

## **Water Consumption and Reduction Policy**

### **1.0 Introduction**

The University of Northampton is one of the youngest Universities in the UK and as an institution we work hard to have a positive impact on the world around us in terms of environment and sustainability, as well as local social impact. The University recognises our activities can have a negative impact on the environment, both locally and globally, and we are committed to making sustainable development part of its operations, research and curriculum.

This policy will be reviewed by Estates and Campus Services on a 3-year basis or amended in response to changes in future legislation and/or case law.

### **2.0 Ownership**

Estates and Campus Services owns and manages this policy on behalf of The University of Northampton.

### **3.0 Organisational Scope**

This Water Consumption and Reduction Policy is a corporate policy and applies to all employees (and workers, as applicable) of The University of Northampton including any wholly owned subsidiaries, unless an alternative policy exists, subject to any qualifying conditions.

### **4.0 Policy Statement**

The University recognises that water is a valuable shared resource with tangible flows into and out of the organisation. Natural water flows represent both a risk and an opportunity which we will manage to minimise potential damage to university assets and our surrounding environment, whilst capitalising on opportunities to reduce our demand from artificial sources.

The effective treatment of water has significant greenhouse gas emissions, contributing to climate change, we are committed to supporting The United Nations Sustainable Development Goal (SDG) 6: Clean Water and Sanitation to ensure availability and sustainable management of water and sanitation for all, through the effective monitoring of water consumption and implementation of improvement initiatives across our campus.

The Estates and Campus Services department will monitor and reduce the consumption of water, ensuring all legal, regulatory and service requirements are adhered to.

This policy forms part of and should be read in conjunction with the University's [Environment Policy](#).

## **5.0 Key Principles**

The University of Northampton will:

- Comply with all relevant legal and legislative requirements relating to water use, consumption, and efficiency.
- Identify areas of significant water use at the University in order to set appropriate objectives and action plans to reduce water use and water waste.
- Strive to reduce year on year water consumption per full time equivalent staff and student.
- Monitor and report on water consumption.
- Promote conscious water usage amongst staff, students, visitors and wider community driving water efficiency and conservation.
- Implement water saving and harvesting technologies in all new builds and major refurbishment projects and implement such technologies in all existing UON buildings within 10 years.
- Procure water in accordance with the University's Ethical and Sustainability Procurement Policy.
- Provide free drinking water facilities to staff, students and visitors across the estate.

- Provide educational opportunities for staff, students, visitors, and local community to learn about good water management.

## **6.0 Associated Documents**

The University of Northampton's associated documents:

- [Environment Policy](#)
- [Water Action Plan \(as part of our LiE Manual\)](#)
- [Carbon Management Plan](#)
- [Ethical and Sustainable Procurement Policy](#)
- [Ecology Policy](#)
- [Sustainable Construction Policy](#)

## **7.0 EQUALITY IMPACT ASSESSMENT**

An Equality Impact Assessment must accompany this document.

## **8.0 VERSION CONTROL**

### **Version Control V1**

Original date written: 30/03/2024

Author: Environment and Sustainability Team, Estates and Campus Services

Approval: TU Liaison 20/05/2021 and Sustainability Board 14/06/2021

### **Version Control V2**

Author: Environment and Sustainability Team, Estates and Campus Services

Date Written: 13/11/2025

Amendments: Updated links within the document and edits of text errors.

Approval: University Leadership Team (ULT)

Status: APPROVED

### **Equality Impact Assessment (EIA) Template**

Before carrying out EIA, you should familiarise yourself with the University's EIA Guidance and Notes. Additional training is available through staff development.

EIA forms part of the University's Impact Assessment procedure and covers policies, provisions, criteria, practices and activities, including the delivery of services and decisions, but will be referred to as policy/ practice hereafter.

An EIA should be completed prior to decisions to implement new or change any existing

policy/ practice and reviewed throughout the decision making or review process.

**1. Policy/ Practice (name and brief description)**

University recognises that water is a valuable shared resource with tangible flows into and out of the organisation. Natural water flows represent both a risk and an opportunity which we will manage to minimise potential damage to University assets and our surrounding environment, whilst capitalising on opportunities to reduce our demand from artificial sources.

**2. Reason for the EIA**

- ☐ Proposed new policy/practice
- ☐ Proposed change to an existing policy/practice
- ☒ Undertaking a review of an existing policy/practice
- ☐ Other (please state):

**3. Person responsible for the policy/ practice**

Name: Hollie Darby

Job title: Environment Advisor

Department/ Faculty: Estates and Campus Services

**4. Groups the policy, practice applies to:**

- ☒ Staff
- ☒ Student
- ☐ Parents
- ☐ Visitors/Public

**5. Data and evidence used to facilitate the screening of this policy/ practice including internal and external metrics and qualitative and anecdotal evidence**

Currently, there is no data available to facilitate the screening of this policy.

**6. Gaps in information/ evidence to allow proper assessment of the policy/ practice and how this will be addressed**

Currently there is no data available to facilitate the screening of this policy. Data such as feedback from staff, student and the community can be collected and feedback into the policy.

**7. Groups who have been consulted with in the development / review of this the policy/ practice:**

- ☐ Unions
- ☒ Staff networks
- ☐ HR
- ☒ ULT
- ☐ Internal experts
- ☐ External experts
- ☐ Focus groups
- ☐ Other (please state):

## 8. Potential/actual impacts of the policy/ practice on the following characteristics

Reviewed characteristic	<b>Positive impact</b> <i>A positive impact is one in which a person or people will experience an advantage or benefit.</i>	<b>Negative impact</b> <i>A negative impact is one in which a person or people will experience a disadvantage.</i>	<b>Detail of impact</b> <i>If there is no impact – you do not need to fill in this section</i> <i>Explain how the proposal will disproportionately impact people who share the characteristic and/or what the effect of that impact will be on those people. This section should be completed whether the impact is positive or negative. With positive impact, detail the actions you will take to promote the positive impact to the university in the next column.</i>	<b>How will you mitigate or remove any identified negative impacts and/or promote any positive impacts?</b>  <b>Can any identified impact be justified for business reasons? If yes, please explain why.</b> <i>If an identified negative impact cannot be removed or mitigated, explain why this can be justified for business reasons. Where you identify negative impact which cannot be justified for business reasons, you should identify any changes you can make to your proposal which will mitigate or eliminate this.</i>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	
Sexual	<input type="checkbox"/>	<input type="checkbox"/>	<i>No impact</i>	

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<b>9. Does the policy/practice eliminate discrimination, harassment and victimisation in relation to any of the protected characteristics?</b> N/A	
<b>10. Does the policy/practice have a positive or negative impact on advancing equality of opportunity in relation to any of the protected characteristics?</b> No	
<b>11. Does the policy/practice foster good relations and address prejudice in relation to any of the protected characteristics?</b> N/A	
<b>12. Adjustments made to the policy/practice to counteract potential or actual negative impact.</b> No	
<b>13. Outcome</b>  <input checked="" type="checkbox"/> No change required to the proposal– the assessment is that the policy/practice is/will be robust.  <input type="checkbox"/> Adjust the policy/ practice proposal – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.  <input type="checkbox"/> Continue the policy/ practice proposal despite the potential for adverse impact, and which can be mitigated/or justified  <input type="checkbox"/> Stop the policy/ practice proposal as there are adverse effects cannot be prevented/mitigated/or justified.	
<b>14. Approval</b>	
Signed by policy/ practice owner  Date: 12/11/2025	H.Darby

Signed by the faculty Dean/ Department Director	Anne-Marie Kilday
Date: 14/11/2025	<i>Anne-Marie Kilday.</i>