

11 NOVEMBER 2024



US

UNIVERSITY
OF SUSSEX

INTRODUCTION

VICE-CHANCELLOR HIGHLIGHTS

It gives me great pleasure to introduce this annual overview of the University of Sussex's most distinctive contributions to the global project of addressing the challenges identified by the United Nations Sustainable Development Goals (SDGs).

The University of Sussex was established in 1961 with a focus on mobilising the most forward-thinking and innovative researchers and educators to tackle the problems facing the whole world. Pioneering interdisciplinarity from the outset, for over more than six decades Sussex has developed a unique reputation for our capacity to think differently and to advance understanding and practice through disruptive interventions in established bodies of knowledge. With a radically global orientation from the beginning, Sussex has built a global community of over 200,000 staff, students and alumni from over 170 countries who share a profound commitment to mobilising scientific and cultural understanding to make the world a better place for all.

From partnering with the Kelp Recovery Project in Sussex Bay, to providing affordable housing for low-income students, the past year has seen Sussex demonstrating our determination to support the United Nation's Sustainable Development Goals in a multitude of ways across every area of our academic endeavour and institutional life. Through a significant programme of transformation on our campus, we are starting to reverse our contribution to climate change and ecological breakdown, and helping with the recovery of local ecosystems and economies. We are also developing innovative open access resources for sustainability education to ensure that our students – and students around the world – are supported to develop the skills, knowledge, and capabilities needed to thrive in an uncertain

future. And through our wide-ranging research and innovation activities, and in partnership with governments, third sector organisations, businesses, and universities locally and globally, we are contributing to the pursuit of a more just and equitable world.

As I write this foreword, war, conflict, and global warming are wreaking havoc in the lives and habitats of people around the world. It is clear that the coming decade will be critical for the fate of humanity and our planet, and it is in this context that we will be launching our new strategy early in 2025. Setting out our ambitions for the next ten years, Sussex 2035 has the title *Creating Progressive Futures – Flourishing, Sustainability and Progress for the Whole World*, and commits the University to a focus on three strategic themes – environmental sustainability, human flourishing, and digital and data futures. Next year's report will tell you more about our Sussex 2035 goals and early achievements, but for now, I invite you to read on, and to learn about our recent contributions to the UN SDGs, as the Sussex community continues to pursue our passionate dedication to sustainable development.



A handwritten signature in black ink that reads "Sasha Roseneil".

Professor Sasha Roseneil
Vice-Chancellor and President

REPORT CONTEXT

This report summarises progress towards each of the 17 United Nations Sustainable Development Goals (SDGs) and provides a snapshot of the University’s collective efforts to address the critical global challenges facing humanity.

Examples of evidence, case studies, and campus activities included in this report are based on a rigorous methodology to assess our

contributions to each SDG on local, regional, national, and international scales. We highlight a broad range of impactful activities from 2022-23 and beyond through our research, education, outreach, and campus operations, celebrating the collective ambition and dedication of the University of Sussex as we strive to be one of the most sustainable universities in the world. This full report is available to the public.



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SDG1 NO POVERTY



This SDG relates to our University's research on poverty, and our support for low-income students and citizens in the local community.



3,212

students supported in 2022-2023. This equates to 17.2% of the total student population, disbursing a total of £2,764,300

RESEARCH AND IMPACT

The University of Sussex participates in research and policymaking at national and international levels to implement programmes and policies aimed at ending poverty in all its dimensions.

For example, at a local level, we held an online discussion as part of the Economic and Social Research Council (ESRC) [Festival of Social Science](#), focusing on the digital divide's impact, especially in low-income households, and highlighting the need for digital inclusion policies in Brighton & Hove.

Our Professor of Economics and former Low Pay Commissioner (LPC), [Richard Dickens](#), conducted research with the LPC, [published in 2023](#), to inform recommendations to the UK government on the national minimum wage and helping to alleviate national poverty.

Our researchers have recently been working on two major projects relating to SDG1. The [Protracted Displacement Economies](#) project examines the communities affected by long-term displacement in 10 countries, including refugees and host populations. The [Towards Trajectories of Inclusion](#) project investigates how infrastructure projects can reduce inequality for marginalised communities. Both initiatives aim to influence policy by connecting global communities, sharing knowledge, and empowering those affected to document their experiences.

EDUCATION

Examples of courses we offer:

- [Development Economics MSc](#)
- [Economics and International Development BA](#)
- [History BA](#)
- [International Relations and Development BA](#)
- [Poverty and Development MA](#)

ENGAGEMENT AND OUTREACH

Our [Sussex Inspires Programme](#) offers students support, guidance and experiences to help navigate their post-16 education options, prioritising students from low-income and underrepresented backgrounds.

UNIVERSITY POLICIES AND OPERATIONS

Our [Affordable Housing Policy](#) has been developed in collaboration with student representatives to ensure we maximise the number of rooms that are priced at affordable rates, ensuring students from more challenging financial backgrounds can access our accommodation.

Support for education



We provide support for students of low-income backgrounds to access, progress through and complete higher education. We have targets in place to increase the percentage of students at Sussex who come from the poorest 20% of households in the UK – known as index of multiple deprivation quintile 1 (IMDQ1) – from 8.8% to 21% by 2024-25.

Our Student Centre is our main hub of information, where students are signposted by our dedicated welcome and triage team to the services they require. These include financial advice and monetary assistance through our [Sussex Fund](#), comprised of the [Hardship Fund](#) and [Welfare Loans](#). Care leaver students can also benefit from the [Andrew Rudd Scholarship](#). We provide free transport passes and food vouchers for students in need of urgent support.

For dedicated budgeting and money advice, we have a [Student Money Adviser](#) who is based in the Student

Centre and is part of the Advice and Guidance Team. Any students from low-income families that have a specific learning difference (SpLD) have access to any support they may need to study after a SpLD assessment.

Additionally, we offer:

- an [affordable housing scheme](#) for low-income students, providing a subsidised rent rate capped to a maximum of £125 per week
- [affordable £2 hot meals](#)
- part-time [job opportunities on campus](#)
- free [career counselling](#)
- free access to Blackbullion, a financial education specialist online platform to support students with money management
- public [transport](#) discounts
- free [health and mental wellbeing](#) support
- free legal advice to our students and local community through our [Law Clinics Programme](#).

SDG2 ZERO HUNGER



This SDG relates to our world-leading research on hunger, teaching on food sustainability, and our commitment to tackling food waste and addressing hunger among students and local communities.



17.08

tonnes of food waste collected
2022/23, which was sent to
anaerobic digestion

RESEARCH AND IMPACT

We are creating a positive, sustainable impact in food and agriculture locally, nationally and globally.

Brighton & Hove city's food strategy is being refreshed, and an expert panel invited our academic, Adrian Ely, to bring relevant research taking place across the University of Sussex and the Institute of Development Studies to inform discussions on improving urban food production and reducing food poverty in our local community.

Our **Food Systems Equality (FoodSEqual) project** is seeking to address inequitable distribution of economic, social and cultural resources currently pushing people into food poverty. Our researchers are embedded in the heart of four UK communities, bringing local residents together with food manufacturers, retailers and policymakers to co-develop local and national policies and systems that can provide healthy, affordable, sustainable and culturally appropriate food for all.

We are promoting sustainable landscape use, focusing on food systems and land use transitions, across Southern England through transdisciplinary collaboration. Our **South Coast to Sustainability Research Project** engages local stakeholders, including NGOs, farmers and policymakers, to address challenges such as rigid national policies and economic uncertainties, highlighting the need for democratic, place-based solutions to sustainability and food system transformation.

The **Agricultural Voices of Syria (AVS)** project created a series of podcasts and videos to connect Syrian farmers with agricultural experts to sustain agricultural production in Northern Syria. The project aims to improve food system resilience after the crisis, which began in 2011, devastated the country's agricultural sector, leading to damaged crops, loss of expertise, and the collapse of government support services.

▼ Forest Food Garden



EDUCATION

Examples of courses we offer:

- **Ecology and Conservation BSc**
- **Geography BA**
- **Geography and International Development BA**
- **Politics and International Relations BA**
- **Food and Development MA**

We also offer opportunities for further study through our **UK Food Systems Centre for Doctoral Training (UKFS-CDT)**

Support for education



We teach a very popular and groundbreaking undergraduate module called the **Forest Food Garden**, in which students grow and harvest forest food on our campus whilst learning about sustainable food production. This is in addition to the provision of our student garden, where students are supported to produce fruit and vegetables.



ENGAGEMENT AND OUTREACH

Earlier this year, the Sussex Sustainability Research Programme (SSRP) Centre of Excellence held a number of workshops looking into **Wicked Sustainability Problems** in the context of education and research. The first workshop focused on sustainability issues around and inherent in food systems and the complex interactions between health, environment and socio-economic factors. The workshop invited our students, staff and local stakeholders to shape discussions on how to improve our food systems.

As part of a joint effort between the Estates team and the Sustainability team, the **University has donated** 22 crates of food, a huge collection of clothes and other items to our local charity partners after the annual student 'move-out', avoiding tonnes of waste and supporting our local community.

We also offer a range of student-led initiatives, such as:

Sussex Roots (@sussexroots)

Roots is a community garden providing a safe space and food for people and wildlife. Roots follow ecological principles to grow produce and support local wildlife, where our community members can store and exchange seeds while sharing their knowledge of permaculture.

Food Waste Cafe Sussex (@foodwastecafe_sussex)

The Food Waste Cafe Society collects surplus ingredients to reduce food waste, and organises cafés and food stalls with volunteers to cook meals with the saved surplus food.

UNIVERSITY POLICIES AND OPERATIONS

Our **Sustainable Food and Agriculture Policy** sets out the guiding principles we follow to ensure our catering services provision protects biodiversity and aquatic systems, reduces greenhouse gas emissions and ensures that our supply chain upholds strong economic and social values.

In a proactive effort to address the economic challenges faced by staff and students, the University introduced the **Sussex Saver**, a £2 subsidised meal scheme, ensuring that all members of our University community have access to a healthy and hot meal every day. We have served over 120,000 Sussex Savers since the start of the initiative in 2022.

In 2022-23, we collected a total of 17.08 tonnes of food waste, which was sent to anaerobic digestion. We are working hard to reduce the amount of food waste – all excess food from our catering outlets is redistributed via food apps Too Good to Go and Olio, or donated to food banks via the FareShare initiative.



- ▲ Roots garden
- ▲ An example of a £2 Sussex Saver meal

2,412kg
of food donated through Olio since 2022. This is equivalent to approximately 10 tonnes of avoided carbon emissions

SDG3 GOOD HEALTH AND WELLBEING



This SDG relates to our research on key diseases and conditions, our support for healthcare professions, and the health of our students and staff.

RESEARCH AND IMPACT

We host a range of health and wellbeing research centres, including the [Brighton and Sussex Centre for Global Health Research](#), [Centre for Cultures of Reproduction, Technologies and Health \(CORTH\)](#), and the world-leading [Brighton and Sussex Medical School \(BSMS\) Sustainable Healthcare Group](#).

The Sustainable Healthcare Group focuses on developing sustainable healthcare practices, promoting low-carbon research and embedding environmental awareness into the curriculum. Last year, the group published a [landmark report](#) presenting a detailed account of how to reduce the environmental impact of surgical care while maintaining high-quality patient care and potentially saving the National Health Service (NHS) money. Professor Mahmood Bhutta, a key member of the group, has also published extensive [research](#) looking into the carbon footprint of surgical products, along with climate change and sustainability in clinical practice.

We collaborate with global, national and local health partners to improve health outcomes. For example, our [Scaling-up](#)

[Packages of Interventions for Cardiovascular Disease Prevention in selected sites in Europe and Sub-Saharan Africa](#) project (SPICES), run by BSMS researchers alongside local community organisations, has recruited and trained community health workers to support individuals in the prevention of cardiovascular disorders, a leading cause of death worldwide. Once trained, the community health workers provided one-to-one sessions to instigate behavioural changes and healthy lifestyle skills, supporting people in four Sussex communities to set and achieve goals regarding their own health.

The National Institute for Health and Care Research (NIHR) [Global Health Research Unit \(GHRU\) on Neglected Tropical Diseases \(NTDs\)](#) at BSMS aims to improve the health and wellbeing of people affected by three highly neglected conditions in Africa. The unit has carried out a highly successful needs-driven research programme. They have developed seven work packages and in 2021, were awarded £7m of funding for phase 2. The new grant is funding research projects with both new and existing partners based in Ethiopia, Sudan and Rwanda.

Additionally, the [Luna Connection](#) project, funded by the Sussex Sustainable Research Programme (SSRP), has explored the interface between menstrual health, human rights and environmental sustainability, with nodes in Sudan, Uganda, Kenya and the UK. Locally, the impact of this project has continued through collaboration with the [Women's Environmental Network \(WEN\)](#), which aims to raise awareness of the various facets of healthy and sustainable periods, and through open discussions and talks held about menstrual health.

In 2023, BSMS hosted the Current Stories in Global Health series, aimed at simplifying Global Health research, policy and practice. Talks included '[Stigma, Discrimination and Health](#)' and '[Decolonising Global Health](#)', with the participation of experts from the UK, Pakistan and Colombia.

EDUCATION

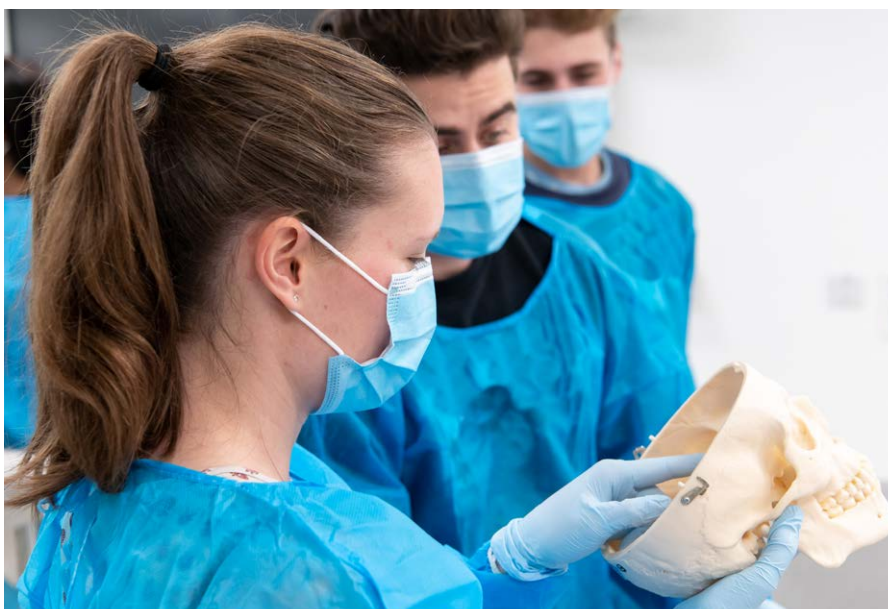
In 2022-23, 1,050 students graduated from health courses across Sussex and BSMS, the equivalent of 13% of our total graduates.

Examples of courses offered at Sussex:

- [Bachelor of Medicine, Bachelor of Surgery, BMBS](#)
- [Biomedical Science BSc](#)
- [Medical Neuroscience BSc](#)
- [Psychology BSc](#)
- [Psychology with Neuroscience BSc](#)
- [Social Work BA](#)
- [Foundations of Clinical Psychology and Mental Health MSc](#)

Examples of courses offered at BSMS:

- [Global Health MSc](#)
- [Healthcare Leadership and Commissioning MSc](#)
- [Paediatrics and Child Health MSc](#)
- [Public Health MSc](#)





Support for education



We have a widening participation scheme called **Brightmed** that conducts outreach to local schools to help increase the number of medical students from under-represented groups. Since its inception, Brightmed has been highly successful and has received nine awards nominations, highlighting its positive impact.

We provide a range of **postgraduate training** for mental health and wellbeing practitioners in the NHS, including those who work in schools.

ENGAGEMENT AND OUTREACH

In 2024, BSMS obtained an overall grade A- in the **Medicine Planetary Health Report Card**, a metric assessing medical school planetary health awareness and accountability, positioning us third in the UK.

Our continuous local and regional engagement and outreach work is demonstrated through our leadership of community programmes that promote health and wellbeing. For example, since 2015, our **Time for Dementia** initiative has seen students supporting people with dementia and their carers. We also run the **Time for Autism** programme, designed to improve healthcare for autistic people by increasing medical students' knowledge and understanding of autism. Additionally, our **Living Well with HIV** project has brought together HIV patients, healthcare providers, and stakeholders in Kent, Surrey and Sussex to improve access to mental health services and enhance the quality of life for those living with HIV.

Professor David Fowler leads the **Starting Well: Children's Mental Health Programme** which works to enable and enrich approaches to research, focusing on early detection and intervention of mental health problems in children and young people.

UNIVERSITY POLICIES AND OPERATIONS

We support the mental health of our staff via an **Employee Assistance Programme** and the Spectrum.Life app, providing in-depth tools and support to improve mental wellbeing.

Our students can access a fully integrated **counselling and wellbeing service and disability unit**.

We also provide a **GP and pharmacy service**, and our students can access free **sexual health services** and advice through an on-campus health centre and through peer-to-peer student drop-ins.

Our **Smoking Policy** prohibits smoking and the use of electronic cigarettes in any University building or premises, including substantially enclosed outdoor areas.

We share our **sport facilities** with the local community. Our sports team, Sussexsport, work closely with **Albion in the Community**, local schools and disability groups to promote sport in the community. We offer free match time to the **VYD youth project** to support disadvantaged groups, including refugees.



1,050

students graduated from health courses or degrees in 2022-23, the equivalent of 13% of our total graduates

SDG4 QUALITY EDUCATION



This SDG relates to our contribution to early years and lifelong learning, our pedagogy research, and our commitment to inclusive education.



of students starting a degree were first-generation students

RESEARCH AND IMPACT

We are home to four education research centres focused on improving education through research and innovation: the Centre for International Education, Centre for Innovation and Research in Childhood and Youth, Centre for Higher Education and Equity Research, and Centre for Teaching and Learning Research.

Our researchers evaluated the [City of Sanctuary 'Schools Sanctuary' Programme](#) (SofS) across schools in Birmingham, Brighton & Hove and Norfolk. The programme ran a pilot for creative methods which can be used by City of Sanctuary and measured how this work with schools helps foster cultures of welcome and solidarity with people seeking sanctuary, contributing to a more inclusive education approach. The evaluation sets out key findings and a number of recommendations. For example, embedding the 'theory of change' more explicitly in the resources that scaffold the journey towards SofS accreditation. Another recommendation was to develop resources, case studies, and the facilitation of greater interconnectedness across the wider work streams.

We are collaborating with the Rees Centre at Oxford University and five other institutions on [The Children's Information project](#) to understand how data and feedback from children and families is collected and used by local and national governments. The project aims to improve local authority children's

services by taking their experience and voices into account in information practice – that is collection, collation, interpretation, analysis and ethical foundations of information, and policy development. Ultimately, the project aims to improve children's wellbeing and educational outcomes, leading to reduced inequalities and greater cost effectiveness of local services.

Sussex researchers, Dr Perpetua Kirby and Dr Rebecca Webb, co-edited a book entitled [Creating with Uncertainty: Sustainability Education Resources for a Changing World](#). Designed for educators interested in incorporating creative methods into sustainability and climate education, the book invites educators to enable students to engage with the complexities of climate change in the classroom and in their everyday lives. New chapters have been added since publication in 2020, on issues including nature conservation and menstrual health. Dr Kirby and Dr Webb also held 'Uncertainty Workshops' with local schools across Sussex in 2022, and a public exhibition based on the *Creating with Uncertainty* resource was displayed at Jubilee Library in Brighton in July 2023.

EDUCATION

We are committed to providing quality education for all, including students from disadvantaged backgrounds. In the 2022-23 academic year, 25% of students starting a degree were first-generation students, meaning they were the first in their immediate family to pursue higher education. Our [School of Education and Social Work \(ESW\)](#) plays a key role in this effort, producing 495 graduates from teaching degrees during the same academic year, making up 6% of our total graduates.

Examples of courses we offer:

- [Childhood and Youth: Theory and Practice BA](#)
- [English BA](#)
- [Primary and Early Years Education \(with Qualified Teacher Status\) BA](#)
- [International Education and Development MA](#)
- [Education PhD](#)
- [International Education and Development PhD](#)



Support for education



At our University, we recognise the importance of education for sustainable development (ESD) in empowering students to tackle global environmental and socio-economic challenges. By integrating the **Sustainable Development Goals (SDGs) into our curriculum**, we help students acquire the knowledge, skills, values and perspectives needed to contribute effectively to these goals.

Our **Educational Enhancement** team disseminates and embeds best pedagogical practice in all aspects of teaching, learning and assessment.

ENGAGEMENT AND OUTREACH

We undertake educational outreach activities beyond campus on a programme basis. For example, the **Sussex Inspires** programme has been developed to offer specific advice, guidance, insight and enrichment to support students in college or sixth form.

Sussex SPARCS (Schools Partnership for Research in the Science Curriculum) is an outreach initiative led by the **School of Life Sciences** at the University. It aims to engage secondary school students in scientific research by providing them with opportunities to work alongside researchers on real-world projects. The programme focuses on enhancing science education through hands-on experience, encouraging curiosity and fostering interest in research careers.



495

teaching degree graduates produced from our School of Education and Social Work (ESW) during the 2022/23 academic year, making up 6% of our total graduates



UNIVERSITY POLICIES AND OPERATIONS

Our **Equality, Diversity and Inclusion Strategy, Inclusive Sussex 2018-2025**, shares our commitments to tackling structural barriers to enable equal access to education and learning opportunities, regardless of ethnicity, religion, disability, immigration status or gender. This strategy encompasses the University values and extends to all our activities.

We provide lifelong learning opportunities through our **staff apprenticeship** and our many **training and development programmes**. The apprenticeship programme is designed for staff at different stages of their careers, allowing learners to gain practical skills, recognised qualifications and experience while working.



1,370

academic staff

405

academic staff in STEMM (30%)

80

academic staff in Medicine (6%)

885

academic staff in Arts Humanities, and Social Sciences (64%)

SDG5 GENDER EQUALITY



This SDG relates to our research on the study of gender, policies on gender equality, and commitment to recruiting and promoting women.

RESEARCH AND IMPACT

The [WE-SAY project](#) investigates the challenges young women face in education and work in Northern Nigeria and South Africa. The project highlights the overlooked reproductive labour of women and its impact on educational opportunities in rural areas where there is high incidence of gender inequality, forced or early marriage, early pregnancies, HIV/AIDS, low and gendered educational outcomes and deep poverty. The project explored these complex intersections through partnerships with local universities and NGOs, as well as direct involvement of local young women advocating for change.

Our aforementioned [FoodSEqual](#) project works with the [Women's Environmental Network](#) to highlight the disproportionate challenges women face in food systems, including access to resources and decision-making roles. The project aims to identify and implement strategies that promote equality in food systems, ensuring women have a more equitable share of the benefits and opportunities within the agricultural and food-related sectors.

Our researchers, Louise Morley and Janet Boddy, are collaborating with Professors Uma Vennam and Vijaya Lakshmi from Sri Padmavati Mahila Visvavidyalayam in India on a project funded by the British Council. The study investigates [gender disparity in higher education in Andhra Pradesh](#), aiming to reduce the gender gap, increase female enrolment, and develop a gender-responsive governance framework. The findings and recommendations will be presented to the State Government to support efforts towards advancing gender equality in higher education.

EDUCATION

Examples of courses we offer:

- [Anthropology BA](#)
- [Anthropology and International Development BA](#)
- [Media and Communications BA](#)
- [Sociology BA](#)
- [Gender and Development MA](#)
- [Gender and Media MA](#)
- [Gender Studies MA](#)
- [Gender, Violence and Conflict MA](#)
- [Sexual Dissidence MA](#)



Support for education



We operate a non-discriminatory student admissions policy. Our [Access and Participation Plan and Access Agreements](#), which is being updated for 2025-2029, tracks under-representation and includes measures to close gaps. The plan includes data for success and progression performance by gender, in addition to the Office for Students (OfS) data, which shows that 55.8% of our entrants are female.

We provide scholarships specifically designed to support women, including the [Gazelle Twin Scholarship for Women in Music](#).

We hold an institutional [Athena Swan Bronze award](#), which recognises our progress so far and is designed to encourage recruitment, career progression and more women to fulfil their potential. Our Gender Equality Steering Group coordinates approaches across the University, including a timetable of school-level applications for Athena Swan. Currently, seven out of 10 schools hold Athena Swan awards, including [Brighton and Sussex Medical School](#), which achieved a Gold award in 2024 for measures to address women's representation, including focus groups to improve experiences with application, and career progression workshops hosted by female academics.

ENGAGEMENT AND OUTREACH

The research activities of women are frequently showcased, including ensuring 50:50 representation of women in research symposia and other events. Among our public engagement activities is the [Soapbox Science](#) event, taking place every year on Brighton seafront. Alongside other universities in Southeast England, this event celebrates Sussex women in STEM who get an opportunity to talk to large crowds about their latest research. Extensive outreach activities in schools promote women in science, encouraging applications from girls.

The School of Engineering and Informatics continues to support female-focused outreach activities such as Robogals, EinE, Women in Science and Technology seminar series, and other new initiatives. The School has organised public activities such as International Women in Engineering Day (INWED), [International Women's Day \(IWD\)](#), and International Day of Women and Girls in Science. For IWD, public-facing showcases and exhibits have been held in University and School spaces and online, including showcasing female role models on our website and staging a large [exhibition of photographs](#) of female staff from a range of disciplines.

UNIVERSITY POLICIES AND OPERATIONS

Our Equality and Diversity Strategy, [Inclusive Sussex](#), and our [gender equality plan](#) set out our commitment to preventing discrimination on grounds of gender. We offer enhanced maternity, paternity and flexible working policies [to support women to work and study at the University](#). Our staff and students can also access a childcare facility on site, a Parent and Carer network, and a carer fund to support those returning

from a period of care-related leave. We have a Menopause Policy that provides clear guidelines for both employees and managers to ensure appropriate support for managing menopausal symptoms in the workplace.

We are committed to non-discrimination for transgender individuals, and to be as inclusive as possible as outlined in our [Trans and Non-Binary Equality Policy statement](#). In 2020, we introduced a [Transitioning at Work Policy](#), along with a staff network to offer peer support.

Additionally, our new [Dignity, Respect and Inclusion Policy](#) includes a comprehensive approach to inclusion, including a zero-tolerance approach to bullying and harassment for both staff and students. To further support this, we have trained Dignity and Respect Champions who provide assistance to staff facing these issues and an online reporting tool, [Report and Support](#), which allows staff and students to report unacceptable behaviours and to receive support and signposting to potential routes of action to address the concern.

We provide [free period products](#) across our buildings for both staff and students. This year's [gender pay gap data](#) for the University showed improvement with a reduction of 2.5% to 14.4% in the mean gender pay gap and a reduction of 0.1% to 12.5% in the median gender pay gap. Over the last five years of reporting, the mean gender pay gap has reduced by 6.9% and the median gender pay gap by 4.3%. We continue to work to eliminate the gender pay gap through regular equal pay audits and academic promotions reviews.

We now have a single website landing page and signposting to provide further support and relevant information; harmonisation of the Dignity and Respect Champions and the Report and Support staff responders into one group of Dignity and Respect Responders; revised oversight and monitoring arrangements with the

Pro-Vice-Chancellor (Culture, Equality and Inclusion) holding executive accountability for Report and Support and receiving quarterly reports of data; restructured teams within Human Resources and the Division for Student Experience to best manage staff and student disciplinary cases; development and roll out of a new personal safety course for staff; revised arrangements and planning for staff surveys; and proactive promotion of the reporting and support routes available to staff and students, including for specific campaigns for students relating to sexual misconduct.

All students are expected to complete the [Consent Matters](#) course, covering areas of sexual consent, communication, and relationships, and how to step in if others need help.



715

first-generation female students

485

female graduates from STEM subjects

90

female graduates from Medicine

3,815

female graduates from Arts and Humanities/Social Sciences

33.3%

of our female academic staff are in senior roles



SDG6 CLEAN WATER AND SANITATION



This SDG relates to research about water, water usage, and our commitment to ensuring good water management in the wider community.

RESEARCH AND IMPACT

The **Ripple effect: advancing waterway resilience** project addresses water pollution and sustainable water management in the UK, focusing on the Upper River Medway. It engages local communities through citizen science to monitor water health and biodiversity, empowering participants to influence policy changes. The project aims to collect data, raise awareness, and restore river ecosystems, contributing to SDGs related to clean water, biodiversity, and climate action. The initiative also explores the role of human connection with nature in fostering sustainable practices.

The University of Sussex, Sussex Sustainability Research Programme (SSRP) and the Government of Ghana convened an official **High-Level Political Forum on Sustainable Development** side event for experts and delegates to debate priorities for achieving clean water and sanitation, along with accessible water resources for all, building on experience in Ghana and other countries.

Sussex PhD student, **Jorge Ortiz Moreno**, shared his academic journey and research on the impacts of rainwater harvesting in Mexico City, particularly on socioeconomically marginalised communities. He examined how harvested rainwater can alleviate water scarcity issues while considering its social, economic and environmental implications. His work emphasises integrating perspectives from the Global South into broader sustainability discussions, aiming to improve resilience in areas facing severe water crises.

Support for education



Our Institute of Development Studies (IDS) offers long-term learning support to the **sanitation and hygiene sector, including training**, production of resources and convening local, national and international workshops.

ENGAGEMENT AND OUTREACH

As mentioned in SDG2, the Sussex Sustainability Research Programme (SSRP) Centre of Excellence held a number of workshops looking into Wicked Sustainability Problems in the context of education and research. The second workshop held focused on **water management** policies and addressed the need to improve policy coherence across water, land and food policies and strengthen the relationship between human rights and access to water and food, drawing examples from the Global South. It also discussed how local agriculture is one of the main drivers of water pollution and possible solutions.

UNIVERSITY POLICIES AND OPERATIONS

We have implemented a comprehensive **Sustainable Water Management Policy** that encompasses operational policies and procedures to promote clean water, sanitation and reduce water consumption. In addition, we have a **Hazardous Waste Policy**, with detailed guidance on wastewater disposal at the University.

Five of our teaching laboratories achieved a **LEAF (Laboratory Efficiency Assessment Framework) bronze award** last year. LEAF helps labs reduce their environmental impact by reducing water pollution, improving waste management and energy efficiency.

In 2022-23, we consumed 328,163 cubic metres of water, totalling 16.16 cubic metres per person. As detailed in our Sustainable Water Management Policy, we are working to reduce our water consumption and several of our campus buildings also feature innovative water-saving technologies. For instance, the Jubilee Building and Student Centre are equipped with rainwater harvesting systems, while the East Slope halls of residence have grey water recycling equipment, with 30% of water from showers being redirected to flush toilets, benefitting 1,434 student rooms.

Furthermore, our **Biodiversity Strategy and Policy** emphasises the need for water-conscious planting practices. For example, selecting plants with low water requirements, planting in shaded areas, using mulch, and minimising watering.

To reduce plastic waste, we provide free drinking water across campus through taps, jugs, and zip taps. Our catering outlets also offer Life Water, an ethical and carbon-neutral product from a Hove-based company. Through our partnership with Life Water, we have contributed to the construction of two wells in rural communities, a project that reflects our commitment to providing safe drinking water to those in need.



328,163

cubic metres of water consumed in 2022-23

SDG7 AFFORDABLE AND CLEAN ENERGY



This SDG relates to our research on energy, energy use, policies, and our commitment to promoting energy efficiency in the wider community.



65,932,843 kWh

Total campus energy consumption in 2022-23

RESEARCH AND IMPACT

We inform and support government in clean energy and energy-efficient technology policy development. For example, on a local level, the [Sussex Energy Group \(SEG\)](#) has established ongoing meetings with members of the Brighton & Hove Council about how our research can inform their policy development and decision making around energy efficiency and clean energy.

Regionally, the SEG participated in a policy roundtable with then-MP, Chris Skidmor, about the Net Zero Review. Nationally, the SEG has had extensive engagement with the UK's new [Secretary of State for Energy Security and Net Zero](#), Ed Miliband, about policies that could help to make the UK's houses more energy efficient.

Sussex Professor, Mari Martiskainen, is a Principal Investigator in the [Solar-Biomass Reversible Energy System for Covering a Large Share of Energy Needs in Buildings \(SolBio-Rev\)](#).

This project is working to reduce the primary energy consumption of the building sector across the EU, aiming to develop a configuration that uses a combination of promising renewable energy technologies and an innovative, heat-pump-based configuration that could reduce fossil fuel dependency by up to 70%.

The [FAIR project](#) by Centre for Research into Energy Demand Solutions (CREDS) examines fuel and transport poverty in the UK's energy transition, identifying deep-rooted societal causes such as financial and infrastructural inequalities. It highlights the North-South and Urban-Rural divide in energy and transport poverty, and discusses how decarbonisation policies, if designed equitably, can reduce poverty while growing the economy. Key policy priorities identified through this project were improving housing energy efficiency, simplifying public transport fares, and supporting electric vehicle charging infrastructure.

EDUCATION

Examples of courses we offer:

- [Electrical and Electronic Engineering BEng](#)
- [Mechanical Engineering BEng](#)
- [Product Design BSc](#)
- [Sustainable Automotive Engineering BEng, MEng](#)
- [Nanomaterials and Energy MSc](#)
- [Energy and Climate Policy MSc](#)

ENGAGEMENT AND OUTREACH

In 2023, the University of Sussex solar panels featured in a report and a video with the [Campaign to Protect Rural England \(CPRE\)](#), a charity seeking to promote the expansion of further roof top solar capacity alongside the protection of our rural landscapes.

In 2023, we relaunched our sustainability engagement action and awards scheme with SOS-UK, Green Impact. As part of the scheme, over 20 Green Impact teams across the University were formed and supported by 16 trained student [Project Assistants](#). Seven students attended IEMA (Institute of Environmental

Management and Assessment) approved [auditor training](#) and audited at least one team. All teams took steps to improve the sustainability of their School, department or building, with 20 available actions. Green Impact facilitated staff-led building and energy audits and encouraged staff to communicate and encourage energy-reducing practices at Sussex.

UNIVERSITY POLICIES AND OPERATIONS

We have set out our policy for achieving energy efficient buildings (both new and retrofitted) within the ['Decarbonising the Economy'](#) section of our strategy. We already ensure that all new buildings constructed on the University campus must meet the energy efficiency standards set out in the BREEAM "Excellent" environmental standard.

Through our new Sustainability Programme, we will be setting new environmental standards for new builds and refurbishments and creating accompanying design guides by April 2025. This will allow us to set the highest achievable environmental and energy standards for a campus of our size, age and complexity.

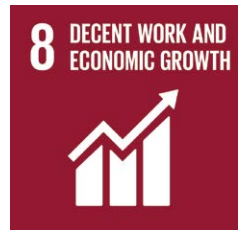
We have audited the lighting and heating of our worst performing buildings and are currently developing improvement interventions. We are also committed to developing minimum environmental product standards for the furnishings and fixtures that we buy for our estate to support the energy efficient retrofitting of our existing buildings.



6,846,662 kWh

Energy use from self-generated low carbon sources (10% of total)

SDG8 DECENT WORK AND ECONOMIC GROWTH



This SDG relates to our economics research, employment practices, and our share of students undertaking work placements.



964

students undertook a work placement of a month or more in 2022-23.

RESEARCH AND IMPACT

Researchers from our Departments of Accounting and Finance and Economics are striving to [improve the working lives of factory workers in Bangladesh](#).

Dr Shoaib Ahmed's research focused on workplace bullying and labour control in the garment supply chain.

Dr Adnan Fakir led on a research project looking into declining employment and wages of female clothing workers in Bangladesh, following the impact of the Covid-19 pandemic on the industry.

The findings of both projects have directly fed into reports published by the United Nations Human Rights Office and the World Bank, respectively.

Nationally, Dr Emma Russel and team are working with the [NHS and agiLab](#) to research specific challenges of agile working in the health service, including how to implement agile working among lower-income workers, and how to reduce conflict among disparate agile employees.

Dr Mike Rogerson and Professor Robert Caruana are working with procurement professionals in the UK's public sector, highlighting the role of supply chain risk management in tackling modern slavery. Both researchers co-hosted the [Business and Modern Slavery Research Conference in 2024](#).

Project X explores why some UK government projects succeed while others fail. It focuses on the government's £423 billion Major Project Portfolio, analysing success factors across six key themes including management practices, data use, and governance. The project involves collaborations between universities, industry, and policymakers, aiming to improve project delivery. Insights from case studies like Heathrow and the London 2012 Olympics inform the research, which is used to enhance government policy and project management.



EDUCATION

Examples of courses we offer:

- [Business and Management Studies BSc](#)
- [Economics BA](#)
- [Economics and Management Studies BSc](#)
- [Marketing and Management BSc](#)
- [Philosophy, Politics and Economics \(PPE\) BA](#)
- [Globalisation, Business and Development MA](#)
- [International Business and Development MSc](#)

Support for education



We have a dedicated [Careers Service](#) for our students. Many of our undergraduates have the option of applying for a paid, year-long placement in their penultimate year of study. A dedicated [Placements team](#) help to support students to achieve this.

We directly link all of our student careers initiatives to the achievement of the UN Sustainable Development Goals. For example, our Career Lab scheme includes over 500 funded student internships and consultancy opportunities, over a third of which have a sustainability focus such as work experience in renewable energy co-operatives and (smart) energy companies.



ENGAGEMENT AND OUTREACH

Earlier this year, we held the second [Green Futures](#) event which provided an opportunity for students to find out about green jobs, hear from employers from a range of industries, and engage with Sussex graduates who are now working in green jobs themselves.

We also provide [job opportunities on campus](#) through various programmes and schemes such as the [Connector programme](#), which aims to improve student experience, the [Student Ambassador Programme](#) and Student Mentors. Beyond campus, students can gain valuable work experience through our [Student Consultancy Programme](#), and our [Graduate](#) and [Internship](#) schemes.

UNIVERSITY POLICIES AND OPERATIONS

We are an important local employer; in 2022/23 we employed 2,710 FTE staff. We are proud to have been accredited as a [Real Living Wage Employer](#) in September 2022, which guarantees the same minimum wage above the statutory government minimum to outsourced workers working on campus as those directly employed by the University.

We recognise labour rights and have three specific [trade unions](#) on campus who we meet with regularly. Between the three unions, all staff groups in Grades 1-9 are catered for under collective bargaining arrangements.

We published a [Modern Slavery Act statement](#) that sets out the steps taken by the University to prevent forced labour and slavery in our supply chain.

Our [Equality Diversity and Inclusion Strategy](#) contains a target to halve the [gender pay gap](#) by 2024, from a March baseline of 20.8%. In 2023, our median gender pay gap was 12.4%. We also have clear policies in relation to pay and progression. All roles undergo a job evaluation exercise to ensure that roles with commensurate demands are paid on the same scale regardless of where or when the role is undertaken. We also focus on ethnicity and disability pay gaps and pay equity.



SDG9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



This SDG relates to our research on innovation, research income from industry, and our range of patents and spinout companies.



to understand how socio-economic and environmental changes interact. Deep Transitions is linked to the aims of the TIPC as part of its research programme.

Sussex Innovation Centre is a dynamic business incubator and innovation network. It offers growth and innovation consultancy, investment support, advice and working spaces catering to SMEs, entrepreneur and startups in our local community.

We have produced **11 innovative spinouts** – registered companies who exploit intellectual property developed at the University, some of which are:

- **Universal Quantum**: developing quantum computers for complex problem-solving
- **Metasonixx**: shaping sound with targeted delivery technology
- **OW**: creating multisensory digital experiences that integrate smell technology
- **Stingray Bio**: fighting breast cancer through LMTK3 protein inhibition
- **Alternox Scientific**: tackling fungal infections for health and food security

Other spinouts include materials science, radiomics, and drug discovery.

RESEARCH AND IMPACT

Our **Science Policy Research Unit (SPRU)** coordinates the **Transformative Innovation Policy Consortium (TIPC)**, which provides a global platform for experimentation, research, training and communications on innovation policy, driven by systems thinking.

SPRU is also leading the **STRINGS** project, working in partnership with several universities and organisations to study and map out the alignment between science, technology and innovation and the Sustainable Development Goals in low and middle-income countries. It is expected that the project will help provide evidence tools and guidelines that can empower more effective policy actions, as well as more inclusive political and technical debates about the roles for science, research, technology and innovation in meeting the SDGs by 2030.

Our **Deep Transitions** project focuses on building resilient infrastructure, promoting sustainable industrialisation and fostering innovation. Led by Professor Johan Schot, the research examines how societal transformations can drive sustainable future systems, as it is happening with the shift from fossil fuel dependency. The project integrates historical insights with future scenarios



Support for education



We offer a specific module on **Infrastructure, Innovation and Sustainability** at Masters level. This module focuses on providing the skills and knowledge required for careers in strategically important infrastructure industries and projects involving clients, architects, engineers, contractors, government agencies, users and other stakeholders.

The University of Sussex has partnered with UC Berkeley to bring **Big Ideas** to the UK. This well-established and highly-respected student startup initiative supports those who have

big ideas for a better world. Contest categories include global health, food and agriculture, arts and social change, education and more. Each year, one Sussex student is selected to travel to California and pitch their idea at a Grand Final, with a chance to win £10,000 launch funding.

We have additional **Elevate Grants** of up to £3,000 for current students or recent graduates to pay for prototypes, intellectual property (IP) protection, specialist equipment and tools to accelerate the success of their startups. Current students can also book Entrepreneurship Exploration sessions to learn how to develop a business and access relevant mentoring.



EDUCATION

Examples of courses we offer:

- [Computer Science and Artificial Intelligence BSc](#)
- [Computing for Business and Management BSc](#)
- [Computing for Digital Media and Games BSc](#)
- [Finance and Technology \(FinTech\) BSc](#)
- [Mechanical Engineering BEng](#)
- [Media Production BA](#)
- [Product Design BSc](#)

ENGAGEMENT AND OUTREACH

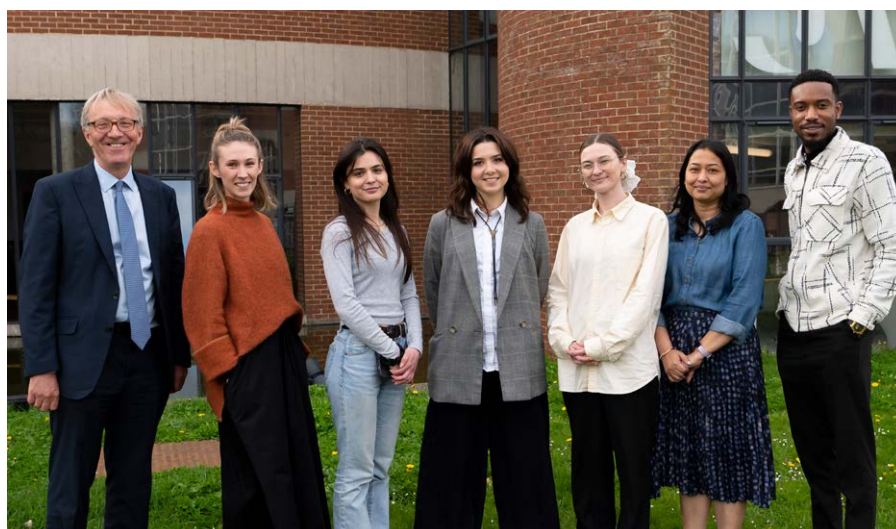
Our flagship initiative, [Pitch for the Planet](#), awarded a share of £30,000 to three innovative startups led by University of Sussex students. This student innovation competition offers funding and a coveted spot in our Summer Accelerator programme, which is designed to help participants develop and implement their initiatives.

In addition to Pitch for the Planet, the University of Sussex invests in community projects and provides access to resources, including funding and financial support, through [Sussex Innovation Centre](#).

UNIVERSITY POLICIES AND OPERATIONS

We are investing in making our 60-year-old [campus better](#), with significant transformational changes to our spaces, from big builds to small refurbishments. We aim not only to provide modern spaces while protecting our historic buildings, but also to make our infrastructure accessible and resilient.

Our commitment to integrate advanced digital infrastructure to improve accessibility and convenience on campus is demonstrated through the new [Atrium Market](#), the first contactless shop at a UK university. Located in the Student Centre and delivered by our catering partner, this innovative solution addresses students' needs by offering a flexible, technology-driven outlet with extended opening hours to match their busy academic and social schedules.



- ▲ [Pitch for the Planet](#)
- ◀ [Pitch for the Planet winners](#)

SDG10 REDUCED INEQUALITIES



This SDG relates to our research on social inequalities, policies on discrimination, approaches to addressing disadvantage, and commitment to recruiting staff and students from under-represented groups.



585
international students from
developing countries

RESEARCH AND IMPACT

Our University enjoys worldwide reputation for its work on the analysis of poverty, inequality and economic development. Our [Centre for Study of Welfare and Inclusive Growth](#) brings together researchers from our Department of Economics, our Business School and the Institute of Development Studies. Our [Centre for International Education](#) has brought significant changes to learning programmes to improve educational inequalities in some of the world's poorest countries.

The [Institute of Development Studies](#) is part of an established interdisciplinary and multisectoral partnership with Ealing Council, NHS North West London, Southall Community Alliance, Voices of Colour and The Young Foundation that is using participatory processes to build shared understandings and develop community asset and research to improve health equity as part of the [Living Roots Project](#).

Professor L. Alan Winters, from our School of Economics, was consulted on the [Independent Commission for Aid Impact \(ICAI\) review of aid for trade](#) in June 2023. The review examined the relevance and effectiveness of UK trade and assessed to what extent the programmes address binding constraints to trade and promote poverty reduction and inclusion.



Support for education



We operate a non-discriminatory student admissions policy. This is supported by our Equality, Diversity and Inclusion (EDI) Policy.

Our Admissions team tracks undergraduate applications through UCAS, as outlined in our Access and Participation Plan. We also monitor and track applications from underrepresented groups and have targets in place to achieve a continued reduction in student attainment gaps for people with protected characteristics where these attainment gaps exist.

We have dedicated advisers to help disabled students to access support and funding. This includes allocating disabled students a mentor or a support worker, and liaising with their GP, Counsellor, or Health Care Team, if necessary.

In addition to the financial support mentioned in SDG1, our [Article 26 Scholarship](#) helps forced migrants or refugees living in the UK to study at Sussex. This scholarship provides a chance for vulnerable and disadvantaged student to gain a graduate education and rebuild their lives.

Professor Benjamin Sovacool co-authored a paper titled [A Cross-Country Analysis of Sustainability, Transport and Energy Poverty](#) which identified that low-income households and minorities are at higher risk of simultaneously experiencing energy and transport poverty, regardless of the national context in which they live, even in relatively wealthy countries. The paper concludes that global sustainable development requires significant policy action, resource distribution and investment in social services.

EDUCATION

Examples of courses we offer:

- [Anthropology BA](#)
- [Economics and International Development BA](#)
- [International Relations and Development BA](#)
- [Media and Communications BA](#)
- [Sociology and International Development BA](#)

ENGAGEMENT AND OUTREACH

We deliver programmes in schools and online to recruit from underrepresented groups via the Sussex Inspire Programme. This programme provides tailored information, advice, and guidance to help students make informed decisions about their futures and support them in applying to university should they choose to do so.

Our **Connector Programme** is a community of staff and students who aim to engage students as co-creators of the student experience and support the delivery of our Access and Participation Plan, targeting specifically underrepresented student groups.

We launched **Black at Sussex** in 2022, a five-year funded programme to acknowledge and celebrate Black staff, students and alumni through ongoing research and initiatives.

We deliver an Open Listening Programme and we host Inclusive in Conversation With series of public speaking events to support inclusion across campus.

UNIVERSITY POLICIES AND OPERATIONS

We have a dedicated Equality, Diversity and Inclusion Unit and Pro-Vice-Chancellor for Culture Equality and Inclusion, Professor David Ruebain, who are actively promoting, coordinating and embedding EDI across the entire university community. In addition, we have a People and Culture Board which provides executive oversight over our EDI work.

We are honoured to be one of just 15 universities to receive University of Sanctuary status, acknowledging our efforts to create a welcoming and supportive environment for individuals from refugee and asylum-seeking backgrounds.

We achieved the **Race Equality Charter Bronze Award** in September 2023, which aims to improve the representation, progression and success of minority ethnic staff and students within higher education. We have also achieved a **top 100 Gold status in the Stonewall Workplace Equality Index**.

We offer accessible housing to disabled students, including rooms that are wheelchair accessible and/or adaptable for students needing specialist personal care and support. We are pleased to be working with **AccessAble** on making



campus information accessible to all. Our new Student Centre is also an accessible building and has a Changing Places facility.

The University is a Disability Confident Employer, and commitments to improving disability equality and inclusion are set in the Inclusive Sussex strategy. The Disability Equality and Inclusion Steering Group brings together key stakeholders to drive this work. We also work with EmployAbility to arrange bespoke training, events and consultancy around disability awareness and inclusion both to Sussex staff and linked employers. We offer a comprehensive range of mandatory and optional training covering all EDI topics from unconscious bias, menopause awareness and neurodiversity.

The Workplace Adjustments Toolkit is the guidance for managers to implement reasonable adjustments for disabled staff and those with long term health conditions, supported by HR and other teams (e.g. Occupational Health, Procurement).

We also have **employee-led networks** – Disability, Neurodiversity, Ethnic Minority, LGBTQ, Trans and Non-Binary and Parent and Carer Networks. In 2023-24, we introduced a Disability Essentials training eLearning for all staff. We are a member of the Business Disability Forum.

We host a **Religion and Belief Forum** to strengthen and develop the University's commitment to creating a non-discriminatory and inclusive environment where religious and non-religious faiths are respected.



4,630

students with declared disability
(25% of total student population)

320

members of staff with declared disability
(12% of total staff)

SDG11 SUSTAINABLE CITIES AND COMMUNITIES



This SDG relates to our role as custodians of arts and heritage, and our internal approaches to sustainability.

RESEARCH AND IMPACT

The University has multiple globally leading research centres in areas critically linked to the development, delivery and operation of sustainable cities and communities. We have been ranked first globally for the last nine years for Development Studies, whilst our [Sustainable Sussex Research Programme \(SSRP\)](#) and Sustainable Policy Research Unit (SPRU) are renowned for delivering impactful research at a local, national and international levels.

Research such as the [Deep Transition Futures](#) run by the Business School explore the role of private and public finance in enabling the fundamental changes needed to fight climate change, species depletion, unsustainable waste production, and rising inequalities. SSRP examines the role of [place-based knowledge](#) on the boundaries for sustainable transitions, showing the systemic impact of our work on many interconnected issues associated with transforming places to become sustainable.

SSRP Director, Joe Alcamo, was invited to give one of the closing keynote addresses at the [EcoCity World Summit](#) in 2023. He called for a new alliance between those working to make cities ecological and just, and those working on national and international strategies to combat climate change and global biodiversity loss.

Our SPRU researchers have collaborated with researchers from universities in Norway, Poland and Germany on a paper titled [Innovating Urban Governance for Sustainable Energy Transitions: Between Institutional Design and Institutional Adaptation](#). The paper aimed to develop a theoretical framework of institutional change that connects field and organisation level analyses of sustainable transitions processes. These processes involve institutional adaptation, through professional, city and regional networks, and institutional design mechanisms capturing the work of entrepreneurs in city administrations

from the bottom up, and leaders in city administration and politics innovating with sustainable transitions governance internally, building organisational infrastructures that support and operationalise energy transition agendas.

EDUCATION

Examples of courses we offer:

- [Design and Business \(with a foundation year\) BSc](#)
- [English BA](#)
- [Geography BA](#)
- [Geography and Anthropology BA](#)
- [History BA](#)
- [Liberal Arts BA](#)
- [Product Design BA](#)
- [Sociology BA](#)

Support for education



Our [Development in Cities](#) module examines urbanisation, its intrinsic inequalities, security, safety, and challenges to sustainability.

ENGAGEMENT AND OUTREACH

In 2022-23, we provided free public events to over 2.8 million attendees. This included lectures, performance arts, exhibitions and museum education, amongst others.

For example, we are an official Higher Education Partner of Brighton Festival and we delivered a series of events across the city including Acoustic Ecologies – Mapping the Climate Emergency, Gardens, Botany and Histories of (De)Colonialism, Music for Girls and The Live Archive. We also delivered free events throughout the year in our Attenborough Centre for the Creative Arts located on our campus.

UNIVERSITY POLICIES AND OPERATIONS

We provide free public access to all our significant buildings on campus, including heritage-listed buildings designed by renowned architect Sir Basil Spence. We are located at the edge of a National Park – the [South Downs National Park](#) – and our green spaces and natural landscapes are accessible to the public free of charge.

Our Library provides a wide range of free open access materials and resources to the general public, including journals, statistics and data sets without needing to become a member. Our print collection is available to the general public through a range of free visitor memberships. The library is also the home of the [Open Press at the University of Sussex](#), working with academic colleagues to create and share educational content and open access books that are available to all.

We have both an [Active and Sustainable Commuting Policy](#) and a dedicated section within our Sustainability Strategy, which includes a commitment to setting new annual active and sustainable commuting targets. This builds on our previous travel plan from 2019 that includes current targets for reducing car use. We have recently recruited a Sustainable Travel Adviser who will be responsible for setting out these targets in the near future.



We have been ranked

1ST

globally for the last 9 years
in a row for Development Studies

SDG12 RESPONSIBLE CONSUMPTION AND PRODUCTION



This SDG relates to our University's research on poverty, and our support for low-income students and citizens in the local community.

RESEARCH AND IMPACT

Earlier this year, Dr Andre Maia Chagas and Dr Zahid Pranjol launched a pilot project [Precious Bottles](#) to recycle plastic bottles into 3D printing filament. The initiative aims to reduce plastic waste and its associated carbon footprint. Students will leverage open-source resources, as Precious Plastics, to create more sustainable products, and in the future, they aim to target other plastics which may be more difficult to recycle through mainstream channels.

The [Transformative Innovation Policy Resource Lab \(TIPRL\)](#) supports policymakers and practitioners in advancing circular economy principles globally. An example of this is in the Circular School Programme Partnership, an initiative that promotes the principles of circularity in schools while addressing pressing environmental challenges and economic development needs in Indonesia.

Our [Senior Lecturer, Claire Potter](#), has been appointed as a Design Council Expert, and is part of a community of pioneering designers dedicated to advancing a planet-positive and regenerative future through sustainable design practices. Potter has been teaching the module, [The Role of Design in the Circular Economy](#) for the past 11 years, inspiring our students to seek innovative solutions to responsible production challenges.

Building on the [Zero Waste Manufacturing](#) project, Professor Nachiappan Subramanian's research on data-driven quality grading, smart costing for end-of-life (EOL) products, and the integration of distributed ledger technology has significantly contributed to the development of [REMADE UK](#)'s remanufacturing e-marketplace. Currently in beta testing with large corporations globally, this platform aims to drive trade growth by utilising EOL products as feedstock for manufacturing and facilitating the trade of

remanufactured goods within corporate procurement teams. Additionally, the initiative is supported by an educational programme designed to achieve net-zero targets and alleviate supply chain stress by reducing costs. This work has led Professor Subramanian to become a Technical Advisor to the [Recreate India Research Foundation \(Re:CREATE\)](#), collaborating with the Telangana State Government to develop policies that encourage remanufacturing growth.

EDUCATION

Examples of courses we offer:

- [Ecology and Conservation BSc](#)
- [Geography BA](#)
- [Geography BSc](#)
- [History BA](#)
- [Product Design BA](#)
- [Product Design BSc](#)

ENGAGEMENT AND OUTREACH

We have a target to achieve 50% recycling by 2025 and we are introducing initiatives to help us achieve this, such as a new [returnable cup scheme](#). In October 2023, more than 17,000 cups were thrown away on campus, we hope that with this new scheme, our disposable cup use will decrease which is currently a difficult waste stream to recycle. We have also introduced new bins for easier waste segregation in our main food outlet [Eat Central](#) and are ramping up our communications to support student to [recycle correctly](#).

Beyond the campus, we encourage our staff to take time to support good causes in our local community through the Volunteering Policy. We hosted a [beach clean event](#), attended by 40 volunteers, as part of the Plastic Free July campaign, a global

movement encouraging individuals and organisations to reduce their plastic consumption.

UNIVERSITY POLICIES AND OPERATIONS

We have a [Sustainable Procurement Principles Framework](#) which promotes responsible social, environmental and economic consumption throughout our supply chain.

Our [Sustainable Food and Agriculture Policy](#) complements the framework and extends this responsibility to our direct supply chain partners at the point of tendering and contract renewal. This policy includes guiding principles, such as using local suppliers, adhering to high animal welfare standards, and using Fairtrade products where relevant.

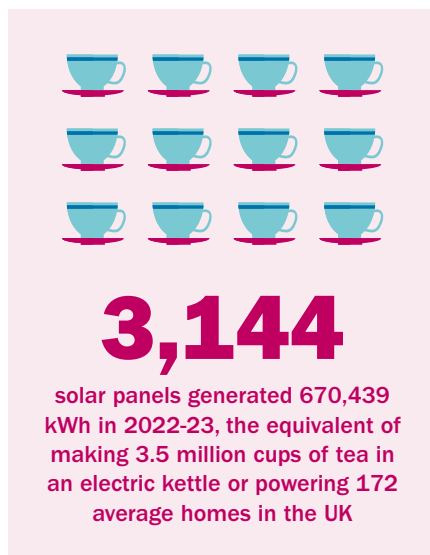
Our [Waste Reduction, Reuse and Recycling Policy](#) contains a specific pledge to minimise plastic waste, including minimisation of single-use plastics, hard-to-recycle plastic materials and plastics that have the potential to harm wildlife, habitats or human life, including aquatic systems. Additionally, our [Hazardous Waste Policy](#) sets out the process for disposing of hazardous materials.



SDG13 CLIMATE ACTION



This SDG relates to our research on climate change, our use of energy, and our preparations for dealing with the consequences of climate change.



RESEARCH AND IMPACT

Our **SUS-POL project** combines insights from political economy, international relations, sociology and more to understand the factors that encourage policies limiting fossil fuel production. By investigating the barriers and drivers behind supply-side climate actions, the project aims to offer practical guidance for adopting such policies and identifying supportive conditions across different contexts and levels of governance. A key aim of this project was to develop an **open-source database** that tracks existing supply-side policies around the world in partnership with the Fossil Fuel Non-Proliferation Treaty.

In September 2023, Sussex academics secured a large external grant to ramp up their climate adaptation and resilience research in the Greater Horn of Africa. The **PASSAGE project**, led by Dr Pedram Rowhani, is funded by the Climate Adaptation and Resilience (CLARE) programme, run jointly through the UK Foreign, Commonwealth and Development Office (FCDO) and Canadian International Development Research Centre (IDRC). It builds on previous research funded by the **Sussex Sustainability Research Programme (SSRP)**.

The grant allows the project team to develop early warning systems to protect the livelihoods of pastoral communities and local institutions from climate hazards, and particularly drought, in Ethiopia, Somalia, South Sudan, Uganda and Kenya. The Sussex team is collaborating with national and regional governmental agencies including:

- the National Drought Management Agency
- the Regional Centre for Mapping of Resources for Development
- the Climate Prediction and Applications Centre
- the UN agency the World Food Program.

The **LANDMARC project** aimed to deepen our understanding of land-based mitigation technologies by providing better estimates of the realistic potential for agriculture, forestry and other land use sectors to enhance the uptake of carbon dioxide from the atmosphere.

The **Sussex Energy Group** research focuses on the major challenges facing energy and climate today. For example, the **EMPOCI project**, led by Professor Karoline Rogge, is investigating how to accelerate the low-carbon transition in energy and mobility systems at regional and national level. The project aims to provide new understandings of the global interplay between multi-level policy mixes and low-carbon innovations in socio-technical transitions, develop new tools and strategies to enable the transition.

EDUCATION

Examples of courses we offer:

- **[Ecology and Conservation BSc](#)**
- **[Economics and International Development BA](#)**
- **[Electrical and Electronic Engineering BEng](#)**
- **[Sustainable Automotive Engineering BEng](#)**
- **[Energy and Climate Policy MSc](#)**
- **[Geography BSc](#)**





Support for education



We offer five £3,000 **Climate Leader Scholarships** and mentoring support for students to develop a high-level project plan that brings real-world change in relation to the

ENGAGEMENT AND OUTREACH

We support local education programmes and campaigns by providing on climate change risks, impacts, mitigation, adaptation, impact reduction and early warning. For instance, Dr. Melissa Lazenby and her PhD students created three videos for Time for Geography covering **climate change, human causes of climate change** and **UK extreme weather** for GCSE and A-level students. She also provided climate education lectures for local schools and for the Brighton Geographical Association.

The **Sussex Energy Group** provides free seminars on climate to the local community through the **Energy and Climate Seminar Series**, with topics ranging from low carbon transitions, to societal impacts of energy use. These are recorded and available to watch by all.

We also hold workshops for the local community. For example, two of our lecturers collaborated with a local illustrator and cartoonist engaged the public to create a **24-hour comic** that envisions a journey to a sustainable future for the South Coast of England, bringing together artists, authors and game developers over a series of workshops.

UNIVERSITY POLICIES AND OPERATIONS

We have our own Climate Action Plan (the **Decarbonising the Economy** section of our Sustainability Strategy)

that includes providing civic leadership and partnerships. We are members of the Greater Brighton Economic Board (GBEB) and have jointly agreed 10 pledges to lead the way in helping to tackle climate change and developing green growth. We are also members of the UN Race to Zero international campaign.

In 2023, the University of Sussex solar panels featured in a report and a video with the **Campaign to Protect Rural England (CPRE)**, a charity seeking to promote the expansion of further roof top solar capacity alongside the protection of our rural landscapes.



SDG14 LIFE BELOW WATER



This SDG relates to research on life below water, and both our education on and support for aquatic ecosystems.

RESEARCH AND IMPACT

The University of Sussex are established partners of the [Sussex Kelp Recovery Project](#). Initiated in 2021, it has now been extended to the [Sussex Bay Partnership](#), including NGOs such as Rewilding Britain. Encompassing 100 miles of Sussex waters from Chichester to Camber Sands, [Sussex Bay](#) has designed and implemented the UK's first Blue Natural Capital (BNC) Lab, with the aim of building high-integrity, sustainable investment models to enable seascape restoration at scale, and an aspiration to extend that restoration into coastal communities and intertidal zones of river catchments wetlands and saltmarshes that support nature and people to thrive.

EDUCATION

Examples of courses we offer:

- [Biology BSc](#)
- [Ecology and Conservation BSc](#)
- [Product Design BSc](#)
- [Zoology BSc](#)
- [Conservation Biology MRes](#)
- [Global Biodiversity Conservation MSc](#)



We host beach cleans annually

Support for education



We teach modules in this area, including our Coastal Ecology Field Course at undergraduate level and Coral Reef Ecology field courses at both undergraduate and postgraduate level.

ENGAGEMENT AND OUTREACH

As a coastal university, we are committed to supporting and organising events aimed to promote conservation and the sustainable utilisation of aquatic ecosystems. We host [beach cleans](#) annually as a way to engage students in the fight against plastic pollution, keep our local beach clean and raise awareness regarding the impacts of plastic. We have also held

screenings for the film [Plastic Warriors](#) which follows scientists, campaigners and designers working on solutions to tackle the biggest pollution crisis of our times, including Sussex academic, Claire Potter.

UNIVERSITY POLICIES AND OPERATIONS

Our [Sustainable Food and Agriculture Policy](#) sets out our plans to ensure that food on campus that comes from aquatic ecosystems is sustainably harvested. Our catering provider, Chartwells, part of Compass Group UK and Ireland, promote sustainable and responsibly sourced seafood and do not serve seafood on the fish-to-avoid list (as defined by the Marine Conservation Society (MCS)). Compass Group UK and Ireland is also partnering with the Sustainable Seafood Coalition (SSC) and committed to SSC's Codes of Conduct that requires annual risk assessments on all fisheries that Compass procures from.



SDG15 LIFE ON LAND



This SDG relates to our research on life on land, and our education on and support for land ecosystems.



RESEARCH AND IMPACT

Numerous projects led by SSRP researchers have focused on the rights of nature in South America. Professor Mika Peck is developing a knowledge exchange network called **Ecoforensics**, in which ecological data can be used as legal evidence and shared more easily among local stakeholders. Ecuadorian communities can use this data to protect their ecosystems under **Rights of Nature** legislation. This builds on a landmark ruling in Ecuador's Constitutional Court in December 2021, which applied 'Rights of Nature' laws to protect the Los Cedros Reserve from mining. The decision was supported by Professor Peck's research in the region.

The project was expanded out to the **Minas Gerais state in Brazil**, where a team headed by Professor Peck and Dr Joanna Smallwood have established a new knowledge-exchange network supporting six local communities to explore the establishment of Rights of Nature legislation and improve their capacity to preserve ecosystems against extractivism. Professor Peck and Dr Smallwood discussed their research in a panel discussion as part of a public event at Lewes Depot cinema's Climate Action! Festival.

Meanwhile, a project led by Professor Fiona Mathews is building on protections established in the **Andean-Bear-Corridor**, focusing on applying 'Rights of Nature' principles to mitigate socio-economic inequalities and enhance forest conservation.

EDUCATION

Examples of courses we offer:

- **Biology BSc**
- **Ecology and Conservation BSc**
- **Product Design BSc**
- **Zoology BSc**

Support for education



Our students have the opportunity to gain practical experience in biodiversity projects through **field trips**, and on campus through our **five ongoing projects**: Pollinators, Love Your Scrub, Psychology School Garden, Swift and Bat Boxes, and Orchards and Food Production.

ENGAGEMENT AND OUTREACH

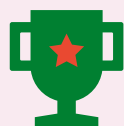
We host multiple nature walks across the year, inviting students to explore our biodiversity hotspots and green spaces. We also run educational and outreach programmes on ecosystems for national and local communities. For example, our Senior Lecturer in Biology, Dr Christopher Sandom, runs **Rewilding Sussex** as a community group to engage people with rewilding locally.

UNIVERSITY POLICIES AND OPERATIONS

Our **Biodiversity Strategy and Policy** covers conservation restoration and use of our campus ecosystems, and we work directly to maintain and extend our existing ecosystems and their biodiversity. The University of Sussex will dedicate **42% of its campus to nature by 2027**, exceeding the UK's goal of managing 30% of land for biodiversity by 2030. This initiative, driven by consultations with students and staff, aims to enhance biodiversity through passive rewilding, reduced mowing, and protection of vulnerable species. Our aim is for our campus to become a **model for biodiversity**, supported by academic-led projects like the Love Your Scrub rewilding initiative and pollinator habitat research.

Our **Rural Estate Management Plan** emphasises biodiversity as a main focus and outlines objectives to preserve natural habitats, manage woodlands and promote sustainable land use. The plan supports wildlife conservation by protecting rare species, enhancing green corridors and maintaining ecosystems. These efforts aim to balance conservation with the estate's agricultural, educational and community roles and opportunities. Thanks to the dedication and efforts of our Grounds Management team, last year we were presented with our eighth consecutive **Green Flag Award**.

In June 2023, the University made a **Nature Positive University Pledge**, joining other leading universities in the world in making a commitment to start a nature positive journey, incorporating a biodiversity baseline, targets, actions and annual reporting.



Last year we were presented with our 8th consecutive Green Flag Award

SDG16 PEACE, JUSTICE AND STRONG INSTITUTIONS



This SDG relates to our research on law and international relations, our participation as advisers for government, and our policies on academic freedom.

RESEARCH AND IMPACT

We provide expert advice to government and undertake policy-focused research in collaboration with government departments. Our [Nature-based Solutions for Climate Change](#) project is part of a broader UK government-funded project headed by Natural England and the Environment Agency among other organisations. The project explores trade-offs between different land use priorities, such as carbon storage, biodiversity, food production and cultural values. The team is developing a landscape mapping and modelling tool, which incorporates socio-economic and ecological data and machine-learning technology. A key aim of the project is to inform policy and enable stakeholders to make informed decisions about sustainable land use.

Our commitment to peace and justice is reflected in the impactful work of our researchers. For instance, Professor Fabio Petito has been working with the Council of Europe on a meeting to relaunch the dimension of [interreligious dialogue](#), focusing on how interreligious engagement can reinvigorate democracies and a democratic culture in Europe. Professor Petito also participated in a Policy Dialogue on Religions and International Relations roundtable entitled [Religion, Conflict and Peacebuilding in Contemporary Global Crises](#), providing an opportunity to achieve a more nuanced understanding of what religious actors can bring to the table in peacebuilding.

The University hosted a research forum entitled [AI for a Better World?](#) in December 2023, aiming to generate critical conversations and new research collaborations around the positive use of AI in sustainability research. Sussex researchers Dr Adam Barrett, Professor Fiona Marshall and Tessa Lewin presented on various aspects of AI and sustainability. Topics covered in the group discussions included: stemming the exponential growth of data in AI and

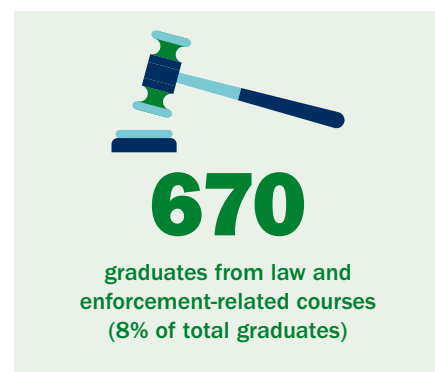
the carbon costs of generative AI; AI in international contexts; place-based solutions and social needs; language and how we talk about AI.

We provide expert policy advice to Government based on our research. Professor Benjamin Sovacool and Professor Matthew Lockwood are leading on key research as part of the [Industrial Decarbonisation Research and Innovation Centre](#). This research focuses on governance, just transitions and politics of the industrial decarbonisation policy in the UK, aiming to develop effective policy and regulatory frameworks for industrial decarbonisation.

EDUCATION

Examples of courses we offer:

- [Law LLB](#)
- [Law with International Relations LLB](#)
- [Law with Politics LLB](#)

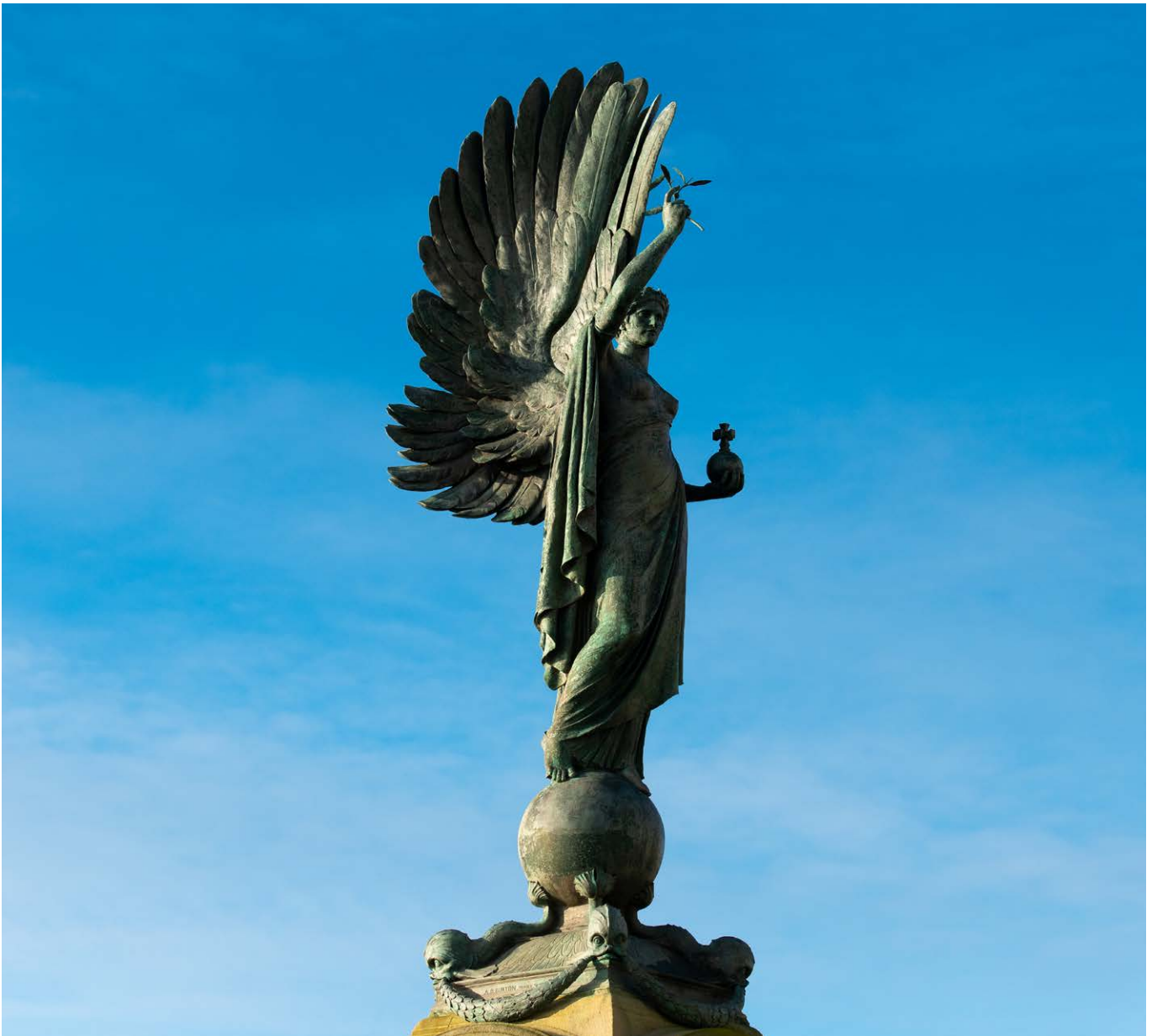


Support for education



We have a dedicated module on [Conflict, Peace, and the Places in Between](#), which examines the drivers and dynamics of armed conflicts, civil wars and insurgencies and international attempts to address them. We

also provide specific upskilling and capacity building opportunities to policymakers and lawmakers – for example, the Institute of Development Studies offers a six-week specialist short course on [‘Shaping Policy with Evidence’](#), with an explicit focus on the power analysis and politics required to influence practitioners in highly complex environments.



ENGAGEMENT AND OUTREACH

We provide a neutral platform and 'safe' space for different political stakeholders to come together to frankly discuss challenges. The [Sussex Centre for Human Rights Research](#) (SCHRR) holds termly talks, workshops and roundtables inviting different perspectives on difficult topics. For example, in the shadow of the recent South Africa v. Israel procedure, the SCHRR held a roundtable considering the prospects and limitations for human rights accountability in and beyond international courts, where contributors intervened from a range of perspectives.

The [Sussex Law Clinics project](#) is comprised of 10 legal clinics, run by over [80 law students](#) with guidance from tutors and solicitors, offering pro bono services in areas such as family,

criminal justice and environmental law. A new [Street Law Clinic](#) was launched in 2023/24, providing legal education to charities, schools and local community groups after a successful pilot scheme.

UNIVERSITY POLICIES AND OPERATIONS

In alignment with SDG16, which promotes strong institutions, the University ensures elected representation on its [Council](#), involving academic staff, professional services, and students. We publicly recognise our [Students' Union](#), which also engages in governance and advocacy through elected officers.

The University upholds [anti-bribery, fraud and corruption policies](#) and we revise our [freedom of speech](#) code of practice annually. Additionally, we publish and annual financial statements for transparent public accountability.

Our [Knowledge Exchange and Impact Strategy](#) sets out our commitment to connect, collaborate and create knowledge with our stakeholders, including local councils, agencies, Higher Education and Further Education partners, charitable organisations and local businesses. We also welcome corporate partnerships that help our students, support our research and encourage entrepreneurship and enterprise.

The [Civic Leaders and Partners](#) section of our Sustainability Strategy also sets out plans to work with named local community partners and forums on sustainability.

SDG17 PARTNERSHIPS FOR THE GOALS



This SDG relates to the broader ways in which our University supports the SDGs through collaboration with other countries, the promotion of best practices, and the publication of data.



Our Volunteering Policy for staff provides employees on a contract of 12 months or more an allowance of at least two days per year (pro rata) to volunteer in a charity of their choice that is aligned to the SDGs

RESEARCH AND IMPACT

Throughout this report, we have shown the evidence and scale at which our research and impact is carried out. We are committed to SDG17 through collaboration, knowledge sharing and international cooperation. Collaboration and **partnership** run through the University of Sussex's DNA and are essential to the character of the institution. Over the past decades, we have worked with partners to establish an extensive global network of 329 academic partners in 59 countries.

We are actively engaged in partnerships in a local, national and international level, working closely with NGOs, governments and other Higher Education Institutes in the UK and globally.

Dr Mike Rogerson in the **University of Sussex Business School** worked with the Modern Slavery and Human Rights Policy and Evidence Centre (PEC), the universities of Bath and the West of England, the London Universities Purchasing Consortium, and modern slavery charity Unseen UK on **Intersecting Sustainabilities** on the links between modern slavery and climate change.

Our research project **Just North**, a collaboration between our Sussex Energy Group, Michigan Tech and UTI

in Norway, held a research showcase meet and greet in the Blue Zone at COP28. This is a crucial event for global community where stakeholders from civil society, indigenous communities, governments and NGOs gather to discuss climate action and the Sustainable Development Goals. Just North is about economic decision making in the Arctic, a zone deeply affected by temperature rises and climate change.

Lidia Cabral from the Institute of Development Studies is a member of T20, as Co-Chair for Taskforce 1 on Promoting Effective Policies to Fight Poverty and Hunger and the Role of Trilateral Cooperation, participating in cross sectoral dialogue. Cabral shares knowledge, identifying challenges and produces policy briefs, such as **ensuring pathways to sustainable food systems are equitable is a moral and existential imperative**.

EDUCATION

Examples of courses we offer:

- [International Development BA](#)
- [International Relations and Development BA](#)
- [Politics and International Relations BA](#)
- [Sociology and International Development BA](#)

Support for education



We have a number of **global mobility partnerships** with universities around the world through which we exchange both students and staff.





ENGAGEMENT AND OUTREACH

SSRP hosted four workshops around the theme of **Wicked Sustainability Problems** earlier this year to investigate difficult or impossible challenges where any solution is most likely to resolve in some kind of trade-off. Open to the public, these workshops explored environmental issues directly linked to SDGs.

We have dedicated outreach educational activities for the wider community. Dr Beth Nicholls created **beginner guides** to educate non-experts on wildlife gardening, urban growing, and pollinators, and installed three **community orchards** in Brighton & Hove. These guides were aimed at urban growers and community groups, and

were based on her research including the People, Pollinators and Pesticides projects and are freely available online.

Our Business School is a proud member of the UN Global Compact and the Principles of Responsible Management Education (PRME) programme. In 2023, we raised our SDG Flag as part of the UN campaign in the hope that other organisations will join us in showing their commitment to the Global Goals and taking action to combat major challenges.

UNIVERSITY POLICIES AND OPERATIONS

One of the four strategic aims of our **Knowledge Exchange and Impact Strategy** is to lead and influence local, regional, national and international discourse concerning the efficacy, sustainability and impact of proposed solutions for the UN SDGs.

The University encourages its staff and students to take the time to support good causes in the community. Our **Volunteering Policy** for staff provides employees on a contract of 12 months or more an allowance of at least two days per year (pro rata) to volunteer in a charity of their choice that is aligned to the SDGs.

CONTACT THE SUSTAINABILITY TEAM

To find out more about sustainability at Sussex, visit our **[sustainability webpages](#)** to see the latest news, events and find more information about what we do. You can also stay up-to-date on what the Sustainability Team are doing via our **[Instagram](#)**.

[Subscribe to the Sustainable Sussex newsletter](#) to stay updated on our work on the SDGs, and our place in the rankings.

If you have any questions about this report, please contact us at **sustainable@sussex.ac.uk**