

Sustainability and Wellbeing team

Action Plan 2020

Unitec Priority	Team Priority	Action and Timing
Improve the success of all learners, achieving parity for Māori, Pacific and under 25s by 2022, enhancing international learner success and serving the educational needs of West, Central and North Auckland communities	Support staff led initiatives focused on enhancing international learner success (diversity and inclusion theme)	Partner to deliver at least two events: <ul style="list-style-type: none"> <input type="checkbox"/> International Food Festival planned for April <input type="checkbox"/> Moon Festival planned for October <input type="checkbox"/> Diwali planned for November
Provide high quality learning, teaching and applied research to develop work-ready lifelong learners and return to Category One status	Engage students and staff in projects that demonstrate integrated nature of sustainability and help reach Unitec Sustainability goals	Collaborate with relevant schools/departments on at least two of the following: <ul style="list-style-type: none"> <input type="checkbox"/> Kaitiakitanga strategy (I.e. Mauri metrics and Kaitiakitanga budge development) by Q4 <input type="checkbox"/> Native tree nursery project by Q4 <input type="checkbox"/> Zero Waste initiatives (i.e. Para Kore education campaign by Q4, Recycling week in October) <input type="checkbox"/> Projects that demonstrate low carbon technologies and renewable energy by Q4
Engage and inspire staff so they are proud to work at Unitec and are equipped with the capabilities to support quality learning	<p>Partner to grow a community of support and action for wellbeing (Wellbeing Strategy – Objective 1)</p> <p>Focus on a holistic wellbeing approach (Wellbeing Strategy – Objective 2)</p> <p>Partner to weave the wellbeing strand through a range of initiatives (Wellbeing Strategy – Objective 3)</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Implement five ideas/suggestions/projects coming from Sustainability club huis <input type="checkbox"/> Support Social Club in organising four events throughout the year <input type="checkbox"/> Continue to develop staff capability in mental health: <ul style="list-style-type: none"> ▪ 25% of Permanent Staff completing mental distress workshops by Q4 ▪ Offer complementary Resilience building/stress management workshops in Q2 and Q3 <input type="checkbox"/> Introduce five new initiatives to increase reach of the wellness programme <input type="checkbox"/> Design a strategy and action plan to improve organisational understanding of flexible work arrangements by Q3 <input type="checkbox"/> Partner with L&D team to align with the mahi of the Diversity and Inclusion Rōpū by Q4 <input type="checkbox"/> Complete work with H&S team on embedding wellbeing strategy in inductions and safety walks in Q1 <input type="checkbox"/> Via 2020 Assurance Programme discussions, work with H&S team to develop staff capability in psychosocial risk management
Build a financially sustainable organisation to invest in the future with an operating surplus by 2022	Work in partnership with internal and external stakeholders to reduce Unitec's environmental footprint	<ul style="list-style-type: none"> <input type="checkbox"/> Provide robust monthly reporting (new template due Q1) <input type="checkbox"/> Research innovative carbon offsetting schemes in Q1 <input type="checkbox"/> Review progress and accordingly adjust Unitec Travel Plan by Q2 <input type="checkbox"/> Complete coding Uniwaka carpooling app and trial it in Q3