



Prifysgol  
Iach

A values driven approach

# Healthy University Update 2016



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Cardiff  
Metropolitan  
University

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Caerdydd



## Foreword

Cardiff Metropolitan is a global university rooted in Wales and with a history of practice-focused and professionally oriented education that requires a values-driven approach to maximize its impact. Our Strategic Plan for 2017/18 to 2022/23 emboldens our commitment to education, research and innovation undertaken in partnership with our students, governments, business and industry and with tangible benefits for individuals, society and the economy.

Establishing a Healthy University is, in its broadest sense, a prerequisite for success in everything we do. As evidenced in this report, great strides forward have been made in 2016 and our new Strategic Plan, together with its associated improvements to some of our ways of working, will only strengthen our ability to deliver against the seven Healthy University themes.

A new post of Pro Vice-Chancellor and Executive Dean for Sport and Health Sciences will take a strategic lead at the highest level for Health and Wellbeing across the University by being a member of the Vice-Chancellor's Executive Group.

We will continue to open our university campuses to schools and communities to increase our Community Engagement and our new model of Cardiff Open Colleges will enable us to engage more fully with the local communities that we serve, particularly by strengthening our partnerships with local colleges.

Our new Strategic Plan makes an unequivocal commitment to increasing Welsh medium provision within the University and to supporting Welsh Language and Culture from sustaining local food production through the research of our Food Industries Centre and our own procurement practices to supporting and promoting Welsh art, literature, media and broadcasting.

Our commitment to the Environment was recognized in 2016 with the award of 1st place in Wales and 4th in the UK in the People and Planet Green League.

Significant progress has been made in increasing Equality and Diversity: through the promotion of Diversity as one of our four chosen values in the new Strategic Plan; by increasing the diversity of the senior management team in relation to both gender and ethnicity; by securing the Equality Challenge Unit Athena Swan Bronze award for the university and taking action to address the gender pay gap at senior management level; and by supporting LGBT+ and disabled staff and students from the highest level through an increased series of public events, pledges and commitments.

By taking a stand within the new Strategic Plan in relation to all aspects of the Healthy University strategy we can ensure that our departments are All Healthy Departments.

Our University is committed to ensuring that every student has the opportunity to fulfil their full potential to make outstanding graduate-level contributions to their own and future generations through sustainable economic growth and social cohesion for our City, Wales and the wider world. We will ensure we meet this commitment by providing a Healthy University where creativity, diversity, freedom and innovation will establish Cardiff Met as one of the world's most international and impactful universities, a university that changes the world one student at a time.

### **Professor Cara Aitchison**

**MA(Hons) PgDRLP CertEd MA PhD FAcSS FRGS FHEA**

President and Vice-Chancellor and Professor in Geography and Cultural Economy



## Strategy Development

The Healthy University Strategy has evolved with clear support and commitment from all parts of the University. It has been, and continues to be very much informed by the staff and student voice.

This Strategy focusses upon the development of a socially cohesive, environmentally responsible and an all-inclusive work and study environment which looks to engage staff, students and the wider community. The three core aims within the 2016-20 planning period are:

-  **Social Responsibility** – Contribute to a fairer society through enhancing the impact of interactions with our local, regional and international communities.
-  **Environmental Efficiency** – Embed environmental sustainability as a core organising principle across all activities.
-  **Health and Wellbeing** – Create an environment where individuals are inspired and supported to perform to the best of their abilities, and in doing so, contribute to the University's aims, values and success.

In developing the strategy, the University was cognisant of the aspiration and principles of the Okanagan Charter, Healthy Universities UK and the Welsh Government's Well-being of Future Generations Act, and therefore sought to align its aims and approach with the respective work of these bodies.

The Strategy content largely developed out of a series of staff and student 'road shows' and other consultation opportunities held throughout 2015/16. These roadshows were illustrated in a creative and visual three dimensional art form by Chris Glynn (Senior Lecture – Illustration - CSAD) and Illustration students.

During the consultation phase of developing the Strategy it was apparent that much good practice has developed and is being applied across the University. Quite often this has happened organically with little direct involvement from the University's corporate operations. The University wishes to encourage and enable beneficial activities and recognises this as an important element in preserving the motivation of individuals.

The Strategy stresses the role of groups and peer networks in identifying and leading change. This will enable the University to move from a state where changes and developments are tacitly supported by the majority, to one in which the explicit views of the majority actively shape choice and action.

In the areas covered by the Strategy the primary role of management is to enable good ideas, behaviours and activities to occur and be sustained.

The wealth of feedback from staff, students and the wider community was synthesised into an array of key themes; each underpinned by an action plan setting out specific goals and measurement, whilst also emphasising the interdependencies between each theme, and the benefits from cohering our efforts and resources.

[www.cardiffmet.ac.uk/healthyuniversitystrategy](http://www.cardiffmet.ac.uk/healthyuniversitystrategy)

## Key Objectives

The Strategy signals the intention to apply a more instrumental approach to actively influencing the factors that have the greatest impact on how people experience the learning and working environment, such as: relationship with their peers/supervisors/managers; organisational culture; the opportunity for personal development; equitability, opportunities

for work life balance; health; safety; personal wellbeing; and environmentally friendliness.

An integrated approach to community engagement, health and wellbeing and environmental sustainability, the strategy has the potential to deliver tangible benefits to the University's operations, in particular:

- Improved health and wellbeing of students and staff.
- Improved student experience and retention.
- A more motivated and supported workforce.
- Improved business performance and productivity.
- Strengthened institution-level commitment to practise corporate responsibility.
- Projecting a positive public perception of the University.

## Success / Achievements

The University has a successful record of investing in the local community, environmental awareness and human capital development. The progress is evidenced by the following externally recognised achievements:

- Gold level Corporate Health Standard.
- ISO14001 certified Environmental Management system.
- 'Gold' in the Welsh Government's travel plan awards and for the development of a second generation carbon management plan.
- Investors in People 'silver' status.
- Two Ticks (Disability) and Stonewall (Gay, Lesbian and Bi-Sexual) symbols.
- Fair Trade University.
- Athena SWAN Award (Institutional 'Bronze').
- Stonewall Cymru Diversity Champion (LGBT+ Community Engagement).

This section provides an update on the HU activities and initiatives that have taken place throughout 2016.

The strategy identifies the importance of cohered efforts to improve performance outcomes. It is also important to illustrate the interdependencies and additional benefits that can be realised when taking a holistic approach, for example Active Travel positively contributes to Health & Wellbeing, Environmental Performance and Community Engagement.

Therefore our progress report will identify the main HU themes contributed to, by each of the examples shown, through the use of the following keys:



## 2016 - Healthy University Initiatives and Achievements

### January

Healthy University consultation roadshows - the University ran a series of staff and student Healthy University consultation roadshows where people had an opportunity to learn more about the Strategy and inform its development. At the roadshows, which were held throughout the month and across both campuses, attendees provided verbal and written feedback on the Strategy. Throughout the consultation period, staff and students from Cardiff School of Art and Design captured the spirit of the occasion through a visual record of animation and metaphor.



- Enhancing the University Translation Service by the appointment of a Translation Administrator to further engage and support the entire University in meeting translation needs.
- Inaugural Professorial Lecture - Be bold or italic, never regular - Professor Olwen Moseley - Cardiff School of Art & Design

### February

- The University was awarded Fairtrade status by the Fairtrade Foundation thanks to the joint efforts of the Steering Committee, consisting of Student Union staff, Cardiff Met staff and student volunteers, creating a successful action plan.
- Y Gornel Gymraeg:** Opportunity for all 426 staff welsh speakers of all levels, to meet, socialise, to practice and use / improve skills. Free Fairtrade tea and coffee provided.
- Student volunteers at the **Amelia Trust Farm**, created a new path for the farms new camping area, digging of footings for a new fitness trail and clearing of chicken houses.
- Active Challenge** – During 2016 staff at Cardiff Met were encouraged to get active through engaging in the Cymru Travel Challenge. The Challenge, which was supported by the Sustainable Travel Charity 'Sustrans', aimed to get as many people as possible to take local journeys sustainably. Staff at Cardiff Met were able to record their walking, cycling and other sustainable travel journeys on a web site accessed via the University's intranet.



- In celebration of the cultural diversity of Cardiff Met, Global Week celebrates the cultural diversity of Cardiff Met's student body with a range of internationally themed activities for all students and staff to get involved with. The aim of Global Week is to provide an opportunity for students and staff across the university to share, learn and celebrate each other's values and traditions and to encourage conversation, networking and integration between students of different nationalities and backgrounds. Global Week is organised and co-ordinated by our International and Partnerships Office.

- **Go Green Week** - This was the fourth year that the University has participated in Go Green week which aims to draw peoples' attention to climate change and opting for greener alternatives! Second year Events Management students worked hard in conjunction with the University's Environmental Performance Manager to arrange and deliver a successful programme of events for the week. Students were tasked with deciding the event types and locations, this year they decided to concentrate on a recycling and re-use theme. There were different activities each day, Revamp your Lamp, Awareness Selfies; Clothing Swap-a-thon; Smoothie station and Art Recycling Competition; Video Game – swap and play and Cake Sales. Lots of social media activity took place to promote the events. Estates and Facilities complimented the students with a number of additional events throughout the week to increase awareness of activities on Campus.
- Students volunteered in the Go Green Week litter pick with Keep Wales Tidy along the River Taff.
- An additional Welsh for Adults Tutor appointed to grow the range and breadth of courses for staff to develop and improve, to learn Welsh language skills, to work towards a more bi-lingual workforce at Cardiff Met to meet the needs of students and public.
- The Environmental Performance Manager provided a guest lecture to Vision in Sustainability students on the Environmental Management system ISO14001 in Cardiff Met. The students were assessed on their review of Sustainable Travel and Waste Management.
- Students volunteered at the Recycling information stand with Cardiff Digs for Go Green Week.
- A recycling information stand was provided by Cardiff Digs and student volunteers, giving out waste bags and leaflets and low energy light bulbs (a partnership initiative funded between Cardiff Council, Cardiff University, Cardiff Met and University of South Wales – providing and supporting students with advice on community matters including housing, waste, being good neighbours and travel etc.)



- As part of LGBT History Month in February our LGBT+ Staff Network in partnership with the Cardiff School of Sport organised an event featuring Delia Johnston, founder of Trans in Sport.

Rhwydwaith Staff  
**LGBT+**  
Staff Network



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- The event took place on our and took place on our Cyncoed Campus and was titled "Should Trans people play sport in their new gender"?

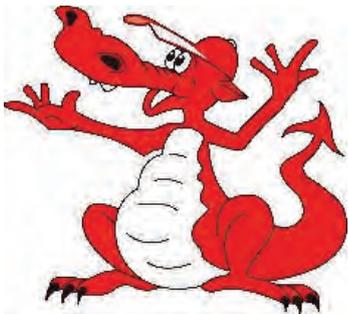
In her talk, Delia Johnston addressed some of the ambiguity surrounding terminology of the 'T' for a more informed and inclusive understanding. In doing so, she reflected upon her personal journey and work in sport, drawing attention to some of the current issues sport is facing. The event closed with an opportunity and a safe space for questions and answers related to any aspect of the talk.



## March

- **Fairtrade Fortnight** – promotion of Fairtrade products with activities around the Campus with SU and Cardiff Met Catering – This year's theme was Fairtrade Breakfast.
- The SU staff and students volunteered at a Beach clean with Keep Wales Tidy, collecting drink bottles, plastic and rope washed up on the coastline. Twenty one bags of rubbish were collected. Student volunteers found lots of shark egg cases and will help indicate to them the types of sharks in British waters.

- An additional Welsh for Adults Tutor appointed to grow the range and breadth of courses for staff to develop and improve, to learn Welsh language skills, to work towards a more bi-lingual workforce at Cardiff Met to meet the needs of students and public.
- Inaugural and Professorial Lectures - Sport ethics: on becoming the right sort, Professor Carwyn Jones - Cardiff School of Sport
- **Easter Dragon Camps** were held where local children from as young as 4 years of age attended fun packed days of sport and games throughout the Easter break. Bringing the community to the University and helping to keep local children happy, healthy and active throughout the school break.



## April

- The addition of Sustainable Food and Environmental Research as new Aspect areas within the University Environmental Management System ISO14001.
- Coleg Cymraeg Cenedlaethol Scholarships: over 50 students received Scholarship funding for studying their course and doing work placements in Welsh.
- Staff Health and Well-being Survey completed by 742 staff.



- Receipt of the certificate confirming achievement of Platinum Level for Travel Planning In the Work Place. By achieving the Platinum Level, we have joined only four other organisations throughout Wales that the Welsh Government have bestowed the Platinum Level Award upon.

- Inaugural and Professorial Lectures - Biomedical and clinical research - is it possible to understand developments in clinical research without understanding statistics - Professor Keith Morris - Cardiff School of Health Sciences.

## May

- **Authentic Learning.** A programme that offers students 'real world' employment experience: Student volunteers trained as ISO14001 (Environmental) Auditors, provision of mentoring and support complete 25 audits across a variety of activities within the University.
- Students participated in the **Get it Out for Cardiff** Campaign in May and June, encouraging students to recycle / dispose of their waste correctly before going home for the Summer.
- Hosting at Cardiff Met, Coleg Gymraeg Cenedlaethol Academic Board from all over Wales. Presentation by Welsh Language Unit on Welsh language provision at Cardiff Met and guided tour of CSAD end of year show.
- Welsh marketing activities with CSS, testing days with local 6th forms and CSM conference
- Cycle Scheme, In 2016 more than 50 members of staff were able access a new bike through the National Cycle to Work Scheme. The scheme, administered at Cardiff Met by HR and Facilities, enables staff to acquire a bike with tax savings of up to 40%. The scheme was promoted at Cardiff Met throughout the month of May and the when it closed there was a noticeable increase in the use of the campuses cycling storage facilities.

## June

- The University's Catering & Hospitality Service achieves the Sustainable Restaurant Association's Silver Award for excellence across its operations. The SRA is a framework to simplify the complexity of sustainability across the food industry, based upon sourcing, society and the environment.
- **Adult Learners Week** – Widening Access awarded funding to run Upcycling with Stitch at Inroads Wellbeing Centre for people suffering from drug, alcohol or substance misuse addiction.
- Cardiff Met staff achieve excellent results in Welsh for Adults WJEC exams, Mynediad Sylfaen Canolradd



## July

- Completion of **AUDE Green** scorecard – a tool to measure the sustainability performance within HE Institutions and provide a framework for a continued sustainability effort.
- The launch of new 'Sustainability' web pages, bringing together the broad work in this area, and the many fantastic achievements (Sustainability).
- Three week Widening Access Summer School offering free adult learning opportunities to non-traditional adult learners on the Llandaff campus.



- Staff complete their Welsh Language courses with a celebration in Sain Ffagan museum of Welsh life.
- The publishing of a student questionnaire, to all 1st year students called "Halls to Home" to signpost them to Cardiff Digs website guidance for the progression into their 2nd year. The questionnaire was a solution to an authentic learning assignment set by the Environmental Performance Manager to a group of Business in Action students.
- Authentic Learning : A group of Business in Action Students, tasked with improving recycling / waste initiatives in Halls of Residence.

**92 students** volunteered a total of **654 hours** with Cardiff Met SU projects, Environmental Champions (Cardiff Digs) and Student Volunteering Cardiff (SVC)

The SU have **41 officially registered** Cardiff Met societies ranging from course-based, activist, nationality and hobby related societies.

Cardiff Met achieved a ranking of **1st in Wales** and **4th in the UK**, climbing from 2nd in Wales and 19th in the UK in the People and Planet Green League.

Provision in all **5 schools**, taught through the medium of Welsh, **one third of every programme**

More students studying Business, Management and Tourism in Cardiff Met through the **medium of Welsh** than of all Welsh Universities combined.

**Student consultation** the Cardiff Met Rider bus routes and timings were improved September 2016.

**Key successes** from staff and student travel survey increase in students walking to campus 35% (2013 = 28%) and reduction in student car usage 24% (2013 = 27%). Increase in staff who walk (18.84%) and cycle (17.84%) to campus.

**Sponsorship** of Glamorgan Cricket Academy; Lisvane Panthers FC; Llandaff Rowing Club; Machen Devils Junior Football Club; Miskin Juniors Cricket Club. Community Partnership Rhondda Schools Rugby -. Whitchurch & Heath Cricket Club Friends of Llandaff Cathedral; Rotary Club of Llandaff; Pride Cymru; Size of Wales - charity that aims to bring everyone in Wales together to help sustain an area of tropical forest the size of Wales as part of a national response to climate change.

**Approx 500** Staff, Students, VIPs attended the University Annual Carol Concert at Llandaff Cathedral with the local community and partners.

More than **50 staff** had Health MOT Checks in 2016.

The Occupational H&WB service was accessed **733 times** in 2016 (physio, complimentary therapies, Occupational Health visits and Health Assessments).

Sickness Absence was once again below national norms, at **2.8%** (national average education sector 3.9%).

## Welsh Speaking staff:

59 fluent, 36 fairly well, 331 a little.

## Welsh for Adults classes:

54 members of staff.

Dealing with bilingual enquiries training:  
**22 staff received training.**

## Welsh speaking students:

1465 (715 fluent, 752, not fluent).

## Key highlights from H&WB survey, circa 750 staff contributed,

with over **80%** of staff engage in high or moderately high levels of physical activity every week, results demonstrated that the majority of staff rated healthy eating as either 'important' or 'very important' (**79%**), on average Cardiff Met staff spend more than **7 hours a day** sitting down (standing desks have been introduced), **6%** of staff never drink alcohol **6%** drink alcohol on most days, The latest Welsh Health Survey (2015) reports that smoking rates in 2015 were **19%**, while in Cardiff Metropolitan the rate is currently **6%**.



Member



Equality Challenge Unit



Certificate Number 9685



## August

- ASH Wales – the smoking cessation charity – agreed to work together with the University in its aspiration towards smoke free campuses at Cardiff Met.

**ash** wales  
cymru  
action on smoking and health



- Cardiff Met's LGBT+ Staff Network attended Pride Cymru in Coopers Field alongside members of staff from Student Recruitment. This was the first year that Cardiff Met had its own stall at the event. Pride Cymru was opportunity for our LGBT+ Staff along with their colleagues to celebrate diversity and inclusion, and actively promote Cardiff Met as a welcoming and inclusive environment for prospective staff, students and the wider community.

- National Eisteddfod of Wales in Abergavenny: Cardiff School of Sport at the science tent all week and a corporate function held with a question and answer session about business in Wales.
- Health & Well-being, engagement with how many steps / cycle in a minute competition, geared to all age groups, to promote study and healthy living exercise at Cardiff Met.

## September

- Welsh Medium Provision Manager, presented and gave evidence to Welsh Government Committee on the strategy for 1 million Welsh speakers by 2050.
- Members of the Healthy University team attended the Swansea Behaviour Change Festival, which was aimed at anyone with an interest in behaviour change at the individual or wider social level. The title of the festival was 'Turning Upside - Future Proofing Wales through Behaviour Change Science', which reflected the scale of the challenge and the ambition needed to create a Wales, which meets the aspirations of the Wellbeing of Future Generations Act. The focus of the event was all about changing how we behave, and what we do now, to make sure future generations have the same, or better opportunities as we do.



- Cardiff Met is a Stonewall Cymru Diversity Champion and works closely with Stonewall to make our workplace the best it can be. In September 2016, the University completed the Workplace Equality Index (WEI), which is a benchmarking tool for employers to measure their progress on LGBT inclusion in the workplace. Workplace Equality Index 2017 Submission (Stonewall Cymru) we were placed in 245th position in 2016.

- UK Prison Learning Alliance conference at the Llandaff campus and launch of Prison Learning Handbook, in partnership with Prison Education Trust, to support learners studying higher level distance learning courses in prison, as part of a process of reducing reoffending pre and post release.



- Cardiff Met meet with Anthony Metcalf of MIND Cymru and agree to work towards a 2017 signing of the Time to Change Wales pledge to remove the stigma around mental health.
- Staff celebrated sustainable travel to campus. The initiative encourages and rewards sustainable travel by providing healthy breakfasts during a two week slot at the beginning of the new term for those staff that either walk, cycle or use public transport to and from campus.

## October

- Successful first class honours in Planet Green League 2016, Cardiff Met were ranked first in Wales and 4th in the UK out of 150 Universities, previously 19th in UK and 2nd in Wales.
- Successful external ISOQAR Environmental Management System ISO14001 audit, there were no issues raised or recommendations for improvements.
- Authentic Learning:** Students in CSAD and CSM engage with Health University by designing campaigns around some of the key themes of a Healthy University. 'Communication', equality and diversity, Welsh Language and culture Sustainable Transport, community engagement, health and well-being and Fairtrade projects. The projects, which were incorporated into student learning not only provided valuable real world experience for our students but also gave an opportunity for the student voice to directly inform the development of the Healthy University Strategy.



Fairtrade stand at Go Green Day in October 2016

- Go Green Day** The opportunity to raise awareness of environment activities on Campus to students and staff, e.g. Energy, Waste, Bi-diversity, Community Garden, Fairtrade and Smalls for All charity
- Launch of new six level Welsh for Adults classes for staff – to suit a variety of language levels and ability. All classes are free of charge for staff and are held during the working week.

- The SU took student volunteers to take some homeless dogs for a walk for the Hope Rescue Charity.
- Students volunteered at the Cardiff Half Marathon.
- Students volunteered during Community Walkabout week with Cardiff Digs Council to knock doors in student areas to give out recycling kits and advice.
- Students volunteered with clearing a garden for the Charity – Bobath..

- To demonstrate Cardiff Met's commitment to improving employment opportunities and career development for disabled people, Cardiff Met was certified as a Level 2 Disability Confident Employer. The Disability Confident Scheme replaced the Two Ticks or disability symbol scheme.





Volunteer dog walkers in October 2016

➤ SU and students attended a Volunteer Day at the Amelia Trust Farm. The Farm provides an alternative education for young people with learning difficulties. Tasks for volunteers included painting a fence, removing fallen leaves and taking down a fence to the chicken yard.



Volunteers at the Amelia Trust Farm- Oct '16



Volunteer painting a fence at the Amelia Trust Farm- Oct '16



Volunteers at the Ogmore-By-Sea Beach Clean- Oct '16



➤ Students attended an SU Beach Clean in partnership with Keep Wales Tidy.

➤ The SU introduced a weekly Language Exchange, for students to meet new people, learn a new language and relax in a friendly and informal environment.





## LANGUAGE EXCHANGE CLUB

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EVERY FRIDAY

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12- 2PM LLANDAFF STUDENTS' UNION

Learn new languages, explore new cultures and make new friends.

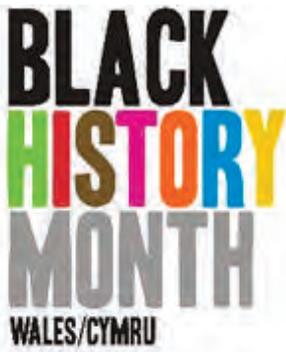
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ALL STUDENTS WELCOME

Contact Della via [dhill@cardiffmet.ac.uk](mailto:dhill@cardiffmet.ac.uk) for info or call in to the SU offices.

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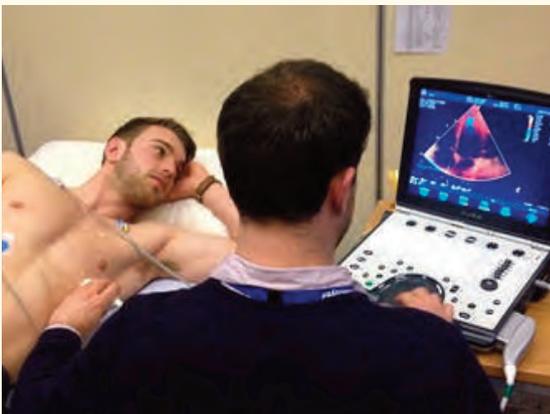


➤ **Black History Month** – Cardiff Met were one of the lead sponsors of the ‘Young, Gifted and Black’ Youth Awards event that was run by Black History Month Wales 2016 and The Race Council Wales. Further to this, the University had stall at the Black History Month launch event. These events were an opportunity to celebrate the contributions of people of African descent as part of our shared history and heritage here in Wales. It demonstrated that we value the diversity of our community and as a University are committed to engaging with these communities in order to actively help shape a more positive and inclusive future in Wales.



## November

- Inaugural and Professorial Lectures - Schrodinger’s Cat and the School Assessment Paradox - Professor Dan Davies - Cardiff School of Education.
- **Authentic Learning:** Environmental Auditing, 6 students attend an Internal Auditor Training Auditor course, ready for participation in the ISO14001 Internal Audit Plan for 2016/17.



➤ Enhanced Health MoT’s 20 staff and students avail themselves of Enhanced Health MoT’s courtesy of the Wales Centre for Occupational Health and Well-being clinics.

➤ Following Cardiff Met’s Athena Swan Institutional Bronze application in April 2016, the University was successfully awarded bronze.



- Due to the positive institutional result, Cardiff School of Sport and Cardiff School of Health Sciences both applied for Athena SWAN Silver and Bronze awards respectively.



- The Cardiff Met Equality and Diversity Officer attended the Equality Challenge Unit's Annual Conference in Nottingham. This event provided the opportunity to network and share best practice related to Equality and Diversity.
- Inaugural and Professorial Lectures - Leave Out Everything Except the Magic - Wendy Keay-Bright - Cardiff School of Art & Design.

- Cardiff Met Staff Football Club and Students' Union 11 football match raises £444 for Movember, to help change the face of men's health.



## December

- The Student Union Board agreed to be part of the Healthy University Strategy.
- Student Auditors accepted as part of the HEAR Award for training and completion of internal ISO 14001 audits of the University Environmental Management System.
- Carol Concert - This festive annual event is held at Cardiff's Llandaff Cathedral and open to all. The service includes classic readings and carols and is followed by mince pies and mulled wine at Cardiff Metropolitan University's Llandaff Campus for all guests.
- Y Gornel Gymraeg: Opportunities for Welsh speaking staff to meet and use their Welsh language skills in work.

## Plans for 2017...



## Plans for 2017...

- Creation of Real World projects with each School – all year.
- Transition from ISO 14001: 2004 to ISO 14001 :2015 – all year.
- Mentoring of new student auditors (5) through their Audits as part of HEAR award – all year.
- Further engagement with external partners – all year.
- Environmental engagement initiatives to enthuse students to consider their choices and options – all year.
- Introduction of the Welsh Assembly Governments Welsh Standards that will significantly increase the services the university will offer to students, staff and the public in Welsh – all year.
- **Time to Change Wales** Pledge signing – January 2017.
- **HESA** data submission for 50% of People and Planet score – February 2017.
- **'Dementia Friends Awareness'** session, hosted by the Alzheimer's Society – February 2017.
- Planning and delivery of **Go Green Week** for each Campus – February 2017.
- Provision and delivery of **Green Workshop** free events to staff and students, to promote sustainable activities – start February 2017.
- Re-painting a room at a Cancer Research Wales charity shop, the opportunity to volunteer and transform the space into a bright, welcoming space to be used by the charity's volunteers – Feb 2017.
- Volunteer project at the Amelia Trust Farm, tasked with sanding down some old benches and helping to weed the yard – March 2017.
- Provision of Farmers Market at each Campus – March 2017.
- Review of Environmental / Sustainability Policy – March / April 2017.
- Implementation of outcomes from Real World projects, CSAD Graphic Communications – April 2017.
- **On Your Feet Britain** day – May 2017.

- Volunteers will be participating in the **'Get it out for Cardiff'** campaign run through Cardiff Council as part of the Environmental Champions project. Students will be knocking on the doors of student households in Cathays/Roath/Gabalfa to encourage students to recycle/dispose of their waste correctly at the end of term – May / June 2017.
- **Sustainable Restaurant Association** (SRA) new submission to obtain Gold accreditation – June 2017.
- Progression with **People and Planet** submission – July 2017.
- A member of Student Volunteering Cardiff (SVC) is based in SU Offices every Tuesday during term time to promote volunteering opportunities and benefits.
- Welsh Language Skills survey to be circulated to all members of staff.
- Assist with workforce planning for CQFW framework for learning languages.
- Application for Coleg Gymraeg Cenedlaethol – Welsh Scholarship, incentive grants totalling £25,000 – January 2017.
- New funding available for Welsh Incentive Scholarship for CSM and CSS.
- Professorial Lectures once a term.
- LGBT History month events – February 2017.
- Stonewall WEI submission – September 2017.
- International Women's Days Events – February 2017.
- Working towards Welsh Language standards expected to be introduced September 2017.
- Supporting Go GREEN Day and Size of Wales Event – October 2017.



# A values driven approach



THE QUEEN'S  
ANNIVERSARY PRIZES  
FOR HIGHER AND FURTHER EDUCATION  
2015



Certificate Number 9685

