

Energy Policy

1.0 Introduction

The University of Northampton is committed to creating positive environmental and social impact through the way we work, teach and engage with our communities. Reflecting the University's values of sustainability, aspiration, inclusivity and trust, we are embedding sustainable development across our operations, research and curriculum. Estates & Campus Services is responsible for owning and managing the Energy Policy on behalf of the University of Northampton.

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 Energy 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.

University activity including teaching, accommodation, research, administration and operations is under the scope of this energy policy to consider the impacts from the buildings owned, operated or leased by the University. All staff, students and contractors of the University must adhere to this policy.

4.0 Policy Statement

The University recognises that energy used for our activities leads to greenhouse gas emissions, contributing to climate change. We are committed to strive for continual improvement of energy performance and efficiency to reduce harmful emissions in accordance with expectations of the Higher Education sector and national government targets. The University of Northampton will ensure sufficient resources are made available to monitor and reduce the consumption

of energy, ensuring all legal, regulatory and service requirements are adhered to.

5.0 Key Principles

In order to achieve its aim, the University is committed to aligning to the four core values of the University's Strategy 2023 – 2027;

- Inclusivity

The University of Northampton celebrates and promotes being a diverse and inclusive community. We shall endeavour to include all staff and students to participate in awareness events, have access to our action plans and policies and encourage them to be considerate of their energy consumption and empowered to adapt efficient usage behaviour, regardless of their background.

- Sustainability

The University is committed to the betterment of Northampton, Northamptonshire and the wider world. Greenhouse gas emissions generated by energy usage is a complex, long-term problem, effected largely by the ingrained culture of an organisation. This extends to consumption, awareness and behaviour at an organisation level and an individual level. The 'can do' attitude promoted by the University' Estates and Campus Services team ensures staff and students understand emissions and individual impact from their new starter orientation presentation as well as e-learning, awareness weeks and volunteering days. This will result in a university wide culture of social responsibility.

- Aspiration

The energy sector is an ever-evolving market in a changing world where we thrive to be efficient through sustainable procurement and greening of the grid where feasible. We will use Waterside as our internal source of innovation and embracing smart technological solutions such as our biomass boiler and heat network. Old models of relying on fossil fuel combustion and high carbon sources of energy are no longer acceptable.

- Trust

We will build relationships with stakeholders and demonstrate our trust by being transparent in our actions and reporting.

We commit to:

1. Minimum consumption
2. Exceed HE sector and national government targets by responding and adapting.
3. Implement energy efficiency schemes and initiatives across university buildings.
4. Promote our pledge toward 100% renewable energy

5. Use innovate technology, minimising the need for travel and transport where practical.
6. Promote behaviour change initiatives among staff and students.
7. Procure energy in accordance with the University's Ethical and Sustainable Procurement Policy
8. Invest wisely in smart technology, adapting to a changing utility market.
9. Investigate the feasibility of working with partners within the local area on the development of a local district head network as part of our efforts to achieve Net Zero Carbon targets.
10. Maintain and develop the University's energy management system and be held accountable and report openly through yearly audits.
11. Monitor and adhere to our legal, regulatory and service obligations.

6.0 Associated Documents

The University of Northampton's associated documents:

- [Water Action Plan \(as part of our liE Manual\)](#)
- [Carbon Management Plan](#)
- [Ethical and Sustainable Procurement Policy](#)
- [Ecology Policy](#)
- [Sustainable Construction Policy](#)
- [Waste Policy](#)
- [Single Use Plastics and Disposable Items Policy](#)
- [Travel Plan](#)
- [Sustainable Catering Policy](#)
- [Environment and Sustainability Policy](#)

7.0 EQUALITY IMPACT ASSESSMENT

An Equality Impact Assessment must accompany this document.

8.0 VERSION CONTROL

Version Control

Original date written: November 2020

Author: Environment and Sustainability Team, Estates and Campus

Services Approval: TU Liaison 17/11/2020 and Sustainability Board

23/11/2021

Version Control V2

Author: Environment and Sustainability Team, Estates and Campus

Services Date Written: 19/05/2026

Amendments: Update to include new staff training.

Approval Submitted to: Social Impact Board (SIB)

Status: Approved 10.06.2026

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.

<p>1. Policy/ Practice (name and brief description)</p> <p>Energy Policy - to ensure the University considers it's impacts from the buildings owned, operated and/or leased on its energy emissions surrounding heat and power.</p>
<p>2. Reason for the EIA</p> <ul style="list-style-type: none"><input type="checkbox"/> Proposed new policy/practice<input type="checkbox"/> Proposed change to an existing policy/practice<input checked="" type="checkbox"/> Undertaking a review of an existing policy/practice<input type="checkbox"/> 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

Benchmarking via:

- o Internal and External audits
- o Annual reporting such as HESA and iie

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

N/A

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

Reviewed characteristic	Positive impact <i>A positive impact is one in which a person or people will experience an advantage or benefit.</i>	Negative impact <i>A negative impact is one in which a person or people will experience a disadvantage.</i>	Detail of impact <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 a positive impact, detail the actions you will take to promote the positive impact to the university in the next column.</i>	How will you mitigate or remove any identified negative impacts and/or promote any positive impacts? Can any identified impact be justified for business reasons? If yes, please explain why. <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	x	x	A clear and well-managed Energy Policy can create positive impacts for people of all ages by improving the comfort, safety and usability of University spaces. Better control of heating, lighting and ventilation can support learning and working environments that are suitable for younger students, mature learners and staff at different life stages, while investment in energy-efficient buildings can also help create more accessible and consistent indoor conditions throughout the year.	: There is a potential negative impact if energy-saving measures are implemented in ways that reduce comfort, accessibility or ease of use for particular age groups. For example, lower temperatures, reduced lighting or more complex controls may affect older staff, older learners or younger students differently. If changes are not clearly communicated and applied with flexibility, some individuals may experience the environment as less comfortable or less supportive of their needs.
Disability	x	x	The Energy Policy can have a positive impact on disabled students, staff and visitors by supporting building environments that are comfortable, safe and responsive to different needs. Effective	Disabled people may be disproportionately affected if energy-saving measures reduce heating, cooling, lighting, ventilation or access to equipment needed to support health, safety or day-to-day functioning. Some individuals may be more sensitive to

			energy management can help maintain appropriate temperatures, reliable lighting and good air quality, which may be particularly important for individuals with physical impairments, sensory impairments, long-term health conditions or neurodivergent needs. When implemented carefully, energy-saving measures can also be designed alongside reasonable adjustments rather than in conflict with them.	temperature changes, lighting levels or air quality, and blanket restrictions could conflict with reasonable adjustments if not carefully assessed. This means there is potential for negative impact unless implementation remains flexible and responsive to individual requirements.
Gender reassignment	x	x	A fair and inclusive Energy Policy can contribute positively by ensuring that all users of University facilities benefit from the same high-quality, safe and sustainable environment. Consistent building standards and inclusive operational practices can help support dignity, privacy and wellbeing for trans people, particularly where energy-related improvements contribute to better maintained and more comfortable facilities across campus	Although the Energy Policy is intended to apply equally, there is potential for negative impact if changes to buildings or facilities are introduced without consideration of privacy, dignity and inclusive access. Poorly planned alterations to heating, lighting or the availability of safe and well-maintained spaces could affect the confidence and comfort of trans staff and students. Ongoing consultation and inclusive design are therefore important to avoid unintended disadvantage.
Marriage and civil partnership	x	x	The Energy Policy is expected to have a positive impact by applying consistently to all staff and students, regardless of marital or civil partnership status. By improving the sustainability and efficiency of the University estate for everyone, the policy supports a fair working and learning environment in which no group is disadvantaged in access to well-managed facilities and services	The Energy Policy is unlikely to have a direct negative impact on the basis of marriage or civil partnership. However, if policy implementation creates inflexible working or campus-use arrangements, there may be indirect effects on some staff or students in managing their personal responsibilities and access to facilities. Any such risk is expected to be limited, but should still be considered as part of fair and consistent implementation.

Pregnancy and maternity	x	x	The Energy Policy can have positive impacts for people who are pregnant, have recently given birth or are breastfeeding by helping to maintain comfortable and well-regulated internal environments. Reliable heating, ventilation, lighting and access to appropriately maintained spaces can support health, wellbeing and dignity, and it is important that any energy-saving measures continue to take account of the needs of those who may be more sensitive to temperature, comfort and access requirements.	: There is potential for negative impact if energy-saving measures result in temperatures, seating areas, rest spaces or access arrangements that are less suitable for people who are pregnant, recovering from childbirth or breastfeeding. Individuals in this group may have greater sensitivity to comfort, ventilation and access to appropriate facilities, so inflexible implementation could affect wellbeing and dignity. Care should therefore be taken to ensure that energy measures do not reduce support for these needs.
Race	x	x	The Energy Policy can support positive outcomes across a diverse University community by helping to provide equitable access to safe, comfortable and sustainable buildings and services. A consistent approach to energy management across the estate can contribute to an inclusive environment for people of all racial groups, nationalities and ethnic backgrounds, while reinforcing the University's broader commitment to fairness, respect and belonging	There is potential for negative impact if the implementation of the Energy Policy does not take account of the needs and experiences of a diverse University community. For example, if consultation, communication or engagement around energy changes is not inclusive or accessible, some groups may be less able to understand, influence or respond to those changes. Any perception that building conditions or service impacts are unevenly experienced could also undermine inclusion and belonging.
Religion or belief	x	x	A well-implemented Energy Policy can positively support people of all religions, beliefs and none by maintaining campus spaces that are safe, comfortable and fit for purpose throughout the day. Energy-efficient management of buildings can help ensure that teaching, working, reflection and prayer spaces remain usable and well maintained, supporting inclusion and respect for the diverse needs of the University community.	Potential negative impacts may arise if energy-saving measures affect the availability, comfort or usability of spaces used for prayer, reflection or observance. Reduced heating, lighting or access at certain times could unintentionally make these spaces less suitable for some users. To avoid disadvantage, the policy should be implemented in a way that continues to respect the diverse religious and belief-related needs of the University community.
Sex	x	x	The Energy Policy can have a positive impact on people of all sexes by promoting fair and	There is potential for negative impact if changes to lighting, building access, opening hours or the condition of facilities affect

			<p>consistent access to comfortable, safe and sustainable campus facilities. Improvements to lighting, building management and the overall quality of the estate can contribute to a stronger sense of safety and wellbeing, while the policy itself applies equally across the University community.</p>	<p>some users' sense of safety, comfort or ability to use campus spaces confidently. Although the policy is intended to apply equally, the practical effects of estate and energy management decisions may not always be experienced in the same way by everyone. This highlights the need to consider safety, dignity and equitable access during implementation.</p>
Sexual orientation	x	x	<p>: The Energy Policy can contribute positively by supporting an inclusive campus environment in which all students, staff and visitors benefit from the same standards of comfort, safety and sustainability. By improving the quality and consistency of University facilities, the policy helps reinforce a culture of fairness and respect for people of all sexual orientations.</p>	<p>: The Energy Policy is unlikely to have a direct negative impact on the basis of sexual orientation. However, unintended negative effects could arise if changes to the quality, accessibility or inclusiveness of campus spaces reduce individuals' confidence that they can use University facilities safely and comfortably. Maintaining consistent, well-managed and inclusive environments is therefore important to ensure that no group experiences indirect disadvantage.</p>

<p>9. Does the policy/practice eliminate discrimination, harassment and victimisation in relation to any of the protected characteristics?</p> <p>Yes – we strive to be inclusive of all protected characteristics by ensuring our messaging is available to all.</p>	
<p>10. Does the policy/practice have a positive or negative impact on advancing equality of opportunity in relation to any of the protected characteristics?</p> <p>Yes – we strive to empower and educate those who may not be knowledgeable of topics such as energy usage and monitoring.</p>	
<p>11. Does the policy/practice foster good relations and address prejudice in relation to any of the protected characteristics?</p> <p>Yes.</p>	
<p>12. Adjustments made to the policy/practice to counteract potential or actual negative impact.</p> <p>No</p>	
<p>13. Outcome</p> <p><input checked="" type="checkbox"/> No change required to the proposal– the assessment is that the policy/practice is/will be robust.</p> <p><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.</p> <p><input type="checkbox"/> Continue the policy/ practice proposal despite the potential for adverse impact, and which can be mitigated/or justified</p> <p><input type="checkbox"/> Stop the policy/ practice proposal as there are adverse effects cannot be prevented/mitigated/or justified.</p>	
<p>14. Approval</p>	
<p>Signed by policy/ practice owner</p> <p>Date: 10/06/2026</p>	<p>H.Darby</p>
<p>Signed by the faculty Dean/ Department Director</p> <p>Date: 10/06/26</p>	

