Support Tools and Reports (including 2 recorded webinars), and 11 Case Studies** over the last year, which are now available on the Sustainability Exchange. Several more are in development.

This Outcome also places importance on the development of skills and knowledge, and as mentioned above event feedback shows **95% of attendees believe EAUC-Scotland are helping them to develop their skills and knowledge.**

This exceeds the programme target to average above 85% over the Programme. Responses from the Annual Survey (which goes out to people who don't actively engage with EAUC-Scotland) showed 64% agreement.

"EAUC is an exceptionally valuable organisation and is delivering excellence. The University here is very supportive of all your hard work and the value that you add to our own endeavours. Thank you. Your efforts do not go unnoticed."

*Annual Review Survey Respondent*

EAUC-Scotland use three main **communication channels**:

- Fortnightly Scotland-focused Newsletters are sent using Mailchimp, sharing news and opportunities from the sector. Over the year our mailing list has decreased due to changes in subscription requirements through implementation of GDPR, with 1258 individuals now on the list (1486 in March 2017, 1550 in March 2018).

- Twitter is used as our main social media presence. Over the last year our following has increased by 12%, from 1672 to 1867 followers, with 290.4k Twitter impressions over the last year.
- The EAUC-Scotland JISCMail List (UCCCfS) has 262 subscribers. 22 of these have been added in the last year, although the number of subscribers on this list has slightly decreased over the year as others have chosen to unsubscribe. This list is used by the EAUC-Scotland team to share information with the sector, and by individuals within the sector to share information and questions with each other.

We took the decision to hide our Facebook Page in late 2018, due to a lack of public engagement with the page. Few of our contacts use Facebook professionally, so it is not an effective way for us to share news or opportunities with sector members and therefore not worth the staff time required to maintain an active engagement channel.

## Representing the Sector Voice

EAUC-Scotland have been represented on **Steering or Advisory Groups** for the following national organisations over the past year (those in italics are new this year):

- *Adaptation Scotland*
- Learning for Sustainability Scotland
- National Union of Students' Education for Sustainable Development
- Scotrail Stakeholder Panel
- Sustainable Scotland Network

We also participate in the following networks:

- Climate Psychology Alliance Scotland
- *Responsible University Group Scotland*
- Scotland's SDG Network
- Scottish Association of University Directors of Estates
- Scottish Infrastructure Circular Economy Forum
- Sustainable Scotland Network's Action Groups on Reporting, Governance and Finance

"The team perform a hugely important advocacy and support role to the sector in Scotland."

*Annual Review Survey Respondent*

The Annual Review Survey asked participants to suggest additional groups where EAUC representation of the sector would be valuable, and the EAUC-Scotland Team will investigate potential to join the groups mentioned over the next few months.

"I wanted to thank you for your support in the last few years. I am sure Martin would agree with me that EAUC support has been and is vital to our work at Edinburgh College. Being part of the network provides us not only knowledge, inspiration and networking but also support when we feel low and frustrated with too slow progress. I feel that without EAUC as support we would not have made the progress that enabled us to gain recognition at the CDN or any other awards."

*Email following Edinburgh College winning CDN Sustainability Award*

Members of the EAUC-Scotland Team have sat on **one grant panel over the last year**, for Cycling Scotland's Cycle Friendly Campus Development Fund.

EAUC-Scotland Team members have also sat on **Award Panels** for the College Development Network Awards and Bright Green Business' Environmental Placement Programme over the last year, and continue to encourage sector members to apply for awards such as these and the EAUC Green Gown Awards to gain external recognition for their sustainability successes.

EAUC-Scotland **have responded or contributed to feedback-gathering events for four Consultations over the last year** in collaboration with members of the sector or partner organisations. These included:

- Scottish Government's Energy Efficiency Route Map
- Colleges Scotland's College Sector Statement of Ambition 2018-2023
- College Development Network – CDN Professional Standards Review
- Scottish Government's Climate Ready Scotland: Scottish Climate Change Adaptation Programme 2019-2024

"I do think the EAUC's commitment to co-ordinating these [consultation responses] is excellent and important for the sector's profile."

*Email following conversation about Energy Efficiency Route Map*

Several other consultation opportunities of less broad relevance have been shared with relevant sector members to prompt a response.

## Developing a Reputation for Scottish Leadership

**EAUC-Scotland developed a Relationships and Communications Strategy in December 2017**, designed to promote the sustainability work of Scottish institutions within the UK and beyond, and aligned with wider EAUC UK-wide strategies. This Strategy covers three areas: sharing Scottish successes; attracting UK and international delegates to Scottish events; and partnerships with and participation in global FHE sustainability networks.

## Sharing Scottish Successes

**EAUC-Scotland have added 14 News Items on the EAUC website over the last year**, sharing updates on EAUC-Scotland projects, Scottish Policy, interesting projects by Member Institutions, or from Key Partners. **2 Blog Posts have been written by Scottish**

**sector members or staff on the EAUC website, and 11 Case Studies have been added to the Sustainability Exchange** by the EAUC-Scotland Team.

**2 presentations or reports have been made highlighting Scottish sustainability leadership** to a range of audiences outside of Scotland, including two Workshops at the EAUC Conference in June 2018, one on the Adaptation / Risk project and one on the Engaging Professional Departments with Sustainability project. In addition, sustainability work in Scotland has been highlighted at an event on adapting to extreme climate change in Budapest, and the FHE-sector Global Responsibility Now Conference in Marseille, both in May 2018.

**Green Gown Award applications from Scotland made up 17% of the total in 2018** (up from 12% over the 2014-2017 EAUC-Scotland Programme and 13% in 2018). 12 of the 21 applicants made the final (14% of finalists), with two Winners and two projects Highly Commended. The Sustainability Institution of the Year Award was won by University of Edinburgh, for their outstanding work and leadership within the sector. EAUC-Scotland will continue to encourage Scottish institutions to submit projects to the Green Gown Awards, and share the projects submitted by Finalists at Forum and Network Meetings to encourage good practice within the Sector.

**EAUC-Scotland has been mentioned twice in the mainstream media**, once in the Herald which talked about student actions as picked up by Green Gown Awards, and once in the Scotsman Online when a quote was requested for an article on the Youth Strikes for the Climate.

In addition, Scottish successes are regularly shared within Scotland and the rest of the UK through the communication channels highlighted under 'Facilitating Knowledge Sharing'.

## Attracting UK and International Delegates to Scottish Events

EAUC-Scotland events, and particularly online events such as the Promoting Sustainable Behaviours Sharing Series and webinar programme, have welcomed **57 educational attendees from England and Wales over the last year**. In addition, **92 individuals have attended EAUC-Scotland events from partner organisations or the private sector**, as either delegates or speakers (including at the EAUC-Scotland Conference).

EAUC-Scotland have **reached out to the Ireland and Wales EAUC Branches** over the last few months, hosting a call to share with the other national branches the development journey experienced in Scotland to get to the point with sustainability in FHE that we see here today. We intend to continue these relationships over the rest of the programme.

The President of ACTS (Australasian Campuses Towards Sustainability, EAUC's Australasian equivalent) will be coming across to Scotland in June, and a meeting has been arranged with him to share knowledge and discuss furthering collaboration. The EAUC-Scotland team have also made arrangements for a couple of institution visits during his trip, and he will be presenting on sustainability in Australasian institutions at the June Forum Meeting.

## Partnerships with and Participation in Global FHE Sustainability Networks

**EAUC-Scotland work with the EAUC UK Team to develop and maintain international partnerships.** The EAUC-Scotland Programme Manager attended "Global Responsibility, Now!" in Marseille in May 2018, which included a meeting of the Global Alliance of FHE sustainability networks, and shared experiences of how sustainability is being addressed in Scottish Universities and Colleges.

EAUC-Scotland have been **working to share information more effectively with other FHE Sustainability Networks.** A recent online conversation with members of the Global Alliance about key sustainability issues within different countries has revealed a number of overlaps, and we will continue the conversation to ensure resources are shared internationally. In addition, the President of Australasian Campuses Towards Sustainability (ACTS) will be meeting with the EAUC-Scotland Programme Manager and attending a Scotland Forum Meeting in June

EAUC-Scotland continue to actively **promote the SDG (Sustainable Development Goal) Accord**, with 9 Institutions currently signed up to the Accord by a senior leader, three Students Associations, and 27 individual signatories in Scotland. This commitment was developed by the Global Alliance for adoption by tertiary education institutions worldwide, with an annual reporting requirement which feeds into the United Nations High Level Political Forum.



## Outcome 4: Teaching, Research and Engagement

The Teaching, Research and Engagement Outcome has two activity areas: facilitating sharing of knowledge and experience on embedding sustainability in teaching, research and engagement; and supporting students to develop graduate attributes which further their skills, interest in, and knowledge about sustainability issues.

### Facilitating Teaching, Research and Engagement Knowledge Sharing

As outlined above, EAUC-Scotland Topic Support Networks (TSNs) are reviewed on an annual basis. The latest TSN review took place in December 2018. At this time **both the Education for Sustainable Development and Community Engagement TSN were found to be performing well**, with regular meetings and good engagement. Plans for a meeting of both networks in April or May 2019 are now underway.

EAUC-Scotland **continued to support the Climate Psychology Alliance Scotland branch over the last year** through the Community Engagement TSN, with one TSN meeting arranged followed by a CPA-Scotland meeting so individuals could attend both.

Discussions on **developing an Education for Sustainable Development training programme with Learning for Sustainability Scotland** have progressed, with a pilot programme underway at Dundee and Angus College to develop Learning for Sustainability Champions in every department of the College. This is being delivered in collaboration with Learning for Sustainability Scotland, with funding from the Scottish Government. If the pilot is successful it is hoped that further funding will be made available to run the training in other Scottish colleges.

**68% of Annual Review Survey respondents either Agree or Agree Strongly that their institution tries to embed the concept of sustainability within its learning and teaching activities** (77% in 2018, 66% in 2017). This increases to 86% when those who answered 'Don't know' are excluded from the data (87% in 2018, 80% in 2017).

The **College Education for Sustainable Development guides** have been published, with a formal launch of five subject-specific student and staff workbooks (Construction, Hairdressing, Beauty, and Health and Social Studies), and a general workbook exploring The Carbon Challenge.

The development of resources to support academic staff to **embed sustainability in specific curriculum subjects** is underway, with draft guides produced for economics and computer science. These will be finalised and more produced over the last year, with the learnings to be shared during a workshop at the EAUC 2019 Conference in June.

**32 resources with a teaching, research or engagement focus have been published** by the EAUC-Scotland Team in the last year (18 Guidance Documents, 6 Support Tools and Resources, 6 Case Studies and 2 Blog Posts).

This Outcome also places importance on the development of skills and knowledge. Feedback from only the teaching, research and engagement events shows **87% of attendees believe EAUC-Scotland are helping them to develop their skills and knowledge.** These events include two Sanitary Support Meetings, which brought in delegates who do not normally engage with EAUC, and a number of these commented on the survey that they don't know about the wider support EAUC offers so couldn't answer positively. The programme target is to average above 85% over the Programme, so we are still meeting that target.

**EAUC-Scotland continue to support the EAUC Living Labs Project.** Funding is being sought to support the next steps for the project, which the Scotland team will then work with the EAUC UK team to implement.

## Supporting Student Skills, Interest and Knowledge

EAUC-Scotland welcomed a **University of Glasgow student intern to work part time between November and March** on the Embedding Sustainability in the Curriculum project. The quoted feedback on her personal reflection on the internship provides valuable insight into how she benefitted from the experience personally and professionally.

"The internship has been an excellent opportunity and has given me valuable experience in research and writing skills within a professional environment. I especially valued the amount of trust and responsibility given to me from the very first day, with the EAUC giving me a huge amount of control over how the project was to be shaped, and the flexibility to change direction when the initial research showed that was necessary... My sustainability skills, interest and knowledge have all been furthered by this internship and I have found it genuinely fascinating... From the experience of this internship and the knowledge I have gained I am definitely keen to continue working in the field of sustainability in the future."

*Feedback from Sustainability in the Curriculum Intern*

The **Accelerator Programme for New Sustainability Professionals in Universities and Colleges** was launched in Summer 2018, following positive sector feedback on the concept. However no one has enrolled on the Programme. EAUC-Scotland are currently offering modules from the Programme as individual half day training sessions, but so far none have attracted sufficient interest to be viable to run. Our Members tell us that the lack of interest is due to a squeeze on sustainability budgets in many institutions, which means that new sustainability professionals in the sector are few and far between, and those who are in role have limited time or budget to attend. EAUC-Scotland will continue to consider how to make the programme and modules more viable over the next year.

The Careers in Sustainability Project was launched at the end of the 2014-2017 Programme, with three webinars and three Careers Guides added to the Sustainability Exchange for access by students, careers advisors, and teaching staff. Over the last two years, **the homepage for the Careers in Sustainability Project has had 15,767 views** (5,841 in the last year). The resources were updated in March 2019 to fix out-of-date web links and add additional information provided as feedback on the original Guides, and EAUC-Scotland have continued to share the resources through our communication channels and via sector partners.

EAUC-Scotland have participated in **3 individual meetings and events to support student skills and knowledge** over the last year, having been interviewed for two research theses about sustainability and had a one-to-one discussion with a recent graduate about careers options (which resulted in him being invited to shadow a team member over the next few months).

On the Annual Review Survey, **respondents rated the extent to which EAUC-Scotland supports students and recent graduates to gain knowledge, skills, and experiences of working in the area of sustainability as 5.4/10**. This is a slight decrease on the 5.6/10 figure reported in March 2017, and the 5.8/10 reported in March 2018. The EAUC-Scotland Team are disappointed in this result, and will do more to promote the work we are doing in this area, as we hope to increase the reported figure by 10% from the baseline of 5.6 by the end of the programme.

## Financial Information

Find below the financial information for the programme covering Years 1 and 2 – April 2017-March 2019.

Project	Income £			Expenditure £			Balance	
	Actual/ Forecast	Budget	Variance	Actual/ Forecast	Budget	Variance	Actual/ Forecast	Budget
Year 1 (17/18)	169,125.85	162,840.00	6,285.85	102,155.95	162,400.08	60,244.13	66,969.90	439.92
Year 2 (18/19)	133,383.50	235,940.00	-102,556.50	126,391.40	236,331.28	-109,939.88	6,992.10	-391.28
Year 3 (19/20)	118,000.00	264,040.00	-146,040.00	191,624.92	263,917.31	-72,292.39	-73,624.92	122.69
<b>Total</b>	<b>420,509.35</b>	<b>662,820.00</b>	<b>-242,310.65</b>	<b>420,172.27</b>	<b>662,648.67</b>	<b>-121,988.14</b>	<b>337.08</b>	<b>171.33</b>

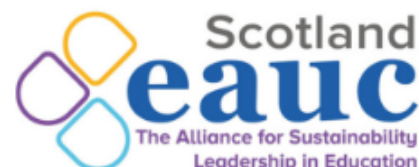
Project	SFC Income £			Project	Matched Income £		
	Actual	Budget	Variance		Actual	Budget	Variance
Year 1 (17/18)	132,000.00	129,000.00	3,000.00	Year 1 (17/18)	37,125.85	28,840.00	8,285.85
Year 2 (18/19)	114,000.00	114,000.00	0.00	Year 2 (18/19)	19,383.50	126,440.00	-107,056.50
Year 3 (19/20)	0.00	106,500.00	-106,500.00	Year 3 (19/20)	0.00	158,040.00	-158,040.00
<b>Total</b>	<b>246,000.00</b>	<b>349,500.00</b>	<b>-103,500.00</b>	<b>Total</b>	<b>56,509.35</b>	<b>313,320.00</b>	<b>-256,810.65</b>

The budget was revised in Autumn 2018, taking into account the level of income generation which could be expected following the scoping over the first 18 months of the Programme, and to allow for expenditure on an additional staff member to enable employment of Project Officers with specialist skills.

The EAUC team have no concerns about financial viability over the remaining year of the Programme.

# EAUC-Scotland Programme

## April 2019 - March 2020



### Leadership at all levels

"Leadership in Environmental and Social Sustainability" section strengthened within SFC Outcome Agreement Guidance

Launch of 5 focused guides on Engaging Professional Departments with Sustainability

Sustainability Committees support programme launched, with 6 presentations over the year

### Skills and knowledge

100% completion of PBCCD Reporting in 2018, with 59% completing Recommended Section

38 EAUC-S training or knowledge-sharing events hosted over 450 attendees - 82% of FHEIs attended an event over 2 years of programme

90% of attendees at events either agree or strongly agree that EAUC-Scotland are supporting the sector

### Partnerships and representation

56 new support resources (guidance, tools, reports, recorded webinars and case studies) developed and shared

Represented on 5 Steering Groups, a Grant Panel and 2 Award Panels, and submitted 4 Consultation Responses

EAUC-Scotland and FHEI sustainability successes highlighted in two mainstream media publications

### Teaching, research and engagement

Launch and promotion of College Education for Sustainable Development Guides

Student intern developing resources to embed sustainability in specific academic curriculum areas

Launch and promotion of Accelerator Programme for new sustainability professionals

## Key Opportunities for Sector Engagement - Year 3

- Summer 2018
  - Publication of Scotland Conference Report from 'A Decade of Progress'
  - Publication of Sector Progress Report on PBCCD Reporting Data
  - Student Internship on SDG Case Studies with EAUC-Scotland Team
- Autumn 2018
  - Autumn Professional Development Programme
  - Launch of Guides for Engaging with specific Academic Departments
  - EAUC-Scotland 2020-23 Programme Design Planning
- Winter 2018
  - EAUC-Scotland Conference 2019
  - Institutional Engagement Calls Scheduled
  - Topic Support Network and Regional Network Review
- Spring 2019
  - Publication of EAUC-Scotland Sector Research Report
  - Annual Survey of FHE Contacts, AGM and EAUC-S Annual Report
  - EAUC-Scotland 2017-2020 Programme Review