Regent's *Impact* Report

2026

REGENT'S
UNIVERSITY LONDON
CULTIVATING POSSIBILITY



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ABOUT THIS REPORT

This report primarily reflects activity and impact during Regent's University London's 2025/26 financial year (1 July 2025 - 30 June 2026). Where relevant, we have included the latest available data and significant developments up to November 2026 to provide the most current picture of our impact.

Throughout the report, we highlight how our activities contribute to the United Nations Sustainable Development Goals (SDGs).

Reporting periods are identified where they differ.

VICE-CHANCELLOR & CEO INTRODUCTION

For me, the purpose of a university comes back to people: helping students discover what they are capable of, to grow in confidence and build lives that matter to them. At Regent's, that means looking beyond the degree itself to the experiences, relationships and opportunities that help our graduates find their own way and contribute to the world around them.

What I value about this report is the way it brings that purpose to life. Strong graduate outcomes, opportunities to work with industry, better learning spaces and practical steps to care for our environment all have a place in that story. Becoming B Corp certified in 2025 was an important milestone, but I see it as a commitment to keep improving, rather than a finishing line.

My thanks go to our students, colleagues and partners for everything they contribute to Regent's. As we look ahead, I want us to keep strengthening the student experience, supporting professional success and investing in our people and a smarter, greener campus. Above all, I want the possibilities we open up here to make a lasting difference – to our graduates, our communities and the wider world.

Vice Chancellor & CEO, Professor Geoff Smith



Our *impact*

A university degree – in and of itself – just doesn't cut it anymore. Which is why, at Regent's, we go way above and beyond 'the certification'.

We build capability and confidence, networks and connections, adaptability and judgement in our students. So that our graduates leave ready to lead, to make an impact, to shape the future with clarity and purpose.

OUR PROMISE:
a premium, transformative education, rich in global connections

OUR IMPACT:
globally minded graduates that bring purpose and passion to people and planet.

OUR ACCREDITATIONS, MEMBERSHIPS AND PARTNERS

TEF 2023 Gold Teaching Excellence Framework
QS RATED VERY GOOD
Certified B Corporation
CMI Chartered Management Institute
APM Corporate Partner
CQF Institute
CABS CHARTERED ASSOCIATION OF BUSINESS SCHOOLS
AACSB Business Education Alliance Member
LSEG
BUSINESS GRADUATES ASSOCIATION MEMBER
UKCP UK Council for Psychotherapy
The British Psychological Society
Walpole
AMPLIFYME
HUCKLETREE
SAVOY
THE PENINSULA LONDON
AESTHETICA
MCKEE SEMINARS
London Screenwriters' Festival
Abbey Road Studios

Our *highlights*

Certified B® Corporation

B Corp certified

In 2025, Regent's become B Corp certified, recognising our commitment to high standards of social and environmental impact, accountability and continuous improvement. We achieved an overall B Impact Score of 104.2, reflecting strong performance across Governance (14.8), Workers (24.7), Community (14.2), Environment (32.0) and Customers (18.2).

GRADUATE OUTCOMES SURVEY

Outperformed Graduate Outcomes benchmarks

88% of Regent's graduates reported positive graduate outcomes - 11% points above the sector average. Among graduates in employment, 90% are in highly skilled roles, 14% points above the sector benchmark and 5% points above Russell Group universities.

NextGen CLASSROOMS

Launched environmentally conscious classrooms

We launched our next generation of inspiring, smart technology-enabled classrooms, with sustainability considered throughout the refurbishment. Where possible, existing furniture and materials were repurposed through Waste to Wonder, reducing waste and extending the life of valuable resources.

4.2% REDUCTION

Advanced our carbon reduction initiatives

We continued to reduce our environmental footprint through thermal modelling, secondary glazing improvements and energy-efficiency measures across our estate – working towards reducing emissions by 4.2% each year.

Luxury Lab

Launched Luxury Lab

We launched Luxury Lab, connecting students with real-world consultancy projects for luxury brands and organisations. Postgraduate students gain hands-on experience and professional skills while bringing fresh perspectives to live industry challenges.

London Wildlife Trust

Charity partnership chosen by colleagues

Chosen by our colleagues, London Wildlife Trust became Regent's charity partner, creating opportunities for fundraising, volunteering and awareness activities to support the protection and restoration of nature across London.

AT A GLANCE

Our *Impact*

88%
positive graduate outcomes reported from Regent's graduates

83.4%
student satisfaction rate

93%
student retention rate

86.6%
staff retention rate

50:50
gender representation in our Vice-Chancellor Executive Team

41.38
tonnes reduction in carbon emissions between July and December 2025

15.8%
reduction in electricity use compared with the previous year

10.1%
reduction in gas use compared with the previous year

46.3%
reduction in waste

42%
reduction in emissions from switching from diesel to HVO fuel

8
next-generation smart technology-enabled classrooms refurbished

766
items of furniture repurposed

124
boxes of books given a new life

7
years of biodiversity-focused changes to mowing

3
behives on campus

3
dead hedges created for wildlife

2
years of butterfly monitoring

0
chemical weed and pest control

OUR CONTRIBUTION TO SOCIETY AND THE ECONOMY

Our *Impact*

88%

positive graduate outcomes reported from Regent's graduates

330

accredited placements conducted by students

18

businesses supported through student industry challenge projects

200+

consultancy hours delivered through our programme Luxury Lab by students

4.75%

Gender pay gap (median)

95

days of volunteering completed by colleagues

£3,144

raised for Action for Children

£2,817

raised for London Wildlife Trust

People
focused



EMBEDDING SUSTAINABILITY, ETHICS AND SOCIAL RESPONSIBILITY ACROSS OUR CURRICULUM

People Focused

At Regent's, sustainability, ethics and social responsibility are embedded across every course and every level of study through our institution-wide Human and Environmental Impact learning outcome. This ensures these themes are explicitly taught and assessed, equipping students with the knowledge, values and practical skills to consider their impact on business, society and the environment.

Students also have access to interdisciplinary electives that explore these issues from different perspectives, including Business Ethics, Understanding Human Rights, Future Cities Now, How to Create a Social Enterprise and Material Cultures and Sustainability.

Together, these experiences encourage students to think critically, make responsible decisions and consider the wider human and environmental impact of their future work.

'We want every graduate to believe their work can change the world for the better – and have the skills to make it happen. That's why, at Regent's, Human and Environmental Impact is embedded in every course, combining ethics and sustainability with practical projects that tackle real-world challenges.'

Professor Maria Charalambous, Associate Provost Learning & Teaching

Contributes to SDG's



4.
Quality Education



8.
Decent Work and Economic Growth

People Focused

PREPARING STUDENTS FOR PROFESSIONAL SUCCESS

Career outcomes are at the heart of the Regent's student experience. Our practice-based, industry-led approach combines academic learning with real-world experience, helping students develop the skills, confidence and industry insight to thrive in a changing global workplace.

With a strong emphasis on creativity, entrepreneurship and international perspectives, students engage with industry challenges throughout their studies, putting their learning into practice and connecting with industry leaders. At undergraduate level, students also have opportunities to undertake an industry placement and study abroad, broadening their perspectives and experience.

Beyond the curriculum, careers support, mentoring, networking and initiatives such as the Future Founders Programme and Luxury Lab provide further opportunities to build professional experience and industry connections.

The results are reflected in our graduate outcomes: **88% of Regent's graduates report positive graduate outcomes**, an impressive 11% points above the sector average. Among graduates in employment, **90% are in highly skilled roles** – 14% points above the sector benchmark and **5% points above Russell Group universities**.

Source: Graduate Outcome results, Data taken from HESA Graduate Outcomes Survey 2024/25.

Contributes to SDG's



4.
Quality Education



8.
Decent Work and Economic Growth



17.
Partnerships for the Goals

'From live industry projects and entrepreneurship challenges to mentoring, careers coaching and placements, Regent's connects students with the experience, people and opportunities they need to build their confidence and succeed professionally.'

Hannah Fox, Director of Corporate Engagement

'My experience at Regent's has been incredibly valuable. The industry is so competitive that the only way to stand out is by gaining real-life experience. As part of the Luxury Lab, I was fortunate to present to the CEO of Fortnum & Mason, which has opened many doors for me professionally and secured my position at Dom Perignon Champagne.

Kavya, MA Luxury Brand Management, 2025



CHAMPIONING DIVERSITY, EQUALITY, INCLUSION & WELLBEING – OUR STUDENTS

People Focused

Regent's is a proudly diverse and global community, representing 130+ nationalities across our students and colleagues. We believe this diversity of perspectives is one of our greatest collective strengths, enriching learning, collaboration and life across our campus.

SUPPORTING OUR STUDENTS

Freedom of Expression

In the 2025 National Student Survey, 94.6% of Regent's students said they feel free to express their ideas, opinions and beliefs – placing Regent's top in the UK. This reflects our commitment to creating an inclusive environment where our diverse student community feels heard and respected.

Building connection and belonging

During 2025-26, more than 70 events and campaigns promoted wellbeing, inclusion, cultural celebration and student engagement, supported by new initiatives including Cultural Advocates, postgraduate networking and peer-to-peer support.

Contributes to SDG's

3.
Good Health and Well-being

4.
Quality Education

10.
Reduced Inequalities



IMPROVING ACCESS, INCLUSION AND PARTICIPATION

People Focused

Turning inclusion into practical support and opportunity

We believe every student should have the opportunity to participate fully in university life and achieve their potential, regardless of background, circumstances or individual needs. Remove: earning, collaboration and life across our campus.

We turn this commitment to inclusion into practical support and opportunities that help remove barriers to access, learning and progression. From wellbeing and disability support to financial assistance and opportunities to gain experience, our approach is designed to help students participate fully in life at Regent's.

Contributes to SDG's

4.
Quality Education



Student Wellbeing

Our Student Wellbeing and Disability team provides confidential, tailored support, including one-to-one appointments, referrals to counselling through our provider Spectrum Life, access to 24/7 wellbeing support and signposting to specialist services and resources.



Disability support

We provide tailored support for students with disabilities, learning differences and neurodivergence, including Student Support Agreements, reasonable adjustments, specialist study-skills support and one-to-one guidance.



A safe and inclusive environment

We are committed to equality of opportunity and creating a learning environment where students feel safe, respected and supported. Regent's takes a zero-tolerance approach to bullying, harassment and sexual misconduct, with clear reporting, investigation and support processes in place.



Creating opportunities

Our Student Ambassador programmes enable students to earn while they learn, while building skills, confidence and professional networks that support progression beyond the classroom.

CHAMPIONING DIVERSITY, EQUALITY, INCLUSION & WELLBEING – OUR COLLEAGUES

People Focused

CHAMPIONING OUR COLLEAGUES

Our ambition is to create a workplace where people flourish and feel valued – a vibrant community where colleagues take accountability, collaborate, continue to learn and make a meaningful contribution.

Our commitment includes:

- London Living Wage
- Minimal gender pay gap (our current median is 4.75% against 12.8% UK-wide 12.8% according to ONS)
- Equal maternity and paternity leave and pay
- 24/7 mental health support through our partner Benenden Health
- Westfield Healthcare compensation package for everyday health expenses
- A dedicated EDI Committee and active employee networks supporting events and campaigns that promote wellbeing, inclusion and cultural celebration

Empowering women in leadership

- We are committed to supporting greater gender equality and progression across Regent's
- 50:50 gender representation on our Vice-Chancellor's Executive Team
- 52% of senior leaders are women
- 10 colleagues completed Advance HE's Aurora Women in Leadership programme



Creating an inclusive, supportive workplace is fundamental to delivering our mission. By investing in our people, we strengthen our community and our long-term impact.

Valérie De Saegher, Chief People Officer

Contributes to SDG's

3.
Good Health and Well-being

5.
Gender Equality

10.
Reduced Inequalities



INVESTING IN OUR COLLEAGUES

We want our colleagues to be motivated by our purpose and promise – to feel stretched, supported, developed, valued and fairly rewarded. Our promise of 'Cultivating Possibility' applies as much to our colleagues as it does to our students.

Listening to our colleagues is central to how we continuously improve. Through our bi-annual engagement survey, we gather feedback to identify opportunities to strengthen Regent's as a place to work and grow.

In 2026, we launched a university-wide Leadership Development Programme, reinforcing our shared expectations of leaders, the behaviours that drive excellence and building confidence in leadership across Regent's.



Contributes to SDG's

8.
Decent Work and Economic Growth

10.
Reduced Inequalities

People Focused

INVESTING IN OUR COLLEAGUES

AT A GLANCE

86.6%
employee retention

8.27%
internal promotions

56%
survey response rate (results reflect June 2026)

386
total reward statements

37
(in-person/virtual) training and development sessions delivered

£163,469
Investment in colleague development.

PREVENTING CORRUPTION AND PROTECTING DATA

We are committed to protecting personal data, maintaining robust cyber security practices, and promoting the highest standards of ethical conduct. Through regular staff training, strong data governance, security monitoring, and anti-bribery and anti-corruption measures, we work to safeguard information, build stakeholder trust, and ensure compliance with relevant legal and regulatory requirements. These initiatives support our commitment to responsible, transparent and sustainable business practices.



Contributes to SDG'ss

16.
Peace, Justice and Strong Institutions

HOW WE GOVERN IMPACT

People Focused

GOVERNANCE

Strong governance underpins our ability to deliver positive impact responsibly. At Regent's, clear policies, robust oversight and effective risk management help us operate ethically, protect our community and maintain accountability in the decisions we make.

ACTING ETHICALLY AND RESPONSIBLY

Our policies and governance frameworks set clear expectations for ethical conduct across the University, including our approach to preventing bribery, corruption and conflicts of interest.



PROTECTING DATA AND INFORMATION

We are committed to protecting the personal and sensitive information entrusted to us by our students, colleagues and wider community. Our approach combines robust data protection and information security practices with ongoing awareness and training.



MANAGING RISK

Our Health and Safety management system helps us to identify hazards and associated risks that could affect our students, colleagues, operations.



HOW WE GOVERN IMPACT

People Focused

AT A GLANCE

Mandatory Freedom of Speech training

Mandatory Failure to Complete Fraud training for managers

Mandatory Anti-Bribery act training

Mandatory Sexual Harassment Bullying & Harassment training

Mandatory Display Equipment Awareness training

Mandatory Diversity in the Workplace training

Manual Handling Awareness training

Health and Safety Awareness training for Managers

Business continuity plans reviewed annually



Contributes to SDG's

16.
Peace, Justice and
Strong Institutions

SUPPORTING OUR LOCAL COMMUNITIES

As part of our mission to have a positive impact on people and planet, we are committed to making a meaningful contribution beyond our campus. Regent's offers all colleagues two volunteering days each year, giving them dedicated time to support charities, communities and causes that matter to them.

IN 2025/26, OUR COLLEAGUES CONTRIBUTED TO

95

days of volunteering days completed by our colleagues across local organisations



Action for Children:

In the winter of 2025, colleagues from Regent's IT team swapped their desks for sleeping bags to take part in Action for Children's annual Boycott Your Bed fundraising event, raising £3,144 for the charity.

'I strongly believe that doing something like this as a team can be so rewarding in so many ways. from the personal wellbeing benefits of taking part in charity work to knowing that you're part of something that will make a meaningful difference to the wider community.'

John Armstrong, Chief Information Officer



SPOTLIGHT STORIES – LONDON WILDLIFE TRUST

Chosen by our colleagues, London Wildlife Trust became Regent's charity partner in 2025, creating new opportunities to support and protect nature across London. Since then, we've raised £2,817 for the charity.

As part of the Wild Work Days programme, 15 colleagues joined the Trust for a hands-on volunteering experience, contributing to its conservation work while connecting with others from across the University.

'I loved connecting with colleagues across the University while getting stuck into nature and making a small but positive contribution, especially in such a beautiful urban oasis like Woodberry Wetlands. It was a fantastic chance to get involved in the amazing work London Wildlife Trust does!'

Annalisa Cozzani, Enrolment Officer



SUPPORTING OUR LOCAL COMMUNITIES

People Focused

For our students, applied industry and entrepreneurship modules bring learning to life while creating value beyond the classroom. By working on real-world challenges, students support businesses and organisations while building industry networks and developing essential practical skills.

During 2025 – 2026, Regent's students supported 18 businesses and brands through live projects and industry challenges.

Cassandra Berglund, currently in her final year of studying BA (Hons) Business & Management at Regent's, took part in an **Industry Challenge with Landor and McLaren** during the second term of her second year. Here is her insight into the experience - and what she learned from it.

INDUSTRY CHALLENGE: LANDOR AND MCLAREN

In the second year of my degree, I chose the Industry Challenge module, which gave me the opportunity to apply what I had learned at Regent's to a real-world brief and contribute fresh ideas to an established business. Our challenge was to explore how McLaren could engage Gen Z while preserving its distinctive identity and legacy.

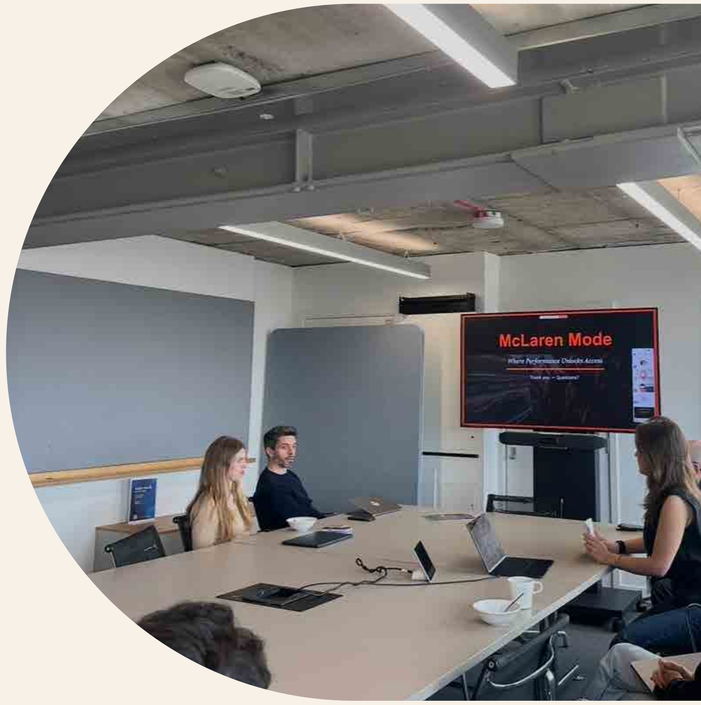
Contributes to SDG's

4.
Quality Education

DEVELOPING MCLAREN MODE

Drawing on research and our own experiences as members of Gen Z, my team developed McLaren Mode: an app concept designed to build engagement beyond race weekends through participation, rewards, exclusive access and a sense of progression.

I took a leading creative and strategic role, bringing the different elements together and applying knowledge from my Emerging Technologies module to build a functional app prototype. This allowed us to demonstrate how the concept could work from a user's perspective, giving McLaren and Landor a tangible example of how they could connect with younger audiences.



RECOGNITION FROM LANDOR

We were invited to present at Landor's headquarters, where its Strategy Group praised our research, confidence, structure and attention to detail, describing our work as 'Above and Beyond'. The team also offered support if we applied for future internships or roles at Landor. This made the experience particularly meaningful, helping me build professional relationships that could support my future career.

SKILLS FOR THE FUTURE

The project strengthened my strategic thinking, creativity, leadership and teamwork, while building my confidence in presenting ideas. It also reinforced that a good idea needs to reflect both the audience's needs and the brand's identity.

Seeing McLaren Mode come to life and receiving recognition from industry professionals were the most rewarding parts. The experience showed me how the skills I've developed at Regent's can translate into a professional environment and inspired me to pursue similar projects in my future career.

Environmental actions



REDUCING OUR FOOTPRINT

We're committed to reducing our environmental impact by identifying, implementing and measuring actions that lower emissions and embed a culture of environmental responsibility across Regent's.

Our vision

Our approach brings together environmental management, energy efficiency and sustainability across our campus and operations.

At the heart of this is our carbon reduction strategy, which targets a 4.2% reduction in emissions each year, supporting our ambition to achieve net zero carbon by 2050. In 2025/26, **we reduced Scope 1 emissions by 10.2%, Scope 2 emissions by 19.2% and Scope 3 emissions by 7%.**

Working with specialist consultants and experts, we identify the solutions that can make the greatest impact. These priorities inform our annual capital improvement programme, embedding environmental considerations into our investment in the University and its estate.

We also monitor our environmental performance through regulatory and external frameworks, complying with the ESOS (Energy Savings Opportunities Scheme), helping us measure progress and identify opportunities for continuous improvement.



Contributes to SDG's

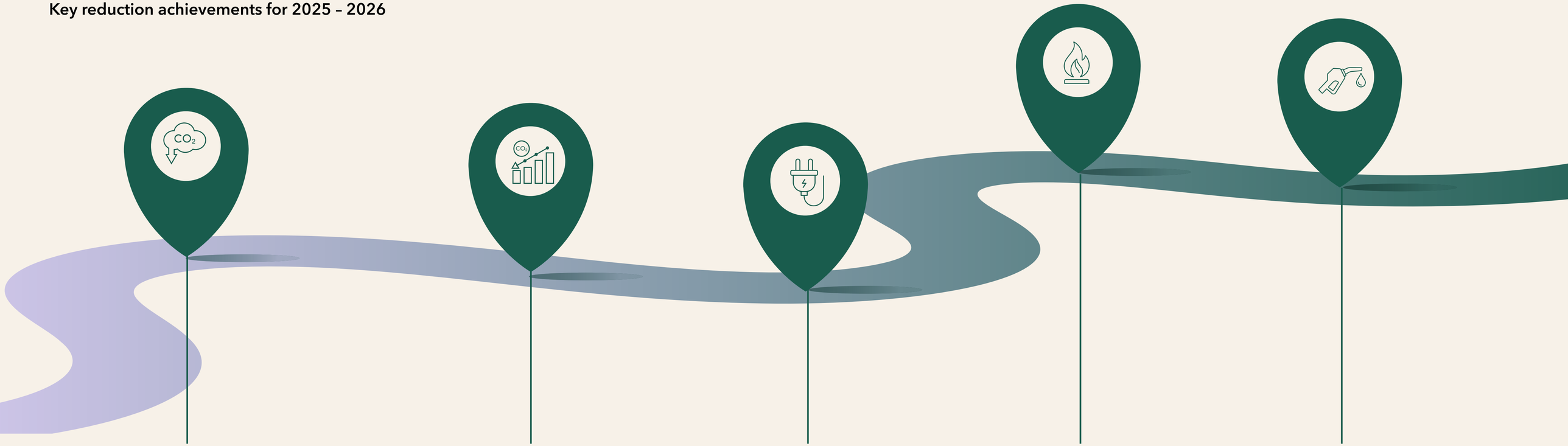
7.
Affordable and Clean Energy

12.
Responsible Consumption and Production

13.
Climate Action

OUR EMISSIONS ROADMAP

Key reduction achievements for 2025 – 2026



Emissions vs baseline (2022/23):
121 tCO2e saved,
a 9.8% reduction in emissions
compared to
our 2022/23 baseline

Emissions year-on-year:
77 tCO2e saved, a 6.5% reduction
in emissions compared to last
year (2024/25).

Electricity:
15.8% reduction in emissions from
electricity use year-on-year.

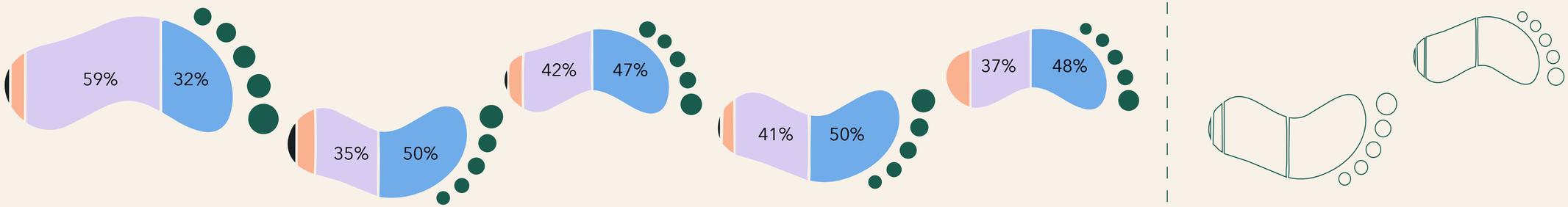
Gas:
10.1% reduction in emissions
from gas use year-on-year.

Fuel:
18.9% reduction in emissions from our
Grounds team switching from diesel to
HVO fuel.

GREENHOUSE GAS EMISSIONS FOOTPRINT (LOCATION-BASED)

2015-16	2022-23	2023-24	2024-25	2025-26	2029-30	2039-40
2,463 tCO2e	**1,281** tCO2e	**1,126** tCO2e	**1,187** tCO2e	**1,110** tCO2e	**869** tCO2e	**352** tCO2e

FORWARD TARGETS



Other **Business travel** **Electricity** **Gas**

This academic year's target was a 4.2% reduction - **we achieved a 6.5% reduction** (1,187 -> 1,110 tCO2e), exceeding our goal.
We have now saved 1,353 tonnes of CO2e in our footprint to date since 2015/16.

CREATING A SMARTER, MORE EFFICIENT CAMPUS

A smarter campus

- **100+ electrical submeters and 5 new water submeters were installed** over the past two years, providing valuable data to understand our consumption
- **8 next generation classrooms** incorporate smart sockets, with smart blinds installed in 6 classrooms, helping to monitor and reduce day-to-day energy use
- **60%+ projected annual energy saving forecast** from replacing fluorescent lighting with LEDs in the Acland building

Circular use of resources

- **766 items of furniture repurposed through** Waste to Wonder, reducing unnecessary waste while benefiting organisations around the world
- **124 boxes of books given a new life** through Better World Book scheme
- **10 smart bins installed** to improve waste and recycling collection, helping to save plastic and resources

Lower-impact operations

- **Introduced chemical-free cleaning across campus**, reducing packaging waste, improving air quality and lowering our environmental impact
- **Replaced our mains water pump inverter**, helping to manage water usage by running on demand only.
- **Invested in environmental reporting technology** to capture and analyse data and drive further improvements

**Source link.*

Contributes to SDG's

6.
Clean Water and Sanitation

7.
Affordable and Clean Energy

12.
Responsible Consumption and Production

13.
Climate Action



OUR NEXT STEPS: REDUCING OUR FOOTPRINT

Building on the progress made in 2025 – 2026, we are continuing to explore and invest in opportunities to improve the environmental performance of our campus.

Future-facing priorities include:

- **Improving building efficiency:** Installing secondary glazing across our on-campus accommodation, Reid Hall, as well as Darwin and Oliver buildings
- **Installing further water pump inverters**
- **Exploring renewable energy:** Assessing opportunities for solar PV across suitable campus roof spaces
- **Creating smarter teaching spaces:** Continuing the rollout of our next generation classrooms and energy-saving technology
- **Embedding sustainable behaviours:** Using better data, technology and engagement to help our community understand and reduce its environmental impact



Contributes to SDG's

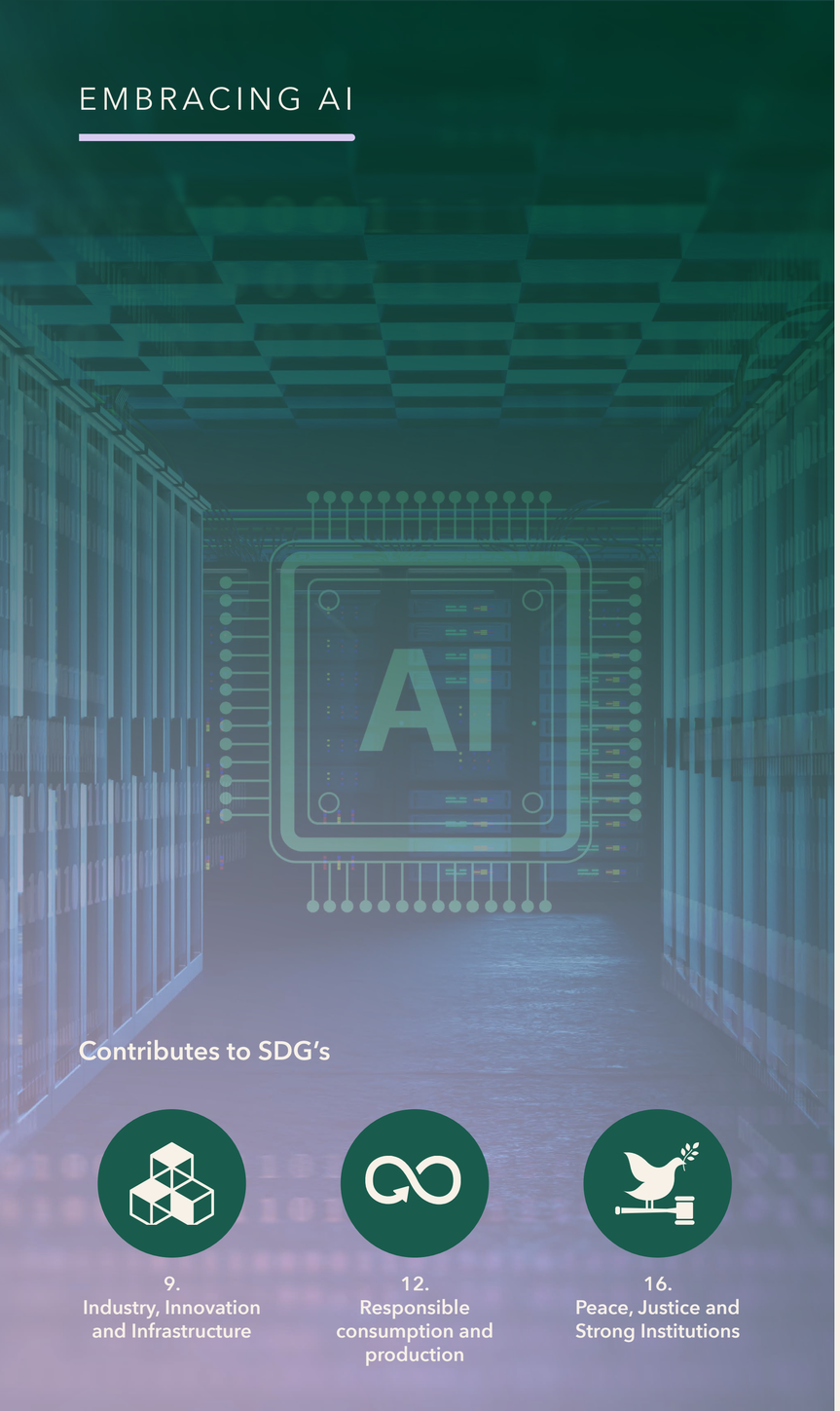
6.
Clean Water and Sanitation

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Affordable and Clean Energy

12.
Responsible Consumption and Production

13.
Climate Action

EMBRACING AI



Contributes to SDG's

9. Industry, Innovation and Infrastructure

12. Responsible consumption and production

16. Peace, Justice and Strong Institutions

As Regent's works towards embracing 'Safe AI', we recognise that increased use of AI and digital technologies brings an environmental footprint. As our adoption grows, we will work to better understand this impact and consider responsible use, energy and resource consumption alongside the opportunities AI creates.

Technology has an important role to play in transforming how we work and enhancing teaching and learning. Through targeted proofs of concept, we will explore where AI can deliver meaningful impact, while balancing innovation with responsible and sustainable use.

Embedding sustainable behaviours: Using better data, technology and engagement to help our community understand and reduce its environmental impact
Invested in environmental reporting technology to capture and analyse data and drive further improvements.

Our approach to Safe AI

Following an independent AI governance assessment by Mazars, Regent's is taking a structured approach to ensure AI is used safely, responsibly and effectively across the University.

We are strengthening our approach through the development of an AI strategy and roadmap, policies and safeguards, alongside a university-wide training programme to help staff and students use AI confidently and effectively.

Looking ahead, we will measure adoption and impact, share learnings across our community and launch a dedicated AI Hub, bringing together practical guidance, training and best practice.

Our guiding principles for AI

Our approach is underpinned by eight principles that guide how AI is adopted and used across Regent's:

- **Accountable:** Human accountability remains central to AI-enabled decisions and outputs.
- **Continuous improvement:** We will continue to learn, evaluate and adapt our approach as AI evolves.
- **Fair and inclusive:** AI should not create or reinforce discrimination, bias, or unequal outcomes.
- **Human-centred:** AI should enhance, rather than replace human judgement in significant academic, employment, or student welfare decisions.
- **Lawful:** Our use of AI must comply with:
  - EU AI Act
  - UK GDPR
  - Data Protection Act 2018
  - Equality Act 2010
  - Copyright and Intellectual Property legislation
  - Public Sector Equality Duty (where applicable)
  - UK Regulatory Frameworks i.e. ICO, FCA, CMA
- **Secure:** AI solutions must meet Regent's information security requirements and comply with academic regulations and university policies.
- **Sustainable:** AI use should consider environmental impact, energy consumption, and ethical sourcing.
- **Transparent:** The purpose, limitations and role in decision-making of AI must be understood.

CREATING SPACE FOR NATURE

Set within 11 acres of private grounds in Regent's Park, our campus gives us a unique opportunity – and responsibility – to support nature in the heart of London.

Over recent years, our Gardens team has been evolving how our grounds are managed, moving beyond traditional ornamental gardening towards an approach that creates more varied habitats, supports native species and considers biodiversity in decisions around planting and landscape management.

Over the last seven years, we have changed our mowing practices to create meadow areas and provide more natural habitats for insects and wildlife. We are also developing dedicated wildflower areas using British native wild seed and increasing the variety of permanent planting across campus.

Our approach includes:

Creating more natural habitats through meadow areas, native wildflower planting and reduced mowing.

Eliminating chemical weed and pest control, using biological controls and lower-impact, non-chemical alternatives where intervention is required.

Planting for resilience and biodiversity, considering drought tolerance and ecological value when developing our gardens and selecting plants.

Sourcing more locally, with greater emphasis over the last two years on plants and seeds grown by UK nurseries.

Using peat-free compost across our gardening activities.

Creating habitats for insects and wildlife, including loggeries for stag beetles and other insects and three dead hedges made using hazel coppiced from our own gardens.

Transforming our ornamental pond into a wildlife pond, introducing shallow areas, stone ramps and additional oxygenating plants.

Moving away from disposable seasonal planting. In the past year, we completed our phased removal of annual bedding displays, replacing plants that were previously purchased and composted each season with permanent bulbs and structural planting that can provide seasonal displays year after year.

Contributes to SDG's

11. Sustainable Cities and Communities

12. Responsible Consumption and Production

15. Life on Land

Understanding *biodiversity* on campus

As our approach develops, we also want to better understand the wildlife that shares our campus.

For the past two years, our Gardens team has undertaken butterfly monitoring during spring and summer. Our ambition is to expand this work by involving volunteers from across the Regent's community, helping us to build more consistent records of butterfly populations on campus.

Contributes to SDG's

15.
Life on Land

Our grounds also contribute to wider research into London's urban wildlife. An Oxford University student has undertaken a snake survey covering our campus and areas alongside Regent's Canal, while our campus has formed part of the Royal Parks' long-running research into urban hedgehog populations.

Together, these initiatives will help us build a clearer picture of biodiversity across our estate and inform how we manage our grounds in the future.

Our campus beehives

Honeybees have been part of the Regent's campus for approximately eight years, with three hives currently located within our grounds and cared for with the support of specialist beekeepers.

While the hives provide opportunities to engage our community with nature and produce Regent's honey, we recognise that managed honeybees are only one part of a much more complex ecosystem.

Wild bees, solitary bees, bumblebees, butterflies, moths and other insects all play an important role as pollinators. Our biodiversity approach therefore focuses on creating habitats and food sources that can support a broad range of pollinating species rather than increasing the number of managed honeybee colonies.



CONNECTING OUR COMMUNITY WITH NATURE

Our grounds aren't simply somewhere to enjoy nature – they provide opportunities for our students and colleagues to learn about it, contribute to it and understand the role we can all play in protecting our natural environment.

Our collaboration with London Wildlife Trust is helping us create more ways for our community to engage directly with nature. Since December 2025, activities have included dawn chorus walks, birdwatching, nature-focused activities at our Staff Conference – including making wildflower seed balls – and opportunities for colleagues to volunteer across London Wildlife Trust reserves.

On campus, our Gardens team also shares their expertise with students and colleagues through guided garden walks and learning activities.

Conversations with students have also inspired new initiatives. Our dedicated Dye Border, developed following a conversation with a Fashion student, contains labelled plants that produce natural pigments for dyeing textiles. Today, it provides a living learning resource for Fashion students, connecting their studies with the natural environment around them.

We have also introduced regular garden updates for colleagues, highlighting seasonal features across our grounds and connecting what people can see on campus with wider biodiversity themes.

By opening up our gardens as a place for learning, research, volunteering and discovery, we aim to help our community develop a stronger connection with the natural environment – both within Regent's and beyond.

Contributes to SDG's

4.
Quality Education

15.
Life on Land



Looking *Ahead*



LOOKING AHEAD

Aligned with our 2025–2030 Strategic Plan, our future priorities reflect Regent's wider ambitions for the University – bringing together academic excellence, graduate outcomes, our people and community, responsible innovation and our environmental commitments.

OUR STRATEGIC PRIORITIES

Continue to achieve outstandingly positive graduate outcomes

Maintain and enhance student satisfaction

Elevate our leadership capabilities

Strengthen staff engagement and retention

Achieve recognition as a 'Great Place to Work'

Embrace Safe AI responsibly across the University

Transform our learning spaces, investing in a smarter, greener campus

Reduce our carbon emissions by 4.2% year-on-year

Improve building efficiency across our campus and estate



PROGRESS TOWARDS OUR STRATEGIC PRIORITIES	MEASURE	CURRENT STATUS	NEXT STEPS
Continue to achieve outstandingly positive graduate outcomes	HESA Graduate Outcomes Survey	88% of Regent's graduates reported positive outcomes – 11 percentage points above the sector average. Among graduates in employment, 90% are in highly skilled roles – 14% points above the sector benchmark and 5% points above Russell Group universities.	Continue to strengthen our career-focused curriculum through industry learning and initiatives such as the Advanced Mentoring Programme, helping students build connections and prepare for their next steps.
Maintain and enhance student satisfaction	National Student Survey: overall positivity score	Overall positivity was 83.4% in 2026, down 2.2% points from 85.6% in 2025.	Use student feedback to identify and prioritise improvements across teaching, learning and student support, with actions and progress reviewed by the relevant teams.
Elevate our leadership capabilities	Leadership programme completion; staff feedback on leadership effectiveness	Leaders completed a six-week MindGym programme focused on strategic clarity, accountability and agility.	Embed learning through quarterly Leaders' Forum sessions focused on shared challenges, reflection and practical application.
Strengthen staff engagement and retention	Great Place to Work survey results; staff retention rate	As at October 2026, staff retention was 86.6% and the Great Place to Work survey response rate was 56%.	Increase survey participation and use findings to prioritise improvements in engagement and retention.
Achieve recognition as a 'Great Place to Work'	Great Place to Work certification status	Regent's achieved an overall positivity score of 64% in the May 2026 Great Place to Work survey, short of 1% for the accreditation threshold.	Address priorities identified in the findings and repeat the survey in May 2027.
Professionalise Security	Staff training completion; data protection and cyber security incidents; policy compliance	Annual mandatory training, data governance, security monitoring and anti-corruption measures support data protection and ethical conduct.	Continue training and review governance, monitoring and anti-corruption measures to identify gaps and strengthen safeguards.
Embrace Safe AI responsibly across the University	AI strategy milestones; training participation; adoption and impact	An independent Mazars assessment has informed our Safe AI approach. An AI strategy, roadmap, policies and safeguards are in development, underpinned by eight guiding principles. Copilot POC (40 staff): High engagement and early evidence of significant productivity and efficiency benefits across participating teams.	Accelerate AI adoption through staff training, the AI Hub, and high-value AI agents. Deliver measurable productivity and business benefits, shape the long-term AI roadmap, and evaluate AI's environmental impact to ensure sustainable growth.
Transform our learning spaces, investing in a smarter, greener campus	Next-generation classroom numbers; smart technology installation	Eight next-generation classrooms feature smart sockets, with smart blinds installed in six classrooms.	Expand next-generation classrooms and energy-saving technology, alongside engagement to encourage sustainable behaviours.
Reduce our carbon emissions by 4.2% year-on-year	Annual emissions (tCO_2e); reductions against the previous year and 2022/23 baseline	In 2025/26, emissions fell by 6.5% (77 tCO_2e), exceeding our annual target. Emissions were 9.8% below the 2022/23 baseline (121 tCO_2e). Scope 1, 2 and 3 emissions fell by 10.2%, 19.2% and 7% respectively year-on-year.	Deliver our carbon reduction strategy, targeting annual reductions of 4.2% to support our net zero ambition for 2050. Installing further secondary glazing in Darwin, following the installation of secondary glazing in Reid Hall in May 26.
Improve building efficiency across our campus and estate	Electricity, gas and water consumption, tracked through submeters and environmental reporting technology	Electricity and gas emissions reduced by 15.8% and 10.1% respectively year-on-year. Additional submeters improve consumption and our monitoring to address high consuming areas. Acland's LED replacements are projected to reduce annual lighting energy use by over 60%.	Install secondary glazing in Reid Hall, Darwin and Oliver, add water pump inverters and assess rooftop solar opportunities.

REGENT'S
UNIVERSITY LONDON
CULTIVATING POSSIBILITY