



Annual Sustainability Report September 2025

Introduction

EAUC Alliance for Sustainability Leadership in Education is the leading body for sustainability in the post-16 education sector in the UK and Republic of Ireland. In 2020 HCA adopted the Climate Commission roadmap developed by the EAUC for FE colleges www.eauc.org.uk/fe_roadmap.

This classifies progress at three levels, emerging, established and leading, in five areas: Leadership and Governance, Learning and Teaching and Research; Estates and Operations, Partnership and Engagement, and Data.

In 2025 EAUC released an updated Climate Action Roadmap and a new Climate Action Dashboard which HCA is now using.

https://www.eauc.org.uk/ckfiles/ClimateActionRoadmap_v2.1_February_2025.pdf

https://www.eauc.org.uk/ckfiles/Climate_action_roadmap_dashboard.xlsx

The EAUC recognises the roadmap is not the only route to net zero and the college objectives are not confined to roadmap milestones.

HCA's sustainability objectives go beyond net zero aims. The FE roadmap includes promotion of the UN's 17 Sustainable Development Goals, adopted by the UN in 2015 for the achievement of sustainable development across the world.

As part of its sustainability agenda the college has also committed to promoting a nature rich world.

Our major challenge remains the age and condition of the college estate and ensuring we deliver environment sustainability in a financially sustainable way.

We are still in the process of embedding data collection/reporting and this is a key target this year.

Our sustainability co-ordinator has around 2-3 paid hours a week in term time to help promote sustainability, but delivery of our strategy relies on all staff taking responsibility as relevant in their role.

Key areas of progress over 2024/5:

- We have started using the new Association of College's Climate Action Roadmap and are tracking our progress on their new Climate Action Dashboard.
- Sustainability is one of the five major themes of HCA's new strategy which runs from 2025
- We have calculated our carbon footprint for 2022/23, 2023/24 and added to the Annual Sustainability report on websites
- All departments completed Sustainability Achievements and Action Plan Posters in their areas, deciding upon their own sustainability goals for the year and embedding Sustainability across all areas of the college.
- We had two new bike sheds installed with a grant from Hereford City Council.

- We secured a grant to install new EV charging points on Campus.
- We carried out refurbishments on our Folly Lane Campus including double-glazing and roof insulation.
- We are updating our recycling and have changed to a new local waste contractor which will enable us to recycle more and including introducing soft plastic recycling and food waste recycling at Folly Lane.
- We revamped our Carbon Literacy Sessions in partnership with Rural Media and Herefordshire Council and with local young artists as speakers.
- We ran our third round of Sustainability Grants to staff and students and are starting to see their impact across the college. For example, a subsidised trip to Flaxland for Textiles student and support setting up a Textile Course Garden has led to a Flaxland project invited to this years Green Grads venture in Manchester.
- We carried out surveys of the Trees on both campuses with support from local tree experts, noting a total of 120 trees including a Giant Sequoia.
- We joined the new Herefordshire Schools Climate Network.
- Sustainability Lead attends Herefordshire Council Climate and Nature Partnership Board as the Education representative.
- Implemented a system for recording college vehicle emissions.

Key areas for development 25/26:

Data

- We have established our baseline carbon usage and now need to create an incremental set of targets for moving to net zero
- Continue to improve data capture and review, e.g. we need to implement a system for collecting data on rubbish and recycling with new contractors, and increase scope 3 data collection

Communication

- Improve communications around sustainability achievements, actions and measures (internal and external)

Estates

- Explore more substantial estates initiatives as part of estates strategy and prepare to apply for potential funding (such as Salix)

Curriculum

- Review cross college curriculum engagement as part of Self-Assessment and Course Review Process and include sustainability in careers advice and guidance

Staff Development

- Refresh training for January Staff Development Day and induction

The following sections of this report align with the new roadmap targets and demonstrate progress to date:

Governance and Leadership

We have successfully completed all the new Emerging College Goals for Governance and Leadership.

- New strategy includes sustainability as key theme
- Reviewed and updated the college Sustainability Statement to include biodiversity.
- Improved monitoring and evaluation of sustainability goals with the new Climate Action Plan Dashboard to track HCA progress.
- Annual report and action plan on our website with targets approved by the board of Governors
 - *Relates to FE Roadmap ***Incorporate sustainability into all governance arrangements***
 - *Make clear leaders' accountability for delivering on sustainability agenda.*
 - *Make the sustainability agenda a part of executive group and governing board arrangements – e.g. a standing agenda item.*
- Presented our achievements in Sustainability at annual Staff Festival and rolled out new Action Plan posters for each department
- Added the Annual Sustainability report on website. And Race to Zero.
- Held regular Sustainability Committee meetings and a student Sustainability Officer.
- Have a small ring-fenced budget for staff and student Sustainability Grants and have Sustainability as a key criterion in the Estates Strategy and Budget.

Next Steps 2025/6

- Establish a schedule to report publicly on the college's progress in reducing its carbon footprint.
 - *Relates to FE Roadmap Establish a schedule (likely annual, but possibly more frequently) to report publicly on the college's progress in reducing its carbon footprint/progress to net zero*
 - *Reporting does not have to be complex – a simple, up-to-date page on the college's website is enough to have an impact. (Established Goal)*
 - Complete climate risk assessment and embed adaptation measures within strategies and operations
 - *Relates to FE Roadmap - Complete climate risk assessment and embed adaptation measures within strategies and operations (Established Goal)*
 - *Assess the risks of climate change to the college (e.g. heatwaves, flooding) and incorporate these risks explicitly into the college's risk management plan.*
 - *Draw on guidance developed by the EAUC and AECOM on how universities and colleges should adapt to a changing climate.*
- Embed climate responsibility and sustainability into staff development
 - *Relates to FE Roadmap (Leading Goal) Work with college HR team/representative to incorporate climate responsibility and sustainability into staff development practices, including induction, CPD, and possibly promotion and award structures.*

Finance / Data Collection

We have successfully completed all the previous Emerging College Goals for Data Collection. See *Appendix 1* for Carbon Emissions Calculation.

- new goal in the updated Roadmap is to Conduct a biodiversity survey of estate

- *Complete habitat and biodiversity surveys of your estate at different points in the year to create a baseline for your estate. We carried out an Ecological Survey in 2022. And this year carried out Tree surveys.*
- Installed a meter to measure Folly Lane consumption of electricity and gas.
- Changed waste contractors so that we can now start to gather data on recycling and rubbish.

Next steps 2025/6

- Conduct a second biodiversity survey of estate – at a different time of year. HWT have volunteered to help with this.
- Start to calculate the impact of actions which reduce our scope 3 carbon emissions
- Investigate moving to 100% renewable energy tariff ahead of next contract
- Progress roadmap recommendation to develop fossil fuels divestment plan
 - *(Review the college's investment portfolio to check whether it has any direct investments in fossil fuels • Contact the college's pension fund for advice on whether pensions are invested in fossil fuels • Develop plan to divest from fossil fuels over 3-5 year period/or update responsible investment policy The college's investments form part of its Scope 3 emissions). E.g. share spreadsheets/examples of data collection processes*

Teaching, Learning and Research

We completed all the Emerging College Goals for Teaching, Learning and Research in the original Climate Action Roadmap but now have a new Emerging Goal to complete.

- Continued to deliver carbon literacy training for HE and FE students and staff, with more professional services teams taking part alongside academic staff.
- Participated in the Global Goals Teach-in.
- Ensured sustainability reports are included in FE and HE curriculum quality self-assessments reports for FE Art and Design - sustainability and ethics are also part of UAL criteria)
- Continued to support Sustainability Fortnight to coincide with COP 30
- Ensured all course areas use and display the new Sustainability Achievements and Objectives template
- All FE Course leaders have target to expose students to the Nature Rich World

Next steps 2025/6

- Include sustainability in learner progression IAG (information, advice and guidance)
 - *New Emerging Goal in FE Roadmap -by highlighting green career pathways, integrating ESD competencies and values into career advice, including relevant information in tutorial content, and promoting courses that align with sustainability-focused industries.*
- Increase number of courses promoting the UN's SDGs and participating in the SDG Global Teach-In

- Continue to support the development of Autumn Sustainability fortnight and develop a new Spring Festival moment to link to the Nature Rich World.
- Sustainability is a key theme in our new cross course personal and professional development strategy HCA Empower and we will ensure this is effectively communicated and evaluated.
- Record how courses are embedding Sustainability using the Sustainability Leadership Scorecard and case studies in website news and other reports Teaching and Learning.

Estates and Operations

We have completed one of the three New Road Map Goals for an emerging College.

- Implementing strategies to reduce energy use
 - *-Identify opportunities to reduce energy use (e.g. by doing an energy walk-around, different heating and cooling timers, campaigning to switch off lights).*
- We carried out some Folly Lane improvements to improve energy efficiency and future proof the estate (e.g., insulation)
 - Installed two new Cycle Sheds to promote active travel
- Dr Bike Sessions funded by Herefordshire Council timetabled for Autumn 2025
- We secured a grant to install new EV charging points on Campus.
- Installed Chiller curtains in the fridges (one of the low-cost goals identified in the Energy Report)
- We are changing our waste contractor to improve our recycling and enable us to collect accurate data on our waste.
- *An FE roadmap New Established Goal* - Develop and implement biodiversity-positive approaches to estates management - we have started to do this with No Mow May for two years both Campuses, and with The Queen's Lawn – Managed for Wildlife until mid-September. Also, we have the Student Vegetable Garden continuing and new Textiles and Photography gardens established. We have also surveyed Trees on campus and are looking into grants for a new wildlife bed, rainwater butts and information boards for the Nature on Campus.

Next steps 2025/6

- Complete a single use plastics and takeaway container audit and implement actions for their removal/reduction.
 - *An FE Roadmap Emerging Goal*
Identify the use of single-use plastics and takeaway containers across the campus.
Develop an action plan to transition to use reuseable sustainable packaging.
- Modify estates strategy in-line with net zero targets.
 - *An FE Roadmap Goal Emerging Goal- Sustainability committee work with estates director/estates to modify the college's estates plan in-line with net zero targets.*

- To become an Established College, the next goal will be to implement a target to reduce waste in the college by 50-75%.
- An FE roadmap Established Goal - Implement travel policy to reduce emissions from commuting to/from campus.
 - Set a target to reduce carbon footprint of staff and student travel to and from the college (e.g. 75% reduction). Implement a range of initiatives to support low-carbon travel (e.g. shuttle bus from town centre, bike)
- Extend Ecosia to college staff computers
- Publish the details of the renewable element of our current contract with West Mercia
- Investigate switching to 100% renewable electricity supplier at the point of next contracting.
- Develop a procurement policy that embeds environmental sustainability goals.
- Apply for Nature grants from Herefordshire Council.

Partnership and Engagement

We have successfully completed all the Emerging College Goals for Partnership and Engagement.

- We have established Sustainability Fortnight as a key “tent-pole” events in the HCA calendar across both campuses
- We have continued to have close links with Greener Footprints, Herefordshire Council and Herefordshire Wildlife Trust. We have established new connections with Let’s Go Zero, and Herefordshire Reuse and Recycling Organisation and joined the Herefordshire Schools Climate Network. And worked on projects with Arts&Heritage on the new HWT nature reserve in Bartonsham – with artist Rebecca Beinart and Fine Art and Textiles students. Dr Bike Sessions funded by Herefordshire Council.

Next steps 2025/6

- Make more use of EAUC membership and share information and cases-studies as relevant with wider staff body (including in new comms strategy)
- Ensure sustainability is a key theme in strategic development of new partnerships with schools and colleges.
- FE Roadmap Established Goal - Develop a sustainable procurement policy and strategy;
 - *engage with supply chain to improve sustainability - Review the college’s current sustainability policies and strategy to include procurement policy by engaging with the supply chain for sustainable supplies.*

The college’s wider objective to promote a nature rich world is addressed through teaching and learning and estates management.

Monitoring

College progress on sustainability is reported to the Board through several reports including The Principal's Report throughout the year and in an annual report. The Senior Leadership Team currently monitors progress against the action plan.

Climate Action Roadmap Goals

The EAUC has developed an interactive multi-year tracker which we are in the process of adopting for future SLT and board reports, which will replace this table.

EMERGING COLLEGE GOALS AREA	SPECIFIC GOAL	UPDATE	FURTHER DETAILS
Governance and Leadership			
	Gather College views on Sustainability	Yes	
	Establish Sustainability Committee	Yes	
	Meet with leaders to set Net Zero target	Yes	
Teaching, Learning and Research			
	Deliver Carbon Literacy training to staff and students.	Yes	Some staff areas still to attend.
	Train teaching staff to incorporate sustainability into curriculum for all courses		
	Include sustainability in learner progression IAG (information, advice and guidance)		
Estates and Operations			
	Ensure Recycling / Signage is available in every building	Yes	Recycling Maps created. Scrap Stores on both campuses. Need new signage for bins.
	Complete a single use plastics and takeaway cup audit and implement actions for their removal / reduction		No disposable cups but single plastic bottles sold in canteen.
	Implement strategies to reduce energy use		We have <ul style="list-style-type: none"> – Campaigns to encourage switching off lights. – Energy Survey carried out – still some recommendations to implement – Digital Hub – net zero – Have started food waste recycling in CRC

			<ul style="list-style-type: none"> - Folly improvements - Have survey for LED replacements - Chiller cabinet curtains in place <p>Need to do</p> <ul style="list-style-type: none"> - List and detail of Folly improvements. - Start Food waste recycling at Folly. - Report on energy savings. - New Switch off campaign.
	Modify estates strategy in-line with net zero targets		<ul style="list-style-type: none"> - Have new digital hub with solar panels. - New Estate Strategy in consultation
Data Collection			
	Upskill on measuring emissions		
	Measure College Carbon Footprint using existing data.		Published on HCA website
	Publish sustainability targets and related strategies e.g. sustainable procurement strategy; sustainable travel policy		Procurement strategy in progress. Staff travel survey done.
	Conduct biodiversity survey of estate		Trees survey done. Ecological survey done.
Partnership and Engagement			
	Sign Race to Zero for Universities and Colleges	Yes	
	Negotiate with Food Suppliers for sustainable options		Have one meat free day each week and daily vegan options. Could do more.
	Join communities of practice, and network groups		Greener Footprints, Herefordshire Schools Climate Group, Let's Go Zero, Herefordshire Wildlife Trust, Herefordshire Climate and Nature Partnership Board, Herefordshire Council.
ESTABLISHED COLLEGE GOALS			

AREA			
Governance and Leadership			
	Incorporate net zero ambitions in strategic plan.	Yes	
	Establish reporting schedule against net zero targets <ul style="list-style-type: none"> •Establish a schedule to report publicly on the college's progress in reducing its carbon footprint •Reporting does not have to be complex –a simple, up-to-date page on the college's website is enough to have an impact 		Annual report to go on website
	Based on the college's net-zero target, establish a ring-fenced budget to implement strategies to reduce the college's carbon footprint and improve its environmental impact		We do not have a separate capital budget but have sustainability objectives are considered across capital spend.
	Include a part of this budget that students/staff can bid for to fund specific sustainability projects		
	Complete climate risk assessment and embed adaptation measures within strategies and operations		<ul style="list-style-type: none"> •Assess the risks of climate change to the college (e.g. heatwaves, flooding) and incorporate these risk explicitly into the college's risk management plan •Draw on guidance developed by the EAUC and AECOM
	Incorporate sustainability into all governance arrangements		<p>Make clear leaders' accountability for delivering on sustainability agenda</p> <ul style="list-style-type: none"> •Make the sustainability agenda a part of executive group and governing board arrangements –e.g. a standing agenda item is how the college is delivering on its net zero target/environmental objectives.
Teaching, Learning and Research			
	Participate in the Global Goals Teach-in		
	Create an ESD baseline and action plan		In progress, have had discussions at HEMT and FEMT – HE starting to use EAUC's Sustainability Leadership

			Scorecard to audit Teaching and Learning. Also added Sustainability questions into Student Engagement survey.
	Ensure staff have access to CPD and incorporate sustainability in their professional practice		
Estates and Operations			
	Apply for funding to improve energy efficiency.		Have had some government funding for Folly Estate
	Set and implement target to reduce waste in the college by 50-75%		<p>Collect data on the college's use and waste of plastic and paper to develop strategy to reduce waste.</p> <ul style="list-style-type: none"> •Consider the waste hierarchy: prevention, reusing, recycling, disposal •Set targets to reduce waste; proportion of products re-used; proportion of products recycled; and proportion of products diverted from landfill •Aim to reduce waste on campus by 50-75%
	Implement travel policy to reduce emissions from commuting to/from campus		Did staff survey but no student survey. Have new bike racks.
	Develop and implement biodiversity-positive approaches to estates management		Have no mow may. Have new vegetable beds for photography and textiles. Need to check Folly gardener use of pesticides.
Data Collection			
	Develop and implement plan to measure and report all Scope 1 and 2 emissions and significant scope 3 emissions		Have online plan available provided by Let's Go Zero – need to collect data and start completing for Scope 3 emissions or integrate as part of staff carbon literacy training.
Partnership and Engagement			
	Sign the SDG Accord		<p>College Principal sign the SDG Accord on behalf of the College</p> <ul style="list-style-type: none"> •Identify staff member (e.g. member of Sustainability Committee) to be responsible for reporting.

	Establish climate action network with local council	Yes	Part of 30 by 30 initiative and Greener Footprints at Herefordshire Council.
	Develop sustainable procurement policy and strategy; engage with supply chain to improve sustainability		Procurement strategy being written.
LEADING COLLEGE GOALS AREA			
Governance and Leadership			
	Embed Climate Responsibility into all staff development		Some staff have had carbon literacy training.
Teaching, Learning and Research			
	Audit college curriculum against the SDGs using Responsible Futures Framework and accreditation		HE starting to use Sustainability Leadership Scorecard to Audit college curriculum.
	Establish ESD partnerships		
	Measure your ESD impact and outcome		
Estates and Operations			
	Implement renewable energy on a part of/all of the Estate	Yes?	Switch to green electricity tariff –check they are a REGO certified providers •Consider project to implement on-site renewable generation Have solar panels on new Digital skills centre
	Expand travel policy to reduce long-haul aviation travel		Not very applicable.
Data Collection			
	Share data collection methodology with other colleges		

Partnership and Engagement			
	Partner with local community/council/businesses to improve local biodiversity	Yes	<p>Partner with local climate action network to implement local biodiversity strategy</p> <ul style="list-style-type: none"> •If appropriate, draw on students to implement biodiversity initiatives as learning activities •Draw on guidance produced by EAUC to Biodiversity on Campus <p>Have repeated “No Mow May”, left Queen’s lawn to grow until September, planted a wild flower bed at Folly and planted 4 trees.</p> <p>Have also worked in partnership with Herefordshire Council and Rural Media – to take student ideas from Carbon Literacy Training and Creativity, Climate and Cake events to be realized by Herefordshire Council – including ideas on Transport, Nature, Food and Waste.</p> <p>Supporting Let’sGoZero set up new Herefordshire Schools Climate Network.</p> <p>FE partner with National Trust. HE Graphics and FE Art and Design working with Herefordshire Wildlife Trust.</p> <p>Sustainability Lead – on Herefordshire Council Climate and Nature Partnership Board.</p>
	Apply for a Green Gown or AoCBeacon Award		<p>Green Gown Award recognise exceptional sustainability initiatives.</p> <ul style="list-style-type: none"> •AND/OR apply for an AoCBeacon Award, recognises excellence in embedding the SDGs in all aspects of college teaching, learning, and operations.
	Develop fossil fuels divestment plan		<p>Review the college’s investment portfolio to check whether it has any direct investments in fossil fuels</p> <ul style="list-style-type: none"> •Contact the college’s pension fund for advice on whether pensions are invested in fossil fuels •Develop plan to divest from fossil fuels over 3-5 year

Appendix 1**Hereford College of Arts – Carbon Emissions Calculation for 2022/2023**

Using <https://www.gov.uk/government/publications/college-corporation-financial-management-good-practice-guides/streamlined-energy-and-carbon-reporting-for-college-corporations>

We have utilised the conversion factor for kgCO₂e (kilograms of carbon dioxide equivalent) as the most comprehensive and reliable measure for this sector, as it provides a more accurate reflection of the overall environmental impact of greenhouse gases compared to CO₂ per unit alone.

Energy source	Consumption	Scope	Emissions calculation
Gas – total kWh (kilowatt-hours) used for the year, taken from gas bills for each site	1,246,976 kWh (gross CV (calorific value))	Scope 1	1,246,976 kWh x 0.18290 (2024 fuels, natural gas conversion factor, gross CV to kg CO ₂ e) = 228,072 kgCO ₂ e = 228.07 t CO₂e
Electricity – total kWh used for the year, taken from the electricity bills for each site	524, 067 kWh	Scope 2	524067 kWh x 0.20705 (2024 UK electricity conversion factor to kgCO ₂ e) = 108508 kgCO ₂ e = 108.5 tCO₂e
Transport – Maintenance Van x miles in the year;	2647 x 1.19832 (2024 SECR kWh passenger and delivery vehicles, vans class 2, diesel – used in lieu of passenger vehicles conversion) = 3172 kWh	Scope 1	2647 miles = 4260 km. 4260 km x 0.18832 (2024 managed assets vehicles, vans class 2, – used in lieu of passenger vehicles conversion) = 802 kgCO ₂ e = 0.8 tCO₂e

Energy source	Consumption	Scope	Emissions calculation
Transport – total mileage for petrol reimbursed from staff claims = 928 miles	3476.2 miles x 1.14204 (2024 SECR kWh passenger and delivery vehicles, average car conversion factor to kWh, petrol) = 3970 kWh	Scope 3	3476.2 miles = 5594.4 km 5594.4 km x 0.16450 (2024 managed assets vehicles, average car conversion factor to kgCO ₂ e, petrol)) = 920 kgCO ₂ e = 0.92 tCO₂e
Total	1,778,185 kWh		338.29 tCO₂e
Intensity ratio - Emissions data (tCO ₂ e) compared with an appropriate business activity (staff numbers)			338.29 tCO ₂ e ÷ 114 members of staff = 2.97 tCO₂e per staff member

Figures used 1st August 2022 to 31st July 2023

Scope 1 – Gas KWH totals

Folly Lane – 290078

College Road main building – 792926

College Road Café and Hive – 85676

Studio 18 – 78296

(Queen's building LPG – not included)

Total – 1,246,976 KWH

Scope 2 – Electricity KWH totals

Folly Lane - 244958

College Road main building – 268296 (including Queen's building)

Studio 18 – 10813

Total – 524067 KWH

Scope 1 - College Vehicles

2647 miles

Scope 3 – staff travel

3476.2 miles

(not including Governor mileage)

Number of Staff - 114

Hereford College of Arts – Carbon Emissions Calculation for 2023/2024 (Updated)

Using <https://www.gov.uk/government/publications/college-corporation-financial-management-good-practice-guides/streamlined-energy-and-carbon-reporting-for-college-corporations>

We have utilised the conversion factor for kgCO₂e (kilograms of carbon dioxide equivalent) as the most comprehensive and reliable measure for this sector, as it provides a more accurate reflection of the overall environmental impact of greenhouse gases compared to CO₂ per unit alone.

Energy source	Consumption	Scope	Emissions calculation
Gas – total kWh (kilowatt-hours) used for the year, taken from gas bills for each site	1070075 kWh (gross CV (calorific value))	Scope 1	962075 kWh x 0.18290 (2024 fuels, natural gas conversion factor, gross CV to kg CO ₂ e) = 195,717 kgCO ₂ e = 195.72 t CO₂e
Electricity – total kWh used for the year, taken from the electricity bills for each site	515305 kWh	Scope 2	515305 kWh x 0.20705 (2024 UK electricity conversion factor to kgCO ₂ e) = 106,693 kgCO ₂ e = 106.69 tCO₂e
Transport – College Vehicles: X miles in the year;	2275 x 1.19832 (2024 SECR kWh passenger and delivery vehicles, vans class 2, diesel – used in lieu of passenger vehicles conversion) = 2726 kWh	Scope 1	2275 miles = 3661km. 3661km x 0.18832 (2024 managed assets vehicles, vans class 2, – used in lieu of passenger vehicles conversion) = 689 kgCO ₂ e = 0.69 tCO₂e

Energy source	Consumption	Scope	Emissions calculation
Transport – total mileage for petrol reimbursed from staff claims = 928 miles	2412 miles x 1.14204 (2024 SECR kWh passenger and delivery vehicles, average car conversion factor to kWh, petrol) = 2754 kWh	Scope 3	2412 miles = 3881.7 km 3881.7 km x 0.16450 (2024 managed assets vehicles, average car conversion factor to kgCO ₂ e, petrol)) = 639 kgCO ₂ e = 0.64 tCO₂e
Total	1,590,860 kWh		303.74 tCO₂e
Intensity ratio - Emissions data (tCO ₂ e) compared with an appropriate business activity (staff numbers)			303.74 tCO ₂ e ÷ 112 members of staff =2.71 tCO₂e per staff member

Updated Figures used 1st August 2023 to 31st July 2024

The Electricity kWh is as follows:

2023-24 515,305 kWh (last year's report says 514,012 and the difference will be due to actual invoices received late so we had to use an estimate)

The Gas kWh is:

2023-24 947,587 kWh plus 11,357 of oil and if we use the converter this equals 123,161 kWh which would give total kWh 1,070,075 (last year's report says 962,075)

(Queen's building LPG – not included)

Scope 1 - College Vehicles

2275 miles

Scope 3 – staff travel

2412 miles

(not including Governor mileage)

Number of staff – 112

Hereford College of Arts – Carbon Emissions Calculation for 2024/2025

Using <https://www.gov.uk/government/publications/college-corporation-financial-management-good-practice-guides/streamlined-energy-and-carbon-reporting-for-college-corporations>

We have utilised the conversion factor for kgCO₂e (kilograms of carbon dioxide equivalent) as the most comprehensive and reliable measure for this sector, as it provides a more accurate reflection of the overall environmental impact of greenhouse gases compared to CO₂ per unit alone.

Energy source	Consumption	Scope	Emissions calculation
Gas – total kWh (kilowatt-hours) used for the year, taken from gas bills for each site	963041 kWh (gross CV (calorific value))	Scope 1	963041 kWh x 0.18296 (2025 fuels, natural gas conversion factor, gross CV to kg CO ₂ e) = 176,198 kgCO ₂ e = 176.99 t CO₂e
Electricity – total kWh used for the year, taken from the electricity bills for each site	549766 kWh	Scope 2	549766 kWh x 0.17700 (2025 UK electricity conversion factor to kgCO ₂ e) = 97,308 kgCO ₂ e = 97.3 tCO₂e
Transport – College Vehicles: 1211 miles in the year;	1211 x 1.19939 (2025 SECR kWh passenger and delivery vehicles, vans class 2, diesel – used in lieu of passenger vehicles conversion) = 1,452 kWh	Scope 1	1211 miles = 1949 km. 1949 km x 0.19260 (2025 managed assets vehicles, vans class 2, – used in lieu of passenger vehicles conversion) = 375 kgCO ₂ e = 0.38 tCO₂e
Transport – total mileage for petrol reimbursed from staff claims = 1522 miles	1522 miles x 1.13256 (2025 SECR kWh passenger and delivery vehicles, average car conversion factor to kWh, petrol) = 1724 kWh	Scope 3	1522 miles = 2449.4 km 2449.4 km x 0.16272 (2025 managed assets vehicles, average car conversion factor to kgCO ₂ e, petrol)

Energy source	Consumption	Scope	Emissions calculation
			= 399 kgCO ₂ e
			= 0.4 tCO₂e
Total	1,515,983 kWh		275.07 tCO₂e
Intensity ratio - Emissions data (tCO ₂ e) compared with an appropriate business activity (staff numbers)			275.07 tCO ₂ e ÷ 118 members of staff =2.33 tCO₂e per staff member

Figures used 1st August 2024 to 31st July 2025

The Electricity kWh is as follows:

2024-25 549,766 kWh

The Gas kWh is:

2024-25 854,731 kWh plus 9,765 of oil and if we use the converter this equals 108,310kwh which would give a total kWh 963,041

Transport

The total mileage for petrol claimed by staff for 2024-25 was 1,522 miles.

Transport – College Vehicle

1211 miles

Number of staff – 118 (approx.)