



Guildhall School of Music and Drama Staff and Student Engagement & Behaviour Change Strategy 2021 - 2026

This policy is of relevance to all users of the School's services

Version Number	One
Approved on	1 st July 2021
Approved by	Senior Management Team
Written by	Continual Improvement Manager - Sustainability
Last reviewed	July 2021

Introduction

Communication plays a key role in ensuring success in delivering against our environmental strategies. Our goal is to give our staff and students the tools they need to understand key issues involved in a range of sustainability issues, what the School is aiming to achieve and what actions we can take as individuals, as well as encouraging sustainable behaviours.

Our students will be the next generation of professionals in the arts and we see it as our duty to inspire them and ensure they have all the skills they need in order to make sustainable choices throughout their working lives and beyond.

Aims & Objectives

- To support and promote the School's sustainability aims within the Environmental Sustainability Policy and associated Strategies.
- Communicate to and support staff and students in the delivery of the School's policy aims and associated Strategies.
- Raise staff and student awareness in relation to sustainability with the aim of encouraging individual learning around sustainability leading to more sustainable behaviours in the workplace and beyond..
- Ensure communication channels that allow feedback and enable staff and students to contribute to the development of sustainability policy and strategy.
- Promote the School's achievements, aspirations and actions on sustainability to the wider sector and beyond in order to share best practice.
- Create a learning environment that enables our students to become global citizens when they graduate.
- Run initiatives to raise awareness around a range of sustainability issues as set out in the School's sustainability policies and strategies.
- Delivery of behaviour change campaigns related to sustainability issues.
- Produce regular sustainability updates for both internal and external audiences.

Scope

This strategy reaches to all staff and students at the Guildhall School of Music and Drama and covers all sustainability policies and strategies including our Environmental Sustainability Policy, Carbon Management Plan, Sustainable Food Policy, and Green Transport Policy.

Targets

- Investigate how to record impacts of behaviour change as a result of campaigns e.g. reduction in energy use / waste produced as a result of the intervention.
- Year on year growth of staff and students reached by sustainability awareness activity – our approach is to design and deliver activity to reach every student and member of staff within five years.

Monitoring and Review

This strategy and associated action plan will be monitored and reviewed on a regular basis by the Sustainability Steering Group who will report at least annually to the Guildhall School's Buildings & Operations Board reporting into the Senior Management Team.

Implementation Plan

This sets out our ongoing actions to increase staff and student engagement. The Continual Improvement Manager – sustainability, supported by the Sustainability Steering Group is responsible for ensuring implementation of these initiatives:

These actions are integrated into our Sustainability Action Plan

- Develop ongoing awareness sessions open to all staff and students. To include all aspects of our policy, waste, carbon and energy as a minimum.
- Review sustainability information given to students in our halls of residence.

- Produce regular case studies and stories on sustainability activity.
- Produce an annual sustainability report.
- Produce an annual action plan for sustainability with targets, responsibilities and timescales set out.
- Carry out sustainability attitudes surveys of students and staff to gauge how effective our strategy has been and to identify areas of sustainability which are of particular importance to individuals.

Review Date 1st July 2021

Reviewed by:

Sustainability Steering Group

Jonathon Poyner – Director Buildings and Operations.

Senior Management Team