



# Sustainability and Wellbeing Report

2019 review



# Environmental footprint – Carbon



## Trend insights

We are on track for 30% carbon footprint reduction by 2025 from our 2014 baseline.

This is due to a combination of dropping EFTS in both student and staff numbers, and organisation wide changes as per our Renewal plan. These changes include:

- continued restrictions on air travel
- large scale moves out of the central campus
- repairs of steam/AC systems and consequent, reduced use of individual appliances
- no longer carrying out unnecessary monthly load testing of large scale equipment (i.e. emergency lighting and generators)
- better defined operational hours for many buildings leading to reduction in use

We have however seen increases in taxi, car rental and paper use, and sent less than half of 2018 waste amount for recycling.

Data for each individual carbon sources can be viewed on [One Planet website](#). Please use alternative browsers to Chrome.





# Environmental footprint – Water



## Trend insights

Spike recorded in March is due to compounded effect of:

- a discovery of a large leak due to old and frail water mains system
- Watercare's contractor not completing a read for 7 months

Overall increase in water use is due to the water leak.

We have had a detection company on site over the last 6 months helping us to repair, map and consolidate our feeds and where possible amend to our new main.

There is still a large amount of work to complete to ensure no repeats of the same problem in the near future.



# Staff wellbeing – Psychological safety

Below are the 10 key statements for assessing psychological safety, sourced from 2019 staff engagement survey. Psychological safety is the extent to which individuals feel secure and confident in their ability to manage change. Unitec has in the last year significantly improved its change management approach, where the Renewal strategy was effectively communicated and implemented throughout the organisation, and leaders clarified and role modelled expected organisational cultural behaviour. Areas for ongoing improvement include staff's involvement and influence in decision making and effective two way communication whether it be for professional development or creating open and safe environment to speak up.

I feel valued in the work I do

Sentiment: ● Negative ● Neutral ● Positive



My physical environment allows me to do my job well



Our line manager creates an environment for good teamwork



Unitec offers flexible work practices which help me manage my work life balance



Unitec Renewal strategy is clear and I understand it



It is easy for me to find out what is going on around Unitec that impacts me



I feel that my ideas for improvement are listened to



I am clear about what is expected of me in my role



The way my performance is evaluated provides me with clear guidelines for improvement



At Unitec, I feel confident to speak up when I witness or experience inappropriate behaviour or when something doesn't feel right





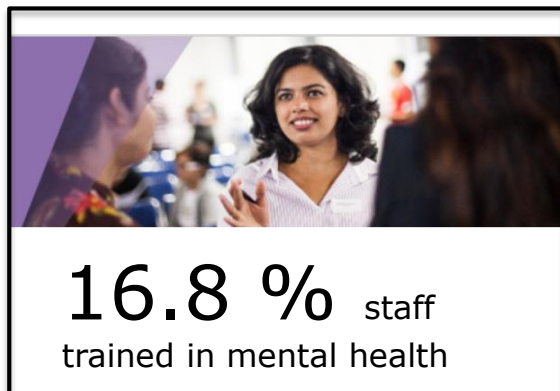
# Staff wellbeing – lead indicators



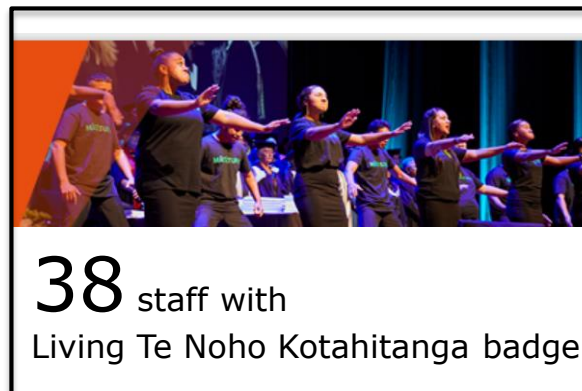
213  
members



4011  
attendees



16.8 % staff  
trained in mental health



38 staff with  
Living Te Noho Kotahitanga badge

# of formal and  
informal staff  
events

Measure to be  
activated in 2020