Meeting of the People, Infrastructure & Finance Committee
To be held on Tuesday 10 March 2026 at 4.00pm
by Hybrid Attendance at <u>Kilwinning</u> Campus and via Microsoft Teams

AGENDA

1   Welcome and Declarations of Interest

2   Apologies

3   Minutes of the meeting held 18 November 2025   Paper 1 (C/P)
   • BRIC Action & Decision Tracker   Paper 1a (P)

4   Matters Arising

5   Update on Incident of Thursday 26 February 2026   Verbal (AC/DD)

Part A - For Discussion, Decision and Approval

6   College Financial Regulations Annual Review (22/23)   Paper 2 (R) (LW)

Part B - Regular Reporting/Monitoring

7   People Strategy Quarterly Update Dashboard   Presentation (R) (DD/GB/MH)
                                                       Link to People Dashboard

8   Management Accounts as of 31 January 2026 (20/22)   Paper 3 (R) (LW)

9   2026-27 Budget Update (20)   Paper 4 (R) (ARi/LW)

10 SAI Aerospace Training Ltd Report (2/3)   Paper 5 (R) (SR/ARi)

11 Digital Update Report (3)   Paper 6 (R) (ARi)

12 Sustainability Framework and Climate Change Report (19) Paper 7 (P) (ARi)

Part C- Risk Management

13 Strategic Risk & Opportunities Register (27)   Paper 8 (R) (ARi)

Part D - For Information/AOB

14 AOB

Date of Next Meeting – Thursday 11 June 2026 at 4.00pm

(C/P) Confirmed minutes will be published;
(P) Papers will be published on the College website;
(R) Papers will not be published for reasons of commercial sensitivity or for reasons of personal data confidentiality

Ayrshire College

**Minute of the People, Infrastructure and Finance Committee
Hybrid meeting held at Kilmarnock Campus and via Microsoft Teams on
Tuesday 18 November 2025**

Present: *(Paper 1)*

Matthew Wilson	Chair
Tracey Dalling	Vice Chair
Alicia Clyde	Non-Executive Board Member
Jason Currie	Non-Executive Board Member (From Item 5)
Angela Cox	Principal, Ex-Officio
Darcie Hamilton	Elected Student President
Lisa Keggans	Elected Member, UNISON
Janette Steel	Elected Member, Curriculum

In attendance:

Sara Rae	Vice Principal – Skills and Enterprise
David Davidson	Vice Principal – People, Performance and Transformation
Alan Ritchie	Vice Principal – Finance and Infrastructure
Martin Hammond	Head of Health, Safety and Wellbeing
Brad Johnstone	Director of Digital Infrastructure (up to Item 7)
Barry Morton	Head of Facilities (up to Item 8)
Hilary Denholm	Board Governance Advisor
June Northcote	Executive Assistant (Minutes)

1. **Welcome and Declarations of Interest**

   Tracey Dalling, who chaired on this occasion, welcomed everyone to the meeting.

   The meeting was confirmed as quorate.

   There were no declarations of interest.

2. **Apologies**

   Apologies were noted from Liz Walker, Chief Financial Controller, Gillian Brown, Strategic People Partner and Darcie Hamilton, Elected Student President.

3. **Minutes of the Previous Meeting held on 09 September 2025** *(Paper 1) (P)*

   The minute was approved as an accurate account, pending the following amendment:

   Page four, section seven, bullet point one *"Progress is being made on the development of a new NRPA at national level, with negotiations ongoing involving Unison, Unite, GMB and EIS-FELA"*.

   Proposed: Alicia Clyde   **Seconded: Angela Cox**

3.1   Action & Decision Log *(Paper 1a) (P)*

The Committee noted all previous decisions and completed actions.

4.   Matters Arising

<u>Supreme Court Ruling on Gender (16 April 2025)</u>

David Davidson provided an update following the Supreme Court ruling on gender. It was noted that, in the absence of legislative guidance, the College was, in the first instance, reviewing areas of priority such as inclusive changing areas and accessible toilets. Those present noted the challenges faced due to issues which may arise.

<u>Martyn's Law – Terrorism (Protection of Premises) Act 2025</u>

David Davidson advised that whilst Scottish Government guidance was awaited, the College were putting procedures in place, to ensure compliance with the requirements of law.

There were no further matters arising out with those detailed on the meeting agenda.

6.   Infrastructure Strategy Annual Review *(Presentation) (P)*

Alan Ritchie updated members on the College's Infrastructure Strategy 2024–27 which had set out a vision to maximise asset utilisation, enhance digital and physical environments, minimise environmental impact, foster collaboration and strengthen cybersecurity. The strategy was structured around six core objectives, each supported by targeted initiatives and performance metrics. Updates were provided on the six objectives by Barry Morton for the estates infrastructure and by Brad Johnstone on digital infrastructure.

Committee members noted:

- Progress is generally on track across objectives.
- Some areas require further data refinement and external engagement.
- The commendable ethos of the College, as it continues laying strong foundations for future business cases while remaining committed to continuous improvement, sustainability and digital transformation.

The Committee noted the content of the update as presented.

B Johnstone left the meeting at this point.

8.   Annual Procurement Report 2024 – 25 *(Paper 4) (P)*

Alan Ritchie updated members on the College's Annual Procurement Report 2024-25.

Members were asked to review and approve the report for publication.

Committee members noted:

- The Procurement Reform (Scotland) Act 2014 (PRA) requires any public organisation, which has an estimated annual regulated[1] spend of £5 million or more, to develop a Procurement Strategy and then review it annually. They are also required to publish an Annual Procurement Report (APR) which summaries how the organisation has performed in its procurement activities and in the delivery of the strategic objectives set out in its strategy.
- This Annual Procurement Report for Ayrshire College covers the period of 1 August 2024 to 31 July 2025 and is the eighth report published by the College.
- Ayrshire College's procurement expenditure for 2024-25 was **£7,517,451,** up **42%** from 2023-24 with much of the increase in delivery the College's digital transformation programme and from the setup of SAI Ltd, which is Ayrshire College's forthcoming commercial aviation venture, with **£6,200,210 (82%)** of procurement expenditure under contract.

Decision PIFCo35-D02: Members reviewed and approved the Annual Procurement Report 2024 - 25 for publication.

15. AOB

Following recent meetings of the Scottish Government Public Audit Committee, Alan Ritchie expressed a note of caution due to possible financial instability, as a consequence of the unprecedented governance issues within the sector.

No other items of business were noted.

Date of Next Meeting

The next meeting is scheduled to take place on Tuesday 10 March 2026.

(C/P) Confirmed minutes will be published on College Website;
(P)   Paper will be published on the College Website;
(R)   Paper is reserved, because it contains data or information of a personal nature, which is restricted by legislation, or because it contains commercially sensitive information, and will not be published on the College Website.

RESERVED ITEMS ON THE NEXT PAGE

---

[1] 'Regulated' procurements are those with an estimated value equal to or greater than £50k (≥ £12,500 per annum over a four-year contract period excluding VAT) for goods and services (or £2,000,000 excluding VAT for a public works contract).

People, Infrastructure and Finance Committee - Action and Decision Log
Meeting No 35 – 10 March 2026

Meeting Date	Agenda Item	Reference	Details	Action Owner	Due Date	Action Decision	Open Complete Approved Declined
18.11.25	Health, Safety and Wellbeing Annual Report	PIFCo35: D01	The Committee recommended the Health, Safety and Wellbeing Annual Report to the Board of Management for approval.	N/A	11.12.25	Decision	Approved
18.11.25	Annual Procurement Report 2024 – 25	PIFCo35: D02	Members reviewed and approved the Annual Procurement Report 2024 – 25 for publication.	N/A	N/A	Decision	Approved
18.11.25	Management Accounts as at 30 September 2025	PIFCo35: D03	The Committee recommended the Management Accounts as at 30 September 2025 to the Board of Management for approval.	N/A	11.12.25	Decision	Approved
18.11.25	SAI Operations Update	PIFCo35: D04	The Committee agreed that a paper should go to the Board of Management meeting on 11 December for formal approval of SAI increasing their directorship by 2 to allow formation of an Audit and Risk Committee	N/A	11.12.25	Decision	Approved
18.11.25	Strategic Risk and Opportunities Register	PIFCo35: A01	Alan Ritchie and Mathew Wilson to liaise further on using the external audit report as a control measure.	A Ritchie	11.12.25	Action	
18.11.25	Strategic Risk and Opportunities Register	PIFCo35: D05	The Committee approved the Strategic Risk & opportunities Register for submission to the Board of Management.	N/A	11.12.25	Decision	Approved

Ayrshire College   (*Paper 7*)

Title of Meeting:	People, Infrastructure & Finance Committee
Date:	10 March 2026
Title:	**Sustainability Framework and Climate Change Report**
Purpose:	The purpose of this report is to present the College's Sustainability Framework and provide an update on progress against its climate change commitments, including the completion of the Public Bodies Climate Change Duties (PBCCD) return. It outlines the College's strategic approach to social, economic, and environmental sustainability, highlights performance across key emission areas, and identifies ongoing actions to support continuous improvement in sustainability outcomes.
Recommendation:	The Committee is requested to: a) Approve the Sustainability Framework for implementation. b) Endorse continued monitoring and optimisation of energy, water, and waste performance. c) Note the completion and submission of the PBCCD return.

---

1. Executive Summary

1.1. This report presents the College's Sustainability Framework and provides an update on progress toward its climate change commitments, including completion of the Public Bodies Climate Change Duties (PBCCD) return.

1.2. It outlines the College's strategic approach to social, economic and environmental sustainability, aligned with the EAUC Climate Change Roadmap and mapped to the UN Sustainable Development Goals.

1.3. The report summarises three-year emissions performance, noting continued reductions in Scope 1 and 2 emissions due to energy-efficiency measures, alongside a recent rise in Scope 3 emissions driven by procurement activity. It also highlights operational improvements across gas, electricity, water and waste, demonstrating progress while identifying areas requiring further focus to support ongoing improvement.

2.   Associated Risks

2.1.   There are no new risks arising from this report. All relevant sustainability, climate-related, operational and compliance risks are already captured within the College's Strategic Risk Register and continue to be monitored through established governance processes.

3.   Equality and Diversity Impact Assessment

3.1.   In relation to the contents of this paper, there is no requirement for an Equality and Diversity Impact Assessment to be conducted at this time.

4.   Publication

4.1.   This paper will be published on the College's website.

5.   Sustainability Framework

5.1.   We have developed a comprehensive Sustainability Framework (**Appendix 1**) that aligns closely with the **EAUC Climate Change Roadmap** and is guided by the strategic direction of the College's Social, Economic and Environmental Sustainability (SEES) Governance Group.

5.2.   The framework encompasses four key areas: Estates and Operations, Partnership and Engagement, Learning, Teaching and Research, and Leadership and Governance. Together, these themes reflect our commitment to the social, economic, and environmental pillars of sustainability.

5.3.   Each area is mapped to the relevant **United Nations Sustainable Development Goals (SDGs)** to ensure our activities support wider global sustainability efforts.

5.4.   The framework sets out clear and achievable targets and showcases examples of good practice across the College through a set of curated case studies. We will continue to pursue innovative projects that enhance our sustainability performance and support ongoing improvement.

6.   PBCCD Return Summary

6.1.   The Public Bodies Climate Change Duties (PBCCD) report has been completed and submitted. The table below provides a summary of what is meant by Scope 1, Scope 2 and Scope 3 emissions data:

Scope	Contains	Examples
1	Direct emissions from owned/controlled sources	Boilers, fleet vehicles
2	Indirect emissions from purchased energy	Electricity, heating, and cooling
3	All other indirect value-chain emissions	Procurement, travel, waste, water, suppliers, commuting

6.2. The following table presents a three-year comparison of scope 1 to 3 College emissions.

Three-Year Comparison: Scope 1, Scope 2, Scope 3				
Year	Scope 1 tCO$_2$e	Scope 2 tCO$_2$e	Scope 3 tCO$_2$e	Total tCO$_2$e
22-23	2,282	1,054	4,920	8,256
23-24	1,175	710	3,120	5,005
24-25	1,103	591	5,822	7,516

6.3. Over the three years, the College's total reported carbon emissions have fluctuated, dropping from 8,256 tCO$_2$e in 2022–23 to a low of 5,005 tCO$_2$e in 2023–24, before rising again to 7,516 tCO$_2$e in 2024–25.

6.4. Scope 1 emissions have steadily decreased, falling from 2,282 tCO$_2$e to 1,103 tCO$_2$e, reflecting ongoing improvements in energy efficiency and onsite operations.

6.5. Scope 2 emissions have also declined consistently from 1,054 tCO$_2$e to 591 tCO$_2$e, largely due to reductions in electricity consumption and optimisation of building energy systems.

6.6. Scope 3 emissions, however, show significant variation—dropping sharply in 2023–24 before increasing to 5,822 tCO$_2$e in 2024–25. This rise is primarily linked to procurement associated with the College's digital transformation programme.

6.7. Overall, while Scopes 1 and 2 demonstrate sustained progress in reducing emissions, the increase in Scope 3 highlights the need for continued focus on supply chain and procurement-related impacts.

6.8. The following table provides data on the key elements of the College's annual emission figures along with an explanation of the movements:

Three-Year Comparison: Gas, Electricity, Water, Waste					
Year	Gas kWh	Electricity kWh	Water m3	Waste Recycled %	Biomass kWh
22-23	6,520,296	3,272,499	22,789	55	654,300
23-24	5,710,837	3,152,176	24,715	43	996,000
24-25	4,859,265	3,023,490	21,772	53	1,259,720

6.9. **Gas consumption** has been significantly reduced across our sites due to a combination of building optimisation measures and set point adjustments. Key improvements include:

- Kilwinning Campus: Installation of new high-efficiency condensing boilers and heat exchangers, along with a new Building Management System (BMS), ensuring optimal performance and reduced gas usage

6.10. **Electricity consumption** has decreased through building optimisation and set point adjustments. Energy usage is continuously monitored via energy management systems and supplier portals, which provide real-time data and issue alerts for sudden spikes or irregular patterns.

- Kilmarnock Campus: Continued efficient operation of the biomass boiler, contributing to lower reliance on gas.

6.11. **Water usage:** Automated meter readers at Ayr, Kilmarnock, and Kilwinning, giving us real-time visibility of water use and helping us quickly spot issues such as leaks or unusual consumption.

6.12. The £8,000 funding secured for our water audit has now been fully utilised, and all recommended actions have been completed. These upgrades are already reducing water waste and associated costs, with an estimated annual carbon saving of 10 tCO_2e. Please note that the 2024/25 figures do not include Kilwinning because of a faulty meter, which Total Gas is currently repairing.

6.13. **Waste:** The on-site recycling rate has increased over the last year, thanks to collaboration with our waste management company, the introduction of new waste bins, and awareness training for the Estates Team. Next steps include developing awareness campaigns for staff and students to improve recycling practices further and support our sustainability goals.

6.14. The **biomass** kWh has increased compared to last year. This rise is primarily due to the boiler operating more efficiently and experiencing significantly less downtime than in previous years. While biomass usage has increased, gas consumption has decreased during the same period.

Alan Ritchie
Vice Principal Finance and Infrastructure
10 March 2026

2026-2029

Sustainability
Framework

The Ayrshire College Sustainability Framework sets out how we will embed sustainability across our learning, operations and partnerships. It provides a clear structure for action and a way to measure our progress as we work towards a more sustainable and resilient future for our students, staff and communities.

Ayrshire College

Empowering People for a **Changing World**

SUSTAINABILITY FRAMEWORK 2026-2029

Introduction

The Ayrshire College Sustainability Framework sets out how we will embed sustainability across our learning, operations and partnerships. It provides a clear structure for action and a way to measure our progress as we work towards a more sustainable and resilient future for our students, staff and communities.

This Framework reflects the College's role in supporting both national and global goals. In Scotland, colleges are key partners in achieving net zero emissions by 2045, contributing to the Scottish Government's Climate Change Plan, Public Bodies Climate Change Duties and the Just Transition towards a fair, green economy. We are committed to preparing our learners with the skills, knowledge and values needed to thrive in this changing world.

Our approach is aligned with the United Nations Sustainable Development Goals (SDGs), which provide a global framework for action on climate, equality and prosperity. The SDGs offer a lens through which we can view and measure our impact, connecting local progress with global responsibility. At a national level we are committed to the actions of the FE Climate Change Roadmap, and this has helped shape our own plan for sustainability at the College.

The Framework is led and supported by the College's SEES Group (Social, Environmental and Economic Sustainability), who champion sustainability across the College and ensure coordinated progress. Through this approach, the College commits to leading by example — reducing our environmental footprint, inspiring sustainable behaviours and empowering our communities to help shape a fairer, greener future for Ayrshire and beyond.

SUSTAINABILITY FRAMEWORK 2026-2029

Purpose and Scope

The Sustainability Framework sets out how we plan, deliver and review our sustainability ambitions. It brings together our environmental, social and economic responsibilities within a single, clear approach that supports our Strategic Ambition and values.

The Framework guides decision-making across all areas of the College — from curriculum and operations to procurement, partnerships and community engagement. It ensures that sustainability is not a separate activity but a core principle shaping how we teach, work and innovate. Progress will be measured using the United Nations Sustainable Development Goals (SDGs), ensuring transparency and enabling us to demonstrate the wider impact of our actions.

The Sustainability Framework is structured around three core pillars — Social, Economic and Environmental — which set the overall focus of our ambitions. To support delivery, the Framework also includes three cross-cutting Workstreams: Learning and Teaching; Partnerships and Engagement; and Estates and Operations. These Workstreams operate across all pillars and are based on our SEES group subgroups, ensuring sustainability is embedded in both our educational purpose and our operational practice.

The College recognises that delivering meaningful sustainability outcomes requires long-term commitment and investment. In the current challenging funding landscape for further education, progress will rely not only on College action but also on continued national support and government intervention to enable major infrastructure and decarbonisation projects.

Pillars

Social Sustainability

The College promotes equality, wellbeing and inclusion, ensuring everyone can learn and work in a supportive environment.

Our focus is on reducing inequalities and strengthening our communities through meaningful learning and engagement.

Economic Sustainability

Economic sustainability means operating efficiently and responsibly while supporting the region's transition to a green economy.

We build future skills, use resources wisely and ensure long-term value for our students, partners and communities.

Environmental Sustainability

We are committed to reducing our environmental impact by cutting emissions, minimising waste and protecting natural resources.

Through our actions and learning culture, we contribute to a more climate-resilient and sustainable future.

Workstreams

Learning and Teaching

Sustainability is embedded across learning, teaching and research, equipping students and staff with the knowledge, skills and curiosity to drive a fair, inclusive and net-zero future. The College fosters innovation and inquiry that address real-world sustainability challenges and create lasting social, environmental and economic benefit.

Estates and Operations

The College manages its campuses and resources responsibly, reducing carbon emissions, improving efficiency and supporting biodiversity.

Every operational decision considers environmental, social and economic impact.

Partnerships and Engagement

Working collaboratively with students, staff, employers and communities, the College promotes shared responsibility for sustainability.

Partnerships strengthen regional resilience and support Scotland's just transition to a green economy.

SUSTAINABILITY FRAMEWORK 2026-2029

Framework in Action

	PILLARS		
WORKSTREAMS	**SOCIAL**	**ECONOMIC**	**ENVIRONMENTAL**
LEARNING AND TEACHING	Fosters inclusion, wellbeing and opportunities for all learners.	Supports development of green skills for a future-focused economy.	Equips learners with skills to respond to climate and nature crises.
ESTATES AND OPERATIONS	Ensures safe, accessible and positive learning and working environments.	Uses resources efficiently to ensure long-term financial resilience.	Reduces environmental harm by managing energy, waste and resources responsibly.
PARTNERSHIPS AND ENGAGEMENT	Strengthens social impact by widening participation across Ayrshire.	Drives innovation, investment and opportunity across the region.	Supports shared environmental action through collaboration.

WORKSTREAM OBJECTIVES

Learning and Teaching

> Integrate sustainability into the curriculum across all courses, using the Responsible Futures Framework for accreditation.

> Provide carbon literacy training for all staff and students to raise awareness and promote sustainable practices.

> Encourage and support projects focused on sustainability and climate change

4 QUALITY EDUCATION

10 REDUCED INEQUALITIES

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS

#PassingPositivity

Mental Health United is a student-led initiative designed to support positive mental health and wellbeing across Ayrshire. Developed by HND Sports students at the College, the project uses the power of sport, physical activity and human connection to encourage open conversations and support those who may be struggling. The initiative emerged at a time of rising suicide rates in the region, motivating students to take action as peers and community advocates.

Over the course of a year, the campaign created a programme of visible, inclusive activities aimed at getting people active, connected and talking. Students organised school outreach sessions, community sports festivals, fitness challenges, wellbeing workshops and social events. A strong campaign identity, supported by branded sportswear and the hashtag #PassingPositivity, helped build momentum and awareness both on campus and online.

To extend its reach, the group partnered with The Kris Boyd Charity, founded after personal loss experienced by the former Scotland international footballer. Together, they hosted high-profile mental health awareness events, including a major charity football tournament at the College's Kilmarnock campus featuring 18 teams and attendance from Kris Boyd, Paul McNeill from the Scottish FA, and former professional Andy McLaren. Support organisations including Breathing Space, Choose Life and the Samaritans provided direct access to advice and services on the day.

The impact has been significant. The project has engaged thousands of students, staff and community members, helping to reduce stigma, build confidence and normalise conversations around mental health. With support from national sports figures, celebrities and the wider community, the message of #PassingPositivity spread far beyond Ayrshire, amplifying hope, visibility and connection.

Mental Health United continues to grow, demonstrating the power of student leadership, partnership and collective action — and reinforcing the belief that a single conversation, activity or moment of support can make a meaningful difference.

QUOTE

QUOTE

Mental Health United:
Football Supporting Mental Wellbeing

The College is using football as a powerful tool to support mental health through Mental Health United, which forms part of its Community Sports Hub. The Hub connects sports clubs and organisations to promote wellbeing, inclusion, and social connection.

The programme runs weekly drop-in sessions that blend physical activity with open conversation in a relaxed, welcoming environment. Each session includes two 30-minute football games led by Sports Lecturer David Dougan, followed by a 15-minute "Team Talk". The Team Talk is co-facilitated by David and Richard, a Mental Health Nurse and staff volunteer. Both take part in the games alongside participants, helping to break down barriers, build trust, and create genuine connection.

With 43 registered members, the group is open to anyone whenever they feel ready to attend. If someone hasn't been along for a while, they receive a supportive check-in to make sure they're okay, reinforcing the sense of care and belonging at the heart of the programme.

17 PARTNERSHIPS FOR THE GOALS

11 SUSTAINABLE CITIES AND COMMUNITIES

3 GOOD HEALTH AND WELL-BEING

Building Belonging and Confidence

Participants are rewarded with branded t-shirts, hoodies, hats, and backpacks, helping to build pride, confidence, and a strong sense of community identity. The Team Talk has proven especially impactful, giving men a relatable, football-focused space where they feel comfortable opening up about their mental health. Inclusive and Impactful

The group brings together people aged 17 to 58, including school pupils, college staff, individuals experiencing unemployment, and those in recovery from addiction. Referrals come from organisations such as Police Scotland, Salvation Army, Student Services, and the East Ayrshire Recovery Hub.

These sessions have successfully united people from very different backgrounds, helping to reduce isolation and broaden perspectives. One participant from Nigeria shared how the experience helped him better appreciate the opportunities available in Scotland and feel more connected to his community.

"It's a safe space to play football and talk about mental health"

Simon Donnelly
former Scotland international

"We see deeper and more meaningful connections each week'

Richard
Mental Health Nurse

Supported by the Sporting Community

The programme is supported by the Kris Boyd Charity and OnlySport, and has welcomed guest speakers from across the footballing world. These include Andy McLaren, Chris Burke, Garry Hay, Simon Donnelly, and Kris Boyd, further strengthening the programme's impact and visibility.

Estates and Operations

> Measure the College's carbon footprint and set targets to reduce emissions, including Scope 3 emissions

> Implement strategies to reduce energy use, such as upgrading to energy-efficient lighting and heating systems

> Develop a fossil fuel divestment plan and transition to renewable energy sources for the College estate

> Establish a new Space Management Policy to improve space utilisation and reduce operational costs

2 ZERO HUNGER   **7 AFFORDABLE AND CLEAN ENERGY**   **11 SUSTAINABLE CITIES AND COMMUNITIES**   **12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Furnishing Sustainability

The College has forged a pioneering partnership with Saxen Commercial Interiors — Scotland's leading provider of new and refurbished commercial furniture — to embed environmental and economic sustainability into its campus environments. Since launching the collaboration, the College has invested nearly £15,000 in upcycled, recycled and refurbished furniture supplied by Saxen. This investment supported furnishing across multiple campus spaces, most notably the College's café, which was recently fitted out using Saxen's sustainable furniture solutions.

Saxen's approach aligns closely with circular-economy principles: they refurbish existing furniture through their "Refurbhub", restoring all kinds of office furniture, from lounge seating to desking, pods, booths, and storage, at a fraction of the cost of new pieces. This process extends product lifecycles and avoids landfill. Some of the furniture also incorporates eco-friendly materials such as recycled textiles and plastics, helping reduce resource consumption and embodied carbon.

In addition to sourcing from Saxen, the College supports furniture donation. Surplus items from the College are passed on via Saxen to local charities and community organisations, boosting reuse, community benefit and resource circulation.

By adopting Saxen as its "first port of call" for furniture procurement, the College is embedding sustainability into everyday decisions, aligning with its broader institutional commitment to social, environmental and economic responsibility. The result is attractive, functional spaces on campus that symbolise care for people and planet — and a practical demonstration that reuse and circular procurement can deliver value, reduce waste and support local communities.

"Saxen is delighted at Ayrshire College's support and faith in us, we are incredibly proud of the work we do to bring sustainability into every project we undertake. We look forward to seeing what the future brings and embracing this journey"

Lyndsey McLarney, Interiors Solutions Manager.

SUSTAINABILITY FRAMEWORK 2026-2029

Nourishing our Community

What began as a simple idea to support student retention has grown into a core expression of the College's commitment to social and economic sustainability. Several years ago, the College introduced free soup and porridge to ensure that no student was learning on an empty stomach. While initially supported by external funding, the success and importance of the initiative led the College to embed it permanently into the College budget, recognising it as an essential part of how the College cares for its community.

Today, the initiative runs across all three campuses and has become important to many learners. The offer is simple, accessible and stigma-free: no questions asked, no eligibility criteria, just a warm, nourishing meal available to everyone. For many students balancing study, work and rising living costs, this small daily support can make a significant difference to energy levels, concentration and overall wellbeing. The scale of the initiative reflects its value. In the 2024–25 academic year, the College provided 13,561 bowls of soup and 5,765 bowls of porridge—more than 19,000 servings of nutritious food made freely available to learners..

The impact reaches beyond individual wellbeing. By embedding the programme into its operating budget, the College is demonstrating leadership in addressing food insecurity, reducing barriers to education and supporting a fairer, more resilient region. What started as a retention measure has become a powerful, practical example of how the College lives its values—nourishing not only learning, but community and opportunity.

Sisse ommorbi ssilicatia esil ublientius, di sid moenterit,si ego peror iti, ut cupicie ntiumen atiamenatuam ortum nihil vid con hil vil haccid sendien terfit. merfica tiononsula defauci intem. Denduci ponsuam, cae publiniam consupio, qua qutabus. Mae

Quote (John Doe, Company)

10 REDUCED INEQUALITIES

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

Powering Learning Sustainably

The College is proud to be a key beneficiary and partner in the Nethermills Hydro Scheme — an innovative renewable energy project that brings clean, zero-carbon power directly to our Riverside Building in Ayr. Located on a historic stretch of the River Ayr once home to 26 watermills, the project represents a modern revival of local innovation. Developed by Energy Agency Renewables Limited, it blends environmental restoration, heritage and engineering while delivering long-term benefits for the College and wider community.

The scheme centres on a 4-metre Archimedes screw turbine, a fish-friendly, efficient technology with minimal ecological impact. Construction began in 2021 and required careful planning to manage river conditions and install the 25-tonne screw imported from Belgium. The powerhouse was designed to sit sensitively in the landscape, including a sedum roof to boost biodiversity, and more than 30 local businesses contributed to the build, demonstrating strong regional collaboration.

Since becoming operational in February 2022, Nethermills Hydro has generated 977 MWh of renewable electricity for the College, with 750 MWh (76%) used directly onsite and the remainder exported to the grid. This locally produced energy reduces carbon emissions and operational costs, strengthening our commitment to environmental sustainability.

The scheme is also a valuable educational asset. Students created a mural for the powerhouse and are designing an interpretive display, while the site supports technical learning. A fish counter operated by Ayrshire Rivers Trust further contributes data to national research. Nethermills Hydro stands as a clear example of how Ayrshire College supports — and benefits from — innovative, community-embedded renewable energy solutions.

Sisse ommorbi ssilicatia esil ublientius, di sid moenterit,si ego peror iti, ut cupicie ntiumen atiamenatuam ortum nihil vid con hil vil haccid sendien terfit. merfica tiononsula defauci intem. Denduci ponsuam, cae publiniam consupio, qua qutabus. Mae

Quote (John Doe, Company)

WORKSTREAM OBJECTIVES

Partnerships and Engagement

> Work with local authorities, businesses, and the community to improve local biodiversity and promote sustainable practices

> Participate in the Global Goals Teach-in and establish a climate action network with the local council

> Share best practices and collaborate with other colleges and universities to advance sustainability efforts

4 QUALITY EDUCATION **15 LIFE ON LAND** **16 PEACE, JUSTICE AND STRONG INSTITUTIONS** **17 PARTNERSHIPS FOR THE GOALS**

Driving Sustainable Growth:
The College and the Ayrshire Growth Deal

The Ayrshire Growth Deal (AGD) is seen as a catalyst for embedding sustainability within the College's operations and strategic direction. As part of the regional economic strategy, the Growth Deal emphasizes clean growth, innovation and inclusive development. These principles align closely with the College's Strategic Ambition (2024–2027). This alignment has influenced several key areas:

Estate and Infrastructure Development

Investment priorities under the Growth Deal will support the modernisation of the College estate, enabling energy-efficient upgrades and the adoption of low-carbon technologies. These improvements should reduce the College's carbon footprint and contribute to Scotland's net-zero targets.

Curriculum and Skills Pipeline

The Growth Deal's focus on sectors such as engineering, aerospace and clean growth has informed curriculum planning. The College now integrates sustainability principles into course design and delivery, ensuring learners acquire skills relevant to a green economy. This approach strengthens the regional workforce and supports long-term environmental goals.
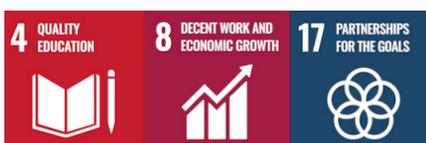
Collaborative Partnerships

Through Growth Deal initiatives, the College has deepened partnerships with local businesses, public agencies and third-sector organisations. These collaborations foster innovation in sustainable practices and create opportunities for joint projects that advance environmental stewardship across Ayrshire.

Governance and Reporting

The College's sustainability reporting framework has evolved to reflect Growth Deal priorities. Annual climate change data submissions, risk assessments and action plans now incorporate regional objectives, ensuring transparency and accountability in delivering sustainable outcomes

The Ayrshire Growth Deal is a catalyst for embedding sustainability at the heart of our College's operations and strategic direction. Its emphasis on clean growth, innovation and inclusive development aligns perfectly with our own strategic ambitions for 2024–2027. This partnership not only accelerates our progress towards a low-carbon future but also ensures that our learners, staff and wider community benefit from a more resilient, forward-thinking institution"

Alan Ritchie, Vice Principle - Finance and Infrastructure

Collaborating for People, Place and Sustainability

The College plays an active role in shaping the future of the region through participation in key strategic partnerships that support regeneration and sustainability. As a member of the Kilmarnock Town Centre Regeneration Taskforce, the College works alongside local authorities, community representatives and regeneration specialists to support the delivery of the Kilmarnock Town Centre Master Plan.

Regular Taskforce meetings bring together all partners and the Master Planning team to coordinate activity, share progress and ensure that regeneration efforts are aligned, collaborative and responsive to local needs.

Through this involvement, the College contributes its expertise in skills development, education and community engagement, helping ensure that regeneration supports inclusive growth and long-term resilience.

The College's presence within the Taskforce strengthens connections between education, employability and place-based development, reinforcing the role of the town centre as a vibrant hub for learning, work and community life.

# South Ayrshire Council Sustainability Strategic Delivery Partnership

The South Ayrshire Sustainability Strategic Delivery Partnership (SDP) brings together the Council, community planning partners, and local organisations to coordinate action on sustainability across South Ayrshire. Ayrshire College is an active member of this partnership, bringing valuable expertise in education, skills development, and community engagement.

Working across the Local Outcomes Improvement Plan (LOIP) priorities, the partnership focuses on turning shared ambitions into practical delivery. As part of this, Ayrshire College contributes by supporting skills for the green economy, embedding sustainability within curriculum and campus operations, and offering opportunities for collaboration on research, innovation, and community projects.

By collaborating with community planning partners, the partnership supports adaptation to a changing climate and promotes a just transition to net zero, ensuring environmental action contributes to improved and inclusive outcomes for local communities now and in the future.

> *"Ayrshire College plays a valuable role in our South Ayrshire Sustainability Strategic Delivery Partnership. By working together as partners through the SDP we are better able to collaborate to respond to the climate and nature emergencies, ensuring through our actions that local people and communities thrive on the path to a more resilient low carbon future. The Community Planning approach allows us to better work together, learning together and weaving our response across all our activities and services, supporting each other and our communities."*
>
> **Lorna Jarvie, SDP Chair, South Ayrshire Council.**
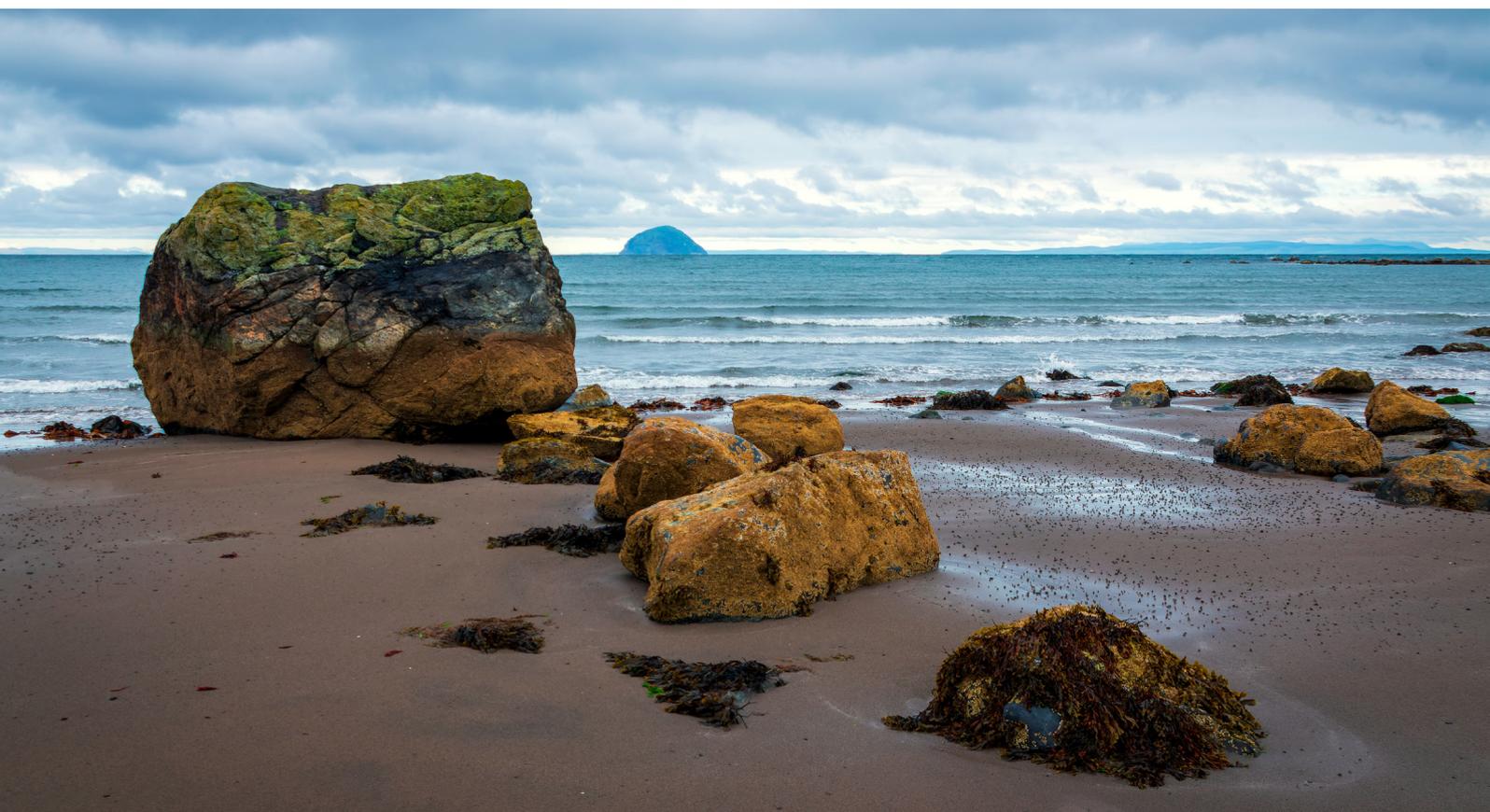
Measures and Accountability

Objective: To create momentum and ensure alignment on what happens next

Commitment: To keep ourselves accountable, and to weave sustainability into College governance by:

Developing and implementing a format for reporting on sustainability, including a sustainability dashboard

Publishing annual sustainability reporting, including the annual Pubic Sector Climate Change duties data, to track progress and maintain transparency with stakeholders

Signing the SDG Accord and submit required evidence

Developing KPIs across the College to reflect our commitment to sustainability and reviewing climate change risk
mitigations and controls to ensure relevancy and that they are up-to-date

Further embedding and enhancing the role of the SEES Group in College decision-making

We are accountable to College Board of Management through People, Infrastructure and Finance Committee

SUSTAINABILITY FRAMEWORK 2026-2029

Roadmap 2026-2029

Strategic Target	SDG Alignment	Deliverables
Sustainability Leadership	Peace, Justice and Strong Institutions; Affordable and Clean Energy; Partnership for the Goals	• Embed SEES Group • Develop and agree fossil fuel divestment plan • Participation in sector reporting • Development of specific sustainability KPIs as part of Facilities Dashboard
Sustainability Education	Partnership for the Goals; Climate Action; Affordable and Clean Energy; Quality Education	• Embed SDGs in programmes • Develop and deliver carbon literacy training for staff and students
Carbon Management	Climate Action; Affordable and Clean Energy;	• Identify and create costed project proposals for energy-efficient upgrades • Identify and use clean energy sources
Sustainable Infrastructure and Space Management	Sustainable Cities and Communities; Responsible Consumption and Production	• Develop and implement Space Management Policy • Use output from building condition surveys to establish baseline and need • Develop updated Infrastructure Investment Plan

2026				2027				2028			
Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct	Jan	Apr	Jul	Oct

- Investigate alternative support funding for sustainability projects
- Embed SDGs in programmes
- Develop and agree fossil fuel divestment plan
- Output from building condition surveys to establish need
- Develop updated Infrastructure Investment Plan

Anchor Institution

800

We are an anchor institution in Ayrshire, and **we support over 800 jobs** in the region

Re...

Ou... **inc...** bet...

Electricity

Our electricity usage has **decreased by 4%** between 2023/24 and 24/25

Gas

Our gas usage has **decreased by 15%** between 2023/24 and 24/25

We gave out over 19,000 free bowls of soup and porridge to our students in 2024/25

LIVING WAGE EMPLOYER

We are a proud Living Wage employer

Automated Meter Readings

We are investing in our water infrastructure, and now have Automated Meter Readers (AMRs) on all 3 sites.

£10.9m

We awarded over £10.9m in student grants in 24-25 supporting over 3000 students.

...ecycling Rates

...r on-site waste recycling rate **...creased by almost 10%** ...tween 2023/24 and 24/25

disability confident
EMPLOYER

We are a Disability Confident employer

18 Teams

competed in our charity football tournament to promote mental health

Cost of Living

We supported almost **1900 students** with additional payments during the cost of living crisis in 2024-25

We have achieved a 50:50 gender balance on our Senior Leadership Team

378 Trees

With our catering partners, Coffee Conscience, we planted 378 trees in 2024/25

Our use of biomass, a clean energy source, has **increased by 26%** between 2023/24 and 24/25

Ayr Campus

Dam Park
Ayr
KA8 0EU

Kilmarnock Campus

Hill Street
Kilmarnock
KA1 3HY

Kilwinning Campus

Hill Street
Kilmarnock
KA1 3HY

Ayrshire College

Empowering People for a **Changing World**