IADT Climate Action Roadmap

Document reference and version number	**IADT Climate Action Roadmap v4.0**
Document purpose	The Climate Action Roadmap is a document produced by public sector bodies to communicate how each organisation aims to meet the requirements of the Climate Action Mandate 2022 and achieve its 2030 carbon and energy efficiency targets.
Commencement date	December 2022
Date of next review	June 2026
Who needs to know about this document	All IADT staff and students, and key external stakeholders supporting and implementing the policy and actions herein.
Revision history	October 2025 – Fourth revised version
Policy author(s)	IADT Sustainability Champion, President, and Estates & Campus Services Team, Sustainability Lead
Policy owner	Sustainability & Climate Action Committee
Approval by Executive	October 15th 2025, Version 4
Signed by President	

30.03.2023 21.11.2023 8.11.24 15.10.2025

**Sustainability
And Climate Action Committee**

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Executive Summary

This Climate Action Roadmap outlines the Institute's progress and priorities in fulfilling the Public Sector Climate Action Mandate 2022, which commits public bodies to a 51 % reduction in energy-related greenhouse-gas emissions and a 50 % improvement in energy efficiency by 2030.

Progress and Key Milestones

- The Energy Master Plan (KSM Horizon, 2024) has been completed, identifying the Quadrangle Retrofit as the key project to close remaining energy and carbon gaps.
- The campus has grown substantially, with the Digital Media Building adding 7,208 m² of high-performance space (an increase of 1,320,330 kWh annual energy use) and Carnegie House adding 230 m² (33,350 kWh). Both projects were delivered to NZEB and BREEAM Excellent standards.
- IADT has achieved the Bronze Smarter Travel Mark for promoting sustainable travel among staff, students, and visitors.
- Staff professional development has expanded, including Carbon Literacy Training, LinkedIn Learning sustainability modules, and the Level 9 Certificate in Education for Sustainable Development.
- Sustainability learning outcomes are being embedded across programmes, supported by new initiatives such as The Good Guide to Creative Practice (2024) and the forthcoming Climate Communications module (2026).

Gaps and Priorities

According to SEAI's 2024 Monitoring & Reporting data: IADT has achieved a **38.8% energy-efficiency improvement on our baseline**, leaving a 11.2-percentage-point gap to reach the 2030 target. In **2024 fossil CO2 was 30.5% below the baseline** – our 2030 target is 217,452 kgCO2. The Quadrangle Retrofit, incorporating deep fabric upgrades, heat-pump technology, and renewable generation, is projected to fully close these gaps subject to available funding.

Leadership and Governance

Climate action is led by Climate Champion Rónán Ó Muirthile, supported by the Sustainability & Climate Action Committee, which includes staff and student representatives. The Committee reports quarterly to the Executive and biannually to the Governing Body. The appointment of Sustainability Project Lead Avadhoot Potdar (July 2025) has strengthened institutional capacity and coordination.

Strategic Context

Sustainability is one of six pillars of IADT's Strategic Plan 2024–2028, committing the Institute to integrate sustainable practice into teaching, operations, and governance. IADT also aligns with the UN Sustainable Development Goals, following the President's signing of the SDG Accord (2025).

Next 12 Months — Priority Actions (2025–2026)

- Progress the Quadrangle Retrofit and secure funding.
- Implement a campus-wide Energy Management System.
- Finalise water and waste baselines and introduce reduction plans.
- Advance the Mobility Hub concept with Dún Laoghaire–Rathdown County Council.
- Scale Carbon Literacy and ESD CPD participation.
- Launch and showcase Climate Catalyst Fund and Pocket Forest initiatives.
- Review and consolidate the IADT Sustainability Policy Framework.
- Adapt sustainability modules across programmes"
- Publish annual sustainability report and repeat Materiality Assessment.

1. Introduction: Updating the Roadmap

Under the Public Sector Climate Action Mandate, IADT commits to undertake measures to reach the 2030 carbon and energy efficiency targets and to provide leadership towards climate action initiatives.

The roadmap provides an overview of the activities that are currently being implemented and the future strategic direction and key tasks that will be put in place to achieve the 2030 targets.

Updating the Roadmap/Progress to Date
Mr Rónán O Muirthile (Head of Faculty, Film, Art & Creative Technologies) remains the Executive Level Climate Champion and chair of the climate committee. The members of the climate committee are:

Clare Crowley	Assistant Staff Officer, Faculty of Film, Art + Creative Technologies
Louise Glynn	Assistant Lecturer, Department of Technology + Psychology
Gerrard Hanratty	Estates & Campus Manger (Central Management)
Ciana Connolly	Assistant Estates and Campus Service Manager, Estates + Facilities Office
Kellie Hoyne	Assistant Estates and Campus Service Manager, Estates + Facilities Office
Patrick Glennon	Assistant Staff Officer, Human Resource Office
Sean Henriques	Psychology Technician, Faculty of Film, Art + Creative Technologies
Clyde Doyle	Lecturer, Department of Design + Visual Arts
Rachel Gallagher	Enterprise + Development Manager, Directorate of Research, Development + Innovation (Central Management)
Jessica Foley	Lecturer, Department of Design + Visual Arts
Misha Abbas	Student
Livia Martin	Student
Avadhoot Potdar	Sustainability Project Lead

Following consultation with the HEA and SEAI this roadmap provides additional details and data to support the climate action register which includes a dashboard of targets that tracks specific mandated targets against relevant criteria.

The Estates & Campus Services team have completed several projects and initiatives over the past 5 years to improve the energy efficiency and reduce the energy usage of the campus.

IADT achieves Smarter Travel Mark

IADT has been awarded the Smarter Travel Mark at Bronze level.

The Smarter Travel Mark is recognition of Dún Laoghaire Institute of Art, Design and Technology's commitment to changing attitudes and behaviours regarding walking, cycling and public transport usage by implementing measures that facilitate, support, and encourage sustainable travel options for our staff, students, and visitors.

Achieving the Smarter Travel Mark demonstrates that Dún Laoghaire Institute of Art, Design + Technology prioritises the importance and value of sustainable travel initiatives and the associated

environmental benefits. We look forward to implementing further Smarter Travel initiatives to support staff, students, and visitors in choosing environmentally friendly transport options.

Our ambition is to achieve the silver mark in 2026.

Green Week & Green Campus Committee

IADT will register for the Green-Campus Programme by An Taisce in 2025–2026. This year's themes will focus on Biodiversity and Sustainable Travel. To drive this forward, we will be setting up a Green Campus Committee with equal representation of students and staff to ensure shared ownership of sustainability initiatives across campus.

As part of the wider Green-Campus network, Climate Action Week will take place from 2nd–6th March 2026, bringing together students, staff, and partners for events, workshops, and campaigns inspired by the annual Green-Campus themes.

2. Leadership and Governance for Climate Action

Climate and Sustainability Governance Overview

Effective governance is crucial for IADT to effectively implement and exceed the climate and sustainability mandate by 2030. It requires the involvement and collaboration of a wide variety of internal and external stakeholders, including the full staff and student body, suppliers, contractors and consultants, incubator client companies, and public visitors to the campus. In this section, we will highlight the governance structure sand processes that support IADT's climate and sustainability structures and efforts

IADT Governance and Management Structures

As a publicly funded Higher Education Institution, IADT operates under the primary legislation of the *Institutes of Technology Acts 1992* to *2006*, and the *Qualifications and Quality Assurance (Education and Training) Acts, 2012* and *2019.* The Institute additionally complies with all relevant legislation (e.g., Freedom of Information, Data Protection, Safety, Health and Welfare, Employment and Equality legislation).

The Governing Body, appointed by the Minister for Further and Higher Education, Research, Innovation and Science (DFHERIS) has ultimate responsibility for the overall strategic direction of the Institute. Its functions are listed in the *Institutes of Technology Acts 1992 to 2006*.

The three Vice-Presidents, the two Heads of Faculty, and the President make up the IADT Executive who have responsibility for the effective operation and implementation of the institute's Strategy and adherence to all relevant regulatory and legislative frameworks.

A Central Management Team manages the day-to-day operations of the Institute. In addition to the Executive, membership of the Central Management Team includes Heads of Academic Departments and Managers of most functional areas, i.e. Research, Innovation, EDI, HR, Estates and Campus Services, Capital Projects, ICT, Finance, Student Experience etc.).

Governance Structure

IADT recognises the importance of establishing clear governance structures to ensure accountability, transparency, and effective decision-making. Lead by the **Climate and Sustainability Committee**, the Committee is responsible for overseeing of IADTs sustainability initiatives, setting targets and monitoring progress.

The Executive Chair of the **Climate and Sustainability Committee** is the Climate and Sustainability Champion, Rónán O Muirthile, Head of Faculty, Film, Art & Creative Technologies.

The Champion will report to the Executive every quarter and to the Governing Body twice annually. This will provide oversight of the design and development of climate and sustainability strategy, targets and performance metrics.

Sustainability Officer

IADT welcomes the appointment of Avadhoot Potdar as a dedicated Sustainability Officer, marking a significant milestone in our climate action journey. This role will provide focused leadership and coordination across all sustainability initiatives, ensuring that our commitments under the Climate Action Mandate and Strategic Plan are delivered effectively. The Sustainability Officer will work closely with the Climate and Sustainability Committee, staff, and students to embed sustainable practices across campus operations, teaching, and research, reinforcing IADT's ambition to be a leader in environmental stewardship within higher education.

Stakeholder engagement

IADT will engage with external stakeholders including Dún Laoghaire Rathdown County Council, local business sustainability staff members and representatives, suppliers, and local community groups to understand expectations and, where possible, incorporate their feedback into IADTs sustainability efforts. The engagement with external stakeholders will provide the Committee with access to identify risks and opportunities to build collaborative relationships based on trust and mutual benefits in the local region.

An initial meeting with DLR County Council took place on 16th July 2025, where potential areas for collaboration were identified particularly in the development of IADT's Biodiversity Plan and in improving sustainable travel options.

Governance Process

To ensure climate and sustainability efforts are aligned with IADT's Institutional strategy and objectives, several processes will be established and improved including:

Risk Management: A comprehensive risk management framework that identifies, assesses, and manages environmental, social and governance (ESG) risks and opportunities.

Sustainability Reporting: An annual sustainability report that provides stakeholders with information on IADTs sustainability performance, including progress against targets and initiatives. This report is to be independently verified to ensure accuracy and transparency.

Education and Training: IADT encourages and provides education and training opportunities for staff and students to increase their understanding of climate action and sustainability and to equip them with the skills to implement practices in their daily lives. By establishing clear governance structures and process, IADT are committed to achieving our sustainability goals and contributing to a more sustainable future.

3. IADT Strategic Plan

Sustainability is now one of the 6 pillars of IADT's new *Strategic Plan 2024–2028*.

As articulated in the strategy,
"We will actively incorporate sustainable practice into daily campus life; in how we teach and learn, how we manage and inhabit our physical space, how we use our scarce resources. We will ensure our future sustainability as a leading academic institution."

The following priorities have been established.

2.1 Sustainability will remain a fundamental focus of the organisation, and we will introduce a series of positive practical measures that will support us on our journey towards achieving a net zero campus.

2.2 We will embed climate action and awareness in all our teaching and learning ensuring all programmes are rooted in sustainable practices.

2.3 We will work with staff and other stakeholders to develop curricula that ensure students have agency and are empowered to become active global citizens.

2.4 We will ensure sustainable development is embedded in our approach to governance, leadership and operations, making sustainable practices a part of everyday life.

2.5 We will act in a way that assures, protects and secures our future as an established and efficient organisation, as we implement our vision to become Ireland's university for the Creative Industries.

2.6 We will grow our portfolio of funded projects to secure our organisational sustainability.

2.7 We will grow our student numbers and our funded research profile to ensure our financial sustainability.

IADT's implementation and reporting plan for its *Strategic Plan 2024–28* consists of the agreement of a set of objectives and key results (OKRs) that link the Strategic Plan's priorities and actions with the performance objectives (POs) and indicators found in IADT's Performance Agreement with the HEA (2024–28) and other commitments. IADT's OKR framework consists of 32 Objectives (reflecting the 78 Strategic Plan Actions) with a set of Key Results for the current year identified, and further results to be identified for each year of the Plan.

Three objectives in this framework relate directly to the sustainability pillar of the Strategic Plan and the performance objective on education for sustainable development: educating sustainable citizens, reducing carbon footprint, and sustainable organisational practices. Specific key results are aligned with several commitments, including:

Objective 5: **We will embed climate action and awareness in all our teaching and learning ensuring all programmes are rooted in sustainable practices.**

Objective 8: **We will ensure sustainable development is embedded in our approach to governance, leadership, and operations, making sustainable practices a part of everyday life.**

Sustainability Policy Development

IADT is developing a new Sustainability Policy that will set out our vision, principles, and commitments to environmental and climate action. The policy will align with the Public Sector Climate Action Mandate, HEA sustainability reporting, and draw on best practice examples.

This policy will form the foundation for measurable progress across several key areas:

- **Biodiversity** – enhancing campus ecology through a new Biodiversity Plan.
- **Sustainable Travel** – promoting active and low-carbon mobility, building on the Smarter Travel Mark framework.
- **Waste and Resource Management** – establishing baselines and reduction targets for 2024–2026.
- **Single-Use Plastic Elimination** – phasing out disposables and promoting reuse systems.
- **Energy Management** – integrating actions from the Energy Master Plan.

The draft policy will be prepared by January 2026, following consultation with staff, students, and the Climate & Sustainability Committee. Once approved by the Executive and Governing Body, it will clearly define roles and responsibilities, providing a practical structure to coordinate and report on sustainability actions across IADT.

Our Commitment to the SDGs

In October 2025, the President of IADT signed the SDG Accord, confirming the Institute's commitment to a global initiative that unites colleges and universities in advancing the United Nations Sustainable Development Goals (SDGs). Through this commitment, IADT aims to integrate the SDGs across teaching, operations, research, and community engagement. The Accord encourages participating institutions to track their progress and share updates annually with the United Nations. For IADT, this represents a practical framework for aligning creative education with environmental responsibility and social impact, helping shape a more sustainable and equitable future.

4. Carbon Targets

Achieving Our Carbon Targets

Achieving the Carbon Emissions Reduction targets by 2030

The Climate Action Mandate sets a carbon emission reduction target of 51% by 2030 for IADT. The mandate defines greenhouse gas emissions as energy-related carbon dioxide equivalent emissions. The baseline for this reduction is the average of our 2016 to 2018 emissions. The target is split into two parts — (i) thermal energy emissions (for heating and transport) and (ii) overall energy-related emissions (including electricity. IADT does not have transport vehicles, therefore, our thermal energy emissions are based on heating only.

Carbon Emissions
The baseline for our total carbon reduction target is **1,257,831 kgCO2**, which is our average total carbon emissions (electricity and fossil) between 2016 to 2018. Our total carbon emissions in 2024 were **664,377 kgCO2** and our thermal (fossil) carbon emissions were **308,502 kgCO2** per annum. If no new carbon reduction projects were implemented between now and 2030, our total carbon emissions would be **434,277 kgCO2** per annum, based on reduction due to decarbonisation of the electricity supply network or the grid. Our thermal (fossil) carbon emissions would remain at **308,502 kgCO2** per annum.

Campus Growth – Carbon
A new Digital Media Building, incorporating a new student restaurant and associated kitchen is now fully operational. It consists of 7,208 m2 adds capacity for up to 600 additional students/staff. This new building is estimated to increase our total carbon emissions by **129,285 kgCO2** per annum based on design information and projected usage.

IADT now includes new office space in Dún Laoghaire. It consists of 230 m2 floor area and has been occupied by staff members. This additional office space is estimated to increase the Institute's total carbon emissions by **5,111 kgCO2** per annum.

Carbon Emissions Reduction Analysis
The most significant emitter of carbon emissions on our campus is the Quadrangle building. The building is a former landed estate and industrial school, with buildings constructed between the 18th century to 1954 and extensions in the 1980's. These interconnected spaces are significantly deficient in terms of compliance with the Building Regulations, most specifically Parts L, B and M. It has a D1 DEC, which indicates a low energy efficiency and has a limited energy management system.

It is recognised that to upgrade and refurbish the Quadrangle building to a minimum BER of B, sufficient space must be provided to allow decanting of students and staff for the substation upgrade works / deep retrofit. A submission was made in Q3 2023 by IADT to the HEA (Higher Education Authority) to secure funding for the Quadrangle project and this is currently under review by the HEA.

A design team will need to conduct a detailed exercise to establish the number of phases required for this project. This will depend on both decanting capacity logistics and available funding. To show results in line with the glide path for the 2030 targets, the refurbishment work would need to be completed within 4 years which is ambitious but achievable depending on the number of phases and availability of required funding.

In addition to above, the Institute maintains an 'Opportunity Register' which outlines several projects under consideration to reduce our carbon emissions. Refer to *Appendix 2* for a summary list of the projects in our Opportunities Register.

These opportunities are being assessed and reviewed currently in the context of our performance agreement with the HEA and out new strategic plan. In consultation with SEAI we will identify which additional projects are feasible and offer the most carbon emissions savings.

This review will also identify any funding gaps and inform future applications for the likes of the EEDPP scheme.

Gap to Target Update 2025 – Thermal

Based on our current gap to target model with no projects modelled, there is a gap to our 2030 thermal carbon emission reduction target of **91,050 kgCO2**.

The refurbishment of the Quadrangle building has been identified as a project that would enable us to substantially bridge this gap. The project would include the deep retrofit of the building fabric and the installation of a building management system, heat pumps, and PV panels.

Modelling the Quadrangle projects in the gap to target tool, this project is estimated to bridge our gap to our thermal and total carbon emissions targets by 2030.

As part of the SEAI Energy Auditing Compliance Scheme, IADT issued an energy audit tender in Q3 2023, to engage a 3rd party auditor to complete an energy audit of the campus in line with SI 426 by Q1 2024. This audit was completed by KSM in 2024 the summary analysis is available in *Appendix 2*.

This audit will assist IADT in implementing an energy management system, identify opportunities to reduce our carbon emissions, a building stock plan and provide an energy masterplan for the campus.

The Institute's 'Opportunities Register' identifies several potential projects which could offer carbon emissions savings. These will be assessed and reviewed as part of the energy audits. The campus energy masterplan will identify the projects, associated timelines and budgets required to achieve our 2030 total carbon emissions target. IADT will leverage the masterplan to obtain the required resources to implement the recommendations.

The **Sustainability & Climate Action Committee** and our Estates & Campus Services Team will continue to work with the Office of Public Works as part of the *Optimising Power @ Work* staff energy conservation campaign. This will support our staff to conserve their electrical usage at work.
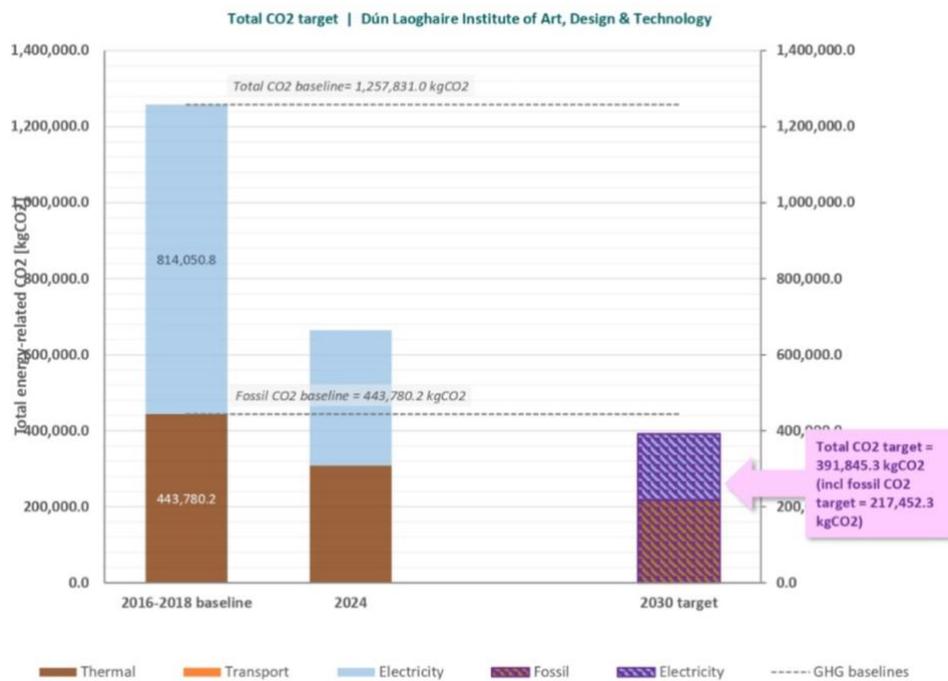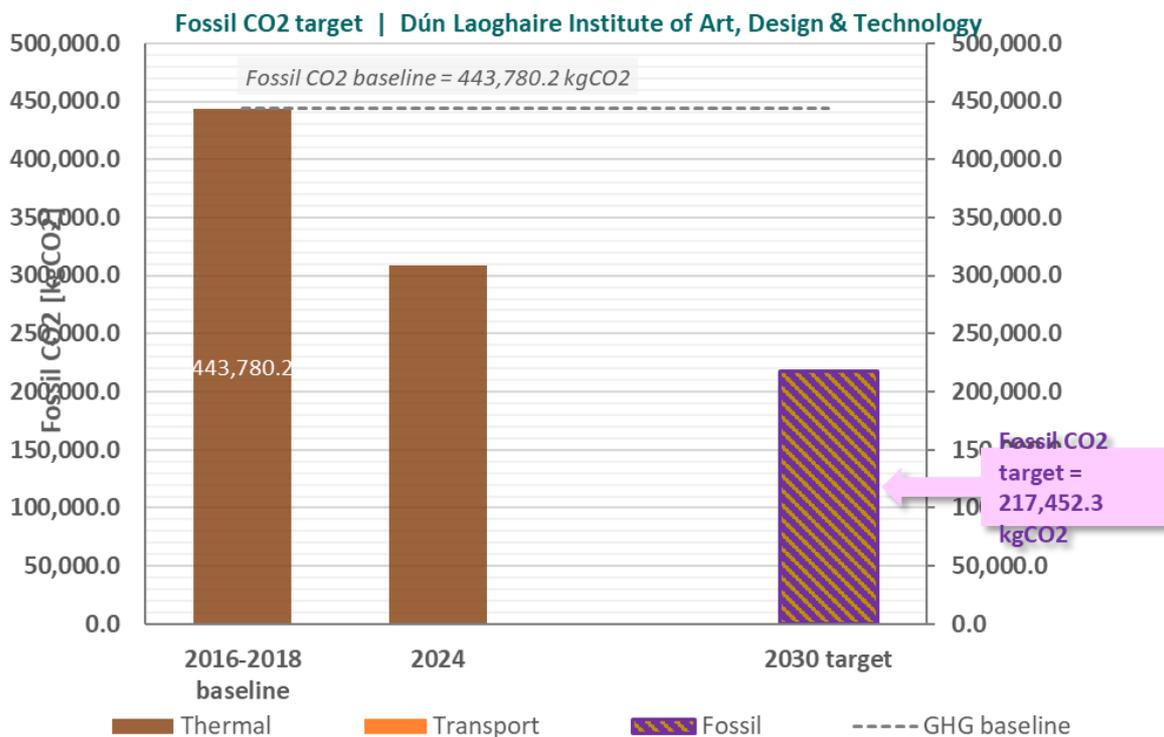
Figure 1:Total CO2 target

Figure 2: Fossil CO2 target

5. Energy & Environmental Management

Achieving Our Energy Targets

Achieving the Energy Efficiency target by 2030
The Climate Action Mandate sets an energy efficiency target of 50% improvement by 2030 for IADT. The baseline for this reduction is our 2009 energy usage.

Energy Efficiency
The Institutes energy efficiency is measured using Energy Performance Index (EnPI), this is calculated using our annual energy consumption and measuring it against our annual activity.

The baseline for our energy efficiency improvement target is the Institutes energy performance indicator from 2009. Each subsequent year the calculated EnPI is normalised to allow it to be correlated to the 2009 baseline.

If no new energy efficiency improvement projects were implemented by the Institute between now and 2030, our total energy efficiency reduction would be 47.5%.

Campus Growth – Energy Usage
The new Digital Media Building increases our energy usage by an estimated **1,320,330 kWh**. This building was handed over in January of 2025, and the baseline has yet to be amended accordingly.

Carnegie House will increase our energy usage by an estimated **33,350 kWh**. The SEAI M&R systems does not yet take these figures into account.

Opportunity Register – Energy
As part of the SEAI Energy Auditing Compliance Scheme, IADT issued an energy audit tender in Q3 2023, to engage a 3rd party auditor to complete an energy audit of the campus in line with SI 426 by Q1 2024. This audit was completed by KSM in 2024 and is assisting IADT in implementing an energy management system and identifying opportunities to improve our energy efficiency.

The Institute's current 'Opportunity Register' identifies several potential projects which could offer energy efficiency improvements. Refer to *Appendix 2* for an overview of the projects in our Opportunities Register. These will be analysed, along with any recommendations from our energy audits. A plan is being put in place to implement the projects required to achieve our 2030 total energy efficiency target.

Energy Master Plan
In March 2024, KSM Horizon completed an Energy Master Plan which assessed current energy usage and identified strategic actions to achieve sustainability goals. The plan outlines short to medium-term opportunities for energy reduction and details the Building Energy Rating (BER) improvement measures needed to attain a B2 rating for all buildings across the campus. IADT will seek to implement these additional improvements over time. The central pilar of which is the replacement of the gas boilers and deep retrofit of the Quadrangle building.

Overall Energy Usage
IADT have shown meaningful reductions in our Gas and energy usage since 2015 through various energy efficiency measures and improvements.

Parameter	GHG baseline	2016	2017	2018	2019	2020	2021	2022	2023	2024
Total CO2 (kgCO2)	1,257,831	1,300,485	1,301,733	1,171,275	1,022,573	820,637	956,348	895,634	729,574	664,377
Fossil CO2 (kgCO2)	443,780	427,940	463,945	439,456	422,275	396,550	420,284	367,451	324,028	308,502
Thermal CO2 (kgCO2)	443,780	427,940	463,945	439,456	422,275	396,550	420,284	367,451	324,028	308,502
Electricity CO2 (kgCO2)	814,051	872,545	837,789	731,819	600,298	424,088	536,063	528,183	405,546	355,875
2030 target & trajectory (kgCO2)		1,257,831	1,257,831	1,257,831	1,050,157	966,379	1,059,129	984,889	869,861	825,518
Change in total CO2 since GHG baseline (kgCO2)					-235,258	-437,194	-301,483	-362,197	-528,257	-593,454
Change in total CO2 since GHG baseline (%)					-18.7%	-34.8%	-24.0%	-28.8%	-42.0%	-47.2%
Gap to 2030 target (kgCO2)					630,211	428,275	563,986	503,272	337,211	272,015
Reduction required to reach 2030 target (%)					61.6%	52.2%	59.0%	56.2%	46.2%	40.9%

Figure 3:CO₂ Emission Reduction Progress (kg CO₂e)

CO2 emissions (kgCO2)	GHG baseline	2016	2017	2018	2019	2020	2021	2022	2023	2024
⊟ Fossil	443,780	427,940	463,945	439,456	422,275	396,550	420,284	367,451	324,028	308,502
⊟ Thermal energy	443,780	427,940	463,945	439,456	422,275	396,550	420,284	367,451	324,028	308,502
⊞ Natural gas	443,780	427,940	463,945	439,456	422,275	396,550	420,284	367,451	324,028	308,502
⊟ Electricity	814,051	872,545	837,789	731,819	600,298	424,088	536,063	528,183	405,546	355,875
⊟ Electricity	814,051	872,545	837,789	731,819	600,298	424,088	536,063	528,183	405,546	355,875
⊞ Net electricity imports	814,051	872,545	837,789	731,819	600,298	424,088	536,063	528,183	405,546	355,875
Total	**1,257,831**	**1,300,485**	**1,301,733**	**1,171,275**	**1,022,573**	**820,637**	**956,348**	**895,634**	**729,574**	**664,377**

Figure 4:GHG Emission Reduction Progress to Date (kg CO₂e)

6. Our People

Engaging Our People and Staff Training

Informal — Green Week / Green Team engagements
To date the engagement of staff and students in Green Week and Green Team engagements has been informal. The Institute hosts an annual Green Week to promote environmental awareness among the entire IADT community. Staff and student participation across the programme of activities is generally very strong, with positive engagement recorded across all stakeholder groups. The success of Green Week has been largely influenced by the informal and optional nature of the programme.

The Climate and Sustainability Committee will seek to build on the current enthusiasm and optimism to create more formal and accredited/audited training and education needs that can be embedded in Staff CPD programmes and across the curriculum (progress as per details further below).

Formal — CPD and Accredited training for IADT Staff
The Institute currently provides access to online Continuing Professional Development (CPD) courses via the LinkedIn training platform, with over 20 short/micro-courses on Sustainability available for staff. Feedback from the Energy Team recommended that formal training is provided for staff in
- Energy Awareness
- Climate Action Fundamentals
- ESG

Formal – CPD and Accredited training for Managers
Consistent with the Climate action mandate CPD training is being rolled out for all managers.

Carbon Literacy Training was provided by *Sustineo*, who specialise in Climate Action and Sustainability workshops, having delivered them since 2015. A team of with high experience, including Climate Reality Leaders, personally trained by former US Vice President Al Gore, contextualise training by communicating the urgency of the climate crisis. They are responsible for the Design, Development and Delivery of training courses to meet client needs.

Training focuses on strategies to save energy, reduce emissions and enhance environmental awareness. As sustainability practitioners themselves, their easily accessible training approach for businesses, communities and the public sector aim to bring credibility with a broad range of field experience in measuring environmental impact, reducing it and developing nature-based solutions.

Recognising the staff demand and the regulatory environment, IADT has identified several accredited programmes which are available to all staff. The first among these was a Level 9 *Certificate for Education Sustainability* offered by ATU. Education for Sustainable Development (ESD) or Education for Sustainability promotes education that seeks to balance human and economic well-being with cultural traditions and respect for the Earth's natural resources. The ESD certificate applies transdisciplinary educational methods and approaches to develop an ethic for lifelong learning, fosters respect for human needs that are compatible with the sustainable use of natural resources and the needs of the planet, and nurtures a sense of cooperation and global solidarity (*UNESCO Decade of ESD, 2005–2014*). This Level 9 accredited Certificate was offered free to all IADT staff under the NTUTORR transformation programme in February 2023.

Secondly, and consistent with the Institute's commitment to delivering on HE System Level priorities, including enhanced and competency-based governance. The Institute Executive Leadership Team have committed to formal CPD programmes under the following strategic themes; Digital Transformation; Climate and Sustainability; Future Governance.

Plan for Training

IADT is rolling out new training initiatives in 2025–2026 to build sustainability awareness and skills across the Institute. Beginning in Q4 2025, the Executive Leadership Team will take part in Sustainability Policy Development workshops, supported through TSAF funding.

APO's will identify and coordinate specific training needs across key areas such as HR, Finance, and Procurement, while Sustainability Literacy sessions will be offered to all staff to build shared understanding and engagement.

Staff have also started the "Embedding the SDGs Across the Curriculum" Digital Badge programme, which began on 9th October 2025, helping to integrate the UN Sustainable Development Goals into teaching and day-to-day practice.

Through a dedicated digital learning platform, IADT will raise awareness and train key staff in the new Sustainability Policy, with a goal of reaching at least 50% of all staff by June 2026.

7. Our Way of Working

Baselining and Reducing Resource Use

At the time of preparing the Roadmap (Oct 2025) the Institute had no formal policy or practice in place to monitor and track general resource consumption across its business units and teaching facilities.

Consequently, no established baselines are in place to measure the ongoing and ad-hoc resource reductions evident across centres.

The Institute has tracked the use of water and production of waste from Q1 2024, see table below summarising 2024 usage. The waste production has been tracked separately for general waste, recyclables, and organic waste. The Institute is utilising this tracking information to identify high usage areas. A plan will be put in place to reduce the water usage and waste production across the campus.

Table 1: IADT Water and Waste Usage

Period	Water Usage (m3)	Compostable Waste (000's kg)	Recycling Waste (000's kg)	General Waste (000's kg)
2024	6,054.51	13.86	26.91	108.77

The impact of the Covid-19 pandemic transformed and disrupted the Institute's operations and established practices.

Immediate and tangible reductions are evident in the widespread reduction in paper use and printing services among both staff and students. Paper expenditure has reduced by approximately 30%* from 2019 (*note this figure has not been adjusted to account for the hyper-inflation experienced across the paper industry with double-digit price increases on average every six months for the last 2 years). A clearer indicator of the reduction in paper usage is the significant decline in income across IADT printing and photocopying services which is currently at 70% less than 2019 levels.

The net effect of this reduction is most apparent in functional areas such as the HR Office, Faculty Admin and Academic and Student Affairs, who have engaged heavily in moving processes online and reducing paper requirements and printing, and advancing the digitalisation of their practices as they move towards a near "paper-free" administrative office

The Estates & Campus Services office is cognizant of more sustainable procurement options allowing for longer life cycles.

IADT will specify low carbon construction methods and low carbon cement material as far as practicable for directly procured or supported construction projects from 2023.

The following are some examples of green initiatives implemented:

- Three stream waste stations across the campus and segregated waste collection. Including recycling of wood, metal, glass, and WEEE collection.
- Compostable take away cutlery and crockery in the canteen
- Specifying quality furniture and fittings that have long life cycles

- Use of sustainable cleaning products
- Use of water-based paints
- Replacement of damaged luminaires by LEDs with room controls
- Replacement of old boilers by condensing boilers (stop gap until eventual switch over to heat pumps)
- Cleaning Services Tender called for sustainable eco-friendly/sustainable product is to be used where possible

The new Digital Media Building as part of the Higher Education PPP Bundle 1 was specified to be an A2 rated NZEB building and BREEAM Excellent rated with no fossil fuel energy sources used.

Additionally, and in support of biodiversity and sustainability, the Estates & Campus office are reducing the cutting of large grass areas to encourage wildlife and wildflowers. To assist in reducing waste the Estates & Campus office also offers both reusable cups and stainless-steel reusable water bottles at cost price to staff and students.

Canteen Waste and Intranet Marketplace

IADT's canteen contractor actively supports sustainability by donating surplus food through the OLIO app and prioritising locally sourced ingredients. The Institute will continue working with the contractor to reduce food waste and explore opportunities to compost unavoidable waste, using it as natural fertiliser for the Pocket Forest project on campus.

In parallel, IADT will activate the community feature on its intranet platform to allow staff to post classified ads for items they wish to sell, donate, or exchange. This internal marketplace pilot will encourage reuse and act as a prototype for a future circular economy platform within the Institute.

8. Sustainable Travel Plan

The *Climate Action Plan*, 2021 outlines that the overarching goal for transport is to successfully reduce emissions from the transport sector while maximising the benefits of the transition to a cleaner, safer and more sustainable transport system for all, without negatively damaging economic well-being and without adversely impacting different social groups.

Furthermore, Government planning policy also seeks to promote compact urban growth to achieve sustainable development as well as action on climate change and congestion. The current development and expansion of IADT – through the Digital Media Building – fulfils these criteria as its development is on an already established and strategically located campus and is fully in accordance with sustainable development principles (i.e. by decreasing the distance students and staff must travel for third-level education and work).

Our location provides excellent connectivity via public transport, cycling and walking.

- **Walking** – the existing campus has segregated and shared footpaths, which link with the existing footpaths on Kill Avenue. The closest bus stops can be reached within 5 minutes' walk and the residential areas Blackrock, Deansgrange, Dún Laoghaire, Foxrock, Glenageary, Monkstown, Mouncown, and Sallynoggin are all located within a 20 minute walk of the campus.
- **Cycling** — cycle lanes are provided on Kill Avenue and beyond, with shared surfaces provided on-campus. Dún Laoghaire and Blackrock, and access to the DART are located within a 15 minute cycle of the campus.
- **Bus** — bus stops are located on both sides of Kill Avenue within less 5 minutes' walking distance. Bus services available include the frequent 46A Dublin Bus and 75 Go-Ahead, both of which provides connection to the Dún Laoghaire DART station.
- **Rail** — the nearest DART station is Dún Laoghaire station on Crogon Road (terminus of 46A and 75 bus routes) approximately 2.4km from the site or 30 minutes' walk or 10 minutes via bus.

To secure planning permission for development on the campus in recent years, IADT developed a *Mobility Management Plan* (now referred to as a *Travel Plan* in accordance with the *National Transport Authority's (NTA) Transport Strategy for the Greater Dublin Area, 2016-2035*). This document is individually tailored to the IADT campus with the aim of promoting more sustainable modes of travel and includes a package of measures which are identified, piloted and monitored on an ongoing basis.

Ultimately given our strategic location, the size of our community (staff and students) and the needs of the wider neighbouring community, IADT are actively engaging with Dún Laoghaire Rathdown County Council with a view to establishing part of the campus as a sustainable mobility hub (encompassing EV Charging, E-Scooters, E-Bikes, Shared Bike Schemes and Public Transport).

Figure 5:New bike covered parking that has come with the DMB.

IADT will roll out a new staff and student travel survey in November 2025 to better understand commuting patterns and identify opportunities for more sustainable travel choices. The Institute is also developing a carpooling community to encourage shared journeys and reduce single-occupancy car use.

With new bike lanes currently under construction in the surrounding area, IADT is well-positioned to take advantage of improved cycling connections. To further support active travel, the campus will install a bike repair station and launch an IADT Cycling Club to promote safe, social, and sustainable commuting

9. Green Public Procurement

IADT is fully cognisant of our responsibilities under Green Procurement objectives, however as a "small public body", the Institute does not have a dedicated Procurement Office (or officer); as such, the majority of the Institute's procurement is via the Office of Government Procurement and our progress in Green Procurement will remain largely "in-step" with advances and progress achieved by the OGP.

In developing Evaluation and Award Criteria for any Procurement Process, IADT Managers must review the Key Actions from the Government GPP document in respect of the category of procurement involved and where appropriate select the relevant criteria for inclusion. The relevant Manager or Procurement Team must then allocate an appropriate weighting to these criteria. All decisions relating to the inclusion or otherwise of such criteria must be formally documented and retained on the Purchasing File, specifically any decision not to include GPP criteria must be fully documented together with the rationale for the decisions being made.

- All GPP decisions should be made in line with the Government Circular 20/2019, 'Promoting the use of Environmental and Social Considerations in Public Procurement' and the Institute's Procurement Policy (updated September 2022), Section 9 Sustainable Procurement and Procurement to Support Climate Change initiative.

- Procurement managers will be cognisant of and use where appropriate the EPA Guidance on Green Procurement (2021). Managers will also consider using the OGP's GPP Criteria Search which is an online tool which allows the user to rapidly find, select, and download the GPP criteria relevant to a specific procurement. This tool was developed in collaboration with the EPA and the Department of the Environment, Climate and Communications, with support from the Public Service Innovation Fund.

- IADT will set up a central register to record data on the Institute's GPP implementation consistent with the reporting template and guidance developed for government department reporting.

The Institute's Procurement Policy was updated in 2023 to state that no new fossil fuel heating will be procured or designed when procuring works, services and design services and this detail will be included in the relevant tender documentation as required.

10. Our Buildings & Vehicles

Key Requirements

Display Energy Certificates are in every building on the IADT campus. These will be updated on a yearly basis going forward and where possible, the Institute will not install heating systems that use fossil fuels after 2023.

We will review the requirements of SI393/2021 (European Union (Energy Performance of Buildings) Regs 2021) and draw up a plan by or before Q1 2026 to address the applicable requirements including but not limited to heating control systems and EV charging points.

IADT does not currently own any vehicles.

Improving Our Buildings, Campus Amenity and Mobility plans
The future strategy for Sustainable Design as outlined in IADT's Sustainability Policy is to develop low-carbon impact buildings that will:

- use passive design measures, and
- are low energy consumers, and
- are sustainable buildings designed to be energy efficient, and
- for our buildings to provide healthier environments.

IADT have incorporated the 17 UN Sustainable Development Goals into their Sustainable Policy and will strive through their development of the campus to embed these goals into all future building designs (and upgrades) to ensure that capital investment and actions taken will significantly contribute to the 51% carbon reduction targets set out for 2030 by Government in the Climate Action Plan 2021.

Sustainable development in line with the UN Goals promotes resource conservation of our limited natural resources. Future design strategies employed by IADT will include a whole life cycle approach to management and planning of the development, energy efficiency with a specific focus on climate actions to reduce the carbon footprint of the campus, improving the environmental and pedagogical quality of the occupied spaces, material selection and use, waste management, water management and conservation and enhancing the ecological value of the campus through biodiversity measures.

Existing Building and Campus profile
IADT is situated on a single campus on Kill Avenue in Dún Laoghaire, Co Dublin. The overall campus is c9.5 hectares and is located c2km from Dún Laoghaire town centre.

The primary buildings on the Campus are:
- Quadrangle Building; this is a former landed estate and industrial school with buildings constructed from dates in the 18th Century through to 1954. These buildings are significantly deficient in terms of compliance with the Building Regulations and energy management. This building hosts the Institute administration, a wide range of teaching spaces and a range of technical workshops, the student union and recreational spaces.
- Atrium Building; This building was constructed in 1998 on the establishment of the Institute. It currently hosts the Institute Student Canteen, the Institute Library as well as a range of teaching spaces.

- Carriglea Building; This building was constructed in 2004 and hosts a portion of our student services area along with a selection of teaching spaces.
- *Media Cube;* This building was constructed in 2007 and is the Institute's enterprise development centre.
- Backlot; This building was constructed from the Institute's own resources in 2012 and hosts teaching spaces along with some support provisions.
- National Film School; This building was constructed in 2013 and hosts two specialist tv studios, a radio studio along with teaching spaces.
- Digital Media Building; This NZEB building is part of Higher Education PPP 'Bundle 1'. Works commenced on site in December 2022, and it is planned to be completed Q1 2025 and will host a range of teaching spaces along with a new student restaurant.

Figure 6: New Digital Media Building

As note previously the most significant emitter of carbon emissions on our campus is the Quadrangle building with a D2 DEC rating. Despite a rolling programme of upgrades and environmental improvements, our incremental investment in the Quadrangle remains inadequate to fully address the building's poor energy efficiency standards.

Buildings Update 2025

Proposed changes to the Quadrangle
The Climate Action Mandate sets a carbon emission reduction target of 51% by 2030 for IADT (the Institute). The target is split into two parts — (i) thermal energy emissions (for heating and transport) and (ii) overall energy-related emissions (including electricity).

The refurbishment of the Quadrangle building has been identified in our initial draft Climate Action Roadmap, as the project that would enable us to substantially bridge this gap. As modelled in the GTT tool, this project would include the deep retrofit of the building fabric and provision of a sustainable energy management system. The total carbon emissions savings in this calculation are estimated to be **537,200.1 kgCO2** and the thermal (fossil) carbon emissions savings are estimated to be **168,916.9 kgCO2**.

Therefore, the Quadrangle building refurbishment, without considering any new developments or off campus facilities, would be estimated to achieve 100% of the Institutes 2030 thermal energy carbon emission reduction target and 100% of our 2030 total energy carbon emission targets.

Quadrangle Building Re-Imagined
One of the key objectives of the proposed redesign is to create spaces which are flexible and adaptable in day-to-day use and across the lifespan of the buildings to ensure their sustainable use.

11. Education for Sustainable Development

Developing the Curriculum
IADT is committed to introducing sustainable practices in all its teaching and learning. This includes a specific programme learning outcome that speaks to this and ensure sustainable practices are embedded in all learning.

The Materiality Assessment will need to be **repeated in Q1 of 2026** with the findings used to further progress ESG/ESD priorities across IADT.

In the screen arts we support the greening of Irish media production and using the ALBERT Carbon Calculator in assessing the environmental impact of productions. The ALBERT calculator is currently the industry standard in measuring the environmental impact of creative productions.

As businesses strive to meet the challenges and demands of global warming, climate change and sustainability, there is an increased need for graduates who have knowledge and competencies to engage in a meaningful way to develop new models for sustainable business. To this end the Faculty of Enterprise and Humanities have launched a Level 9 *Postgraduate Diploma in Business – Circular Economy Entrepreneurship* which is designed to create critically aware and relevantly skilled potential entrepreneurs and businesspeople who have a depth of understanding of the Circular Economy – its roots and antecedents and its potential for the future.

Several programmes now offer modules that are focused on this area including an Introduction to Sustainability in the Business Management programme, which will be adapted across all IADT programmes into the future. The Faculty of Film Art and Creative Technologies is introducing electives in sustainability in year 1 and year 2.

The Good Guide
The Good Guide to Creative Practice for Students was launched on the 1st of October 2024. This guide is designed to equip students with practical principles to embrace ethical, sustainable, and inclusive practices in their creative work.

The launch event welcomed an exciting line-up of speakers to showcase student work.

- **Keynote Speaker**: Harrison Gardner, eco-builder and sustainability designer, known for his work on RTÉ One's *Build Your Own Home*, spoke about *Unbuilding yesterday and building tomorrow with the day before*.
- **Speaker**: Dr Patricia Gibson, IADT lecturer, presented *Towards AI for Good: Critical Perspectives around the Social, Ethical and Environmental impact of AI*.
- **Student Lightning Talks**: Former and current students shared their perspectives and projects that embody the values of *The Good Guide*.
- **Exhibition of Student Work**: A selection of projects from the BA in Visual Communication Graphic Design and MA in Design for Change.

Climate Communications module

In January 2026, IADT will officially launch its new Year 1 module, *Climate Communications*, developed

by NTUTORR Academic Champions and IADT academic staff.

Pocket Forest

IADT has introduced a new Community of Practice on Sustainability for Studio Practice, supported by SATLE funding, to help staff and Teaching and Learning Fellows share ideas and embed sustainability into creative teaching and studio work.

The Pocket Forest and Teaching Glade project, supported by Reforest Nation, will create a native woodland as a living classroom for sustainability.

HEA Education for Sustainable Development (ESD) Spotlight Series IADT
30th May 2025
[Link to event Recording and information](#)

As part of the Higher Education Authority (HEA) Education for Sustainable Development (ESD) Spotlight Series, we explored how the Institute of Art, Design and Technology (IADT) is integrating ESD across teaching, research, and institutional initiatives and activities, supporting the development of sustainable practices within higher education.

https://hub.teachingandlearning.ie/esd-spotlight-series/

Climate Catalyst
IADT launched the Climate Catalyst Fund in September 2025 to support staff–student collaboration projects that turn sustainability ideas into action on campus. Applications will be selected by the end of October, with projects running from November 2025 to March 2026 and showcased during Climate Action Week. These projects encourage creativity, teamwork, and practical solutions on themes such as biodiversity, waste, and sustainable travel.

Appendix 1: Calendar of events for 2025/26

| Month	Event / Initiative	Description
September 2025	*Climate Catalyst Fund Launch*	Launch of staff–student sustainability project fund
October 2025	*Walktober Challenge & Cycling Club Meet-up*	Campus-wide walking challenge promoting active travel, alongside the first IADT Cycling Club meet-up and bike safety session.
November 2025	*Climate Catalyst Projects Begin*	Selected sustainability projects start implementation.
	BAFTA Albert brief	Briefing about Albert Carbon Calculator.
	Circular Campus Week	Events on reuse, repair, and the launch of IADT's intranet marketplace for circular economy ideas.
December 2025	*Circular Christmas Market*	
January 2026	*Sustainability Policy Workshops*	
February 2026	*SDG Learning Month*	Creative workshops connect teaching and sustainability.
March 2026	*Climate Action Week & Marchathon*	Flagship week featuring Climate Catalyst showcases, biodiversity walks, and participation in the national Marchathon step challenge.
April 2026	*Pocket Forest planting*	Collaborative tree-planting event with Reforest Nation to expand IADT's native woodland and outdoor classroom.
May 2026	*Sustainability Policy training*	
June 2026	*Sustainability Showcase*	Year-end exhibition celebrating Climate Catalyst outcomes and student sustainability projects.

Appendix 2: Opportunity Register (summary list)

Short Term Measure Type	Building	Opportunity	Estimated Annual Savings		
			Fuel Type	[kWh]	[kgCO2]
Internal lighting	Carriglea	Upgrade all internal T5, T8, and CFL lamps to energy efficient LEDs	Electricity	24,776	8,176
	NFS	Upgrade all internal T8, T5, and CFL lamps to energy efficient LEDs	Electricity	14,337	4,731
	Media Cube	Upgrade all internal T8, T5, and CFL lamps to energy efficient LEDs	Electricity	3,754	1,239
	Backlot	Upgrade all internal T8, T5, and CFL lamps to energy efficient LEDs	Electricity	4,302	1,428
			Total	47,170	15,575
Solar PV- Building	NFS	Install Solar PV- 24.97 kWp	Electricity	24,737	8,163
	Media Cube	Install Solar PV- 11kWp	Electricity	10,686	3,527
	Atrium	Install Solar PV system-55kWp	Electricity	54,414	17,957
	Backlot	Install Solar PV system- 6 kWp	Electricity	5,765	1,914
				95,602	31,560
External Lighting		Upgrade Pitch lighting	Electricity	5,032	1,671
		Upgrade Site lighting- Carpark B & D	Electricity	13,141	4,363
		Upgrade Carpark A	Electricity	11,183	3,713
		Upgrade Carpark D	Electricity	6,700	2,224
			Total	36,056	11,971
M&E upgrades	Atrium	Upgrade to heat pumps with backup gas boiler (50% load)	Gas	244,622	39,925
	Atrium	Upgrade 3 No AHUs and associated extract fans	Gas	84,111	17,074
	Atrium	Upgrade of remaining extract fans, incl PIR etc. controls	Electricity	12,491	4,122
	Carriglea	Replace existing Hot Water cylinder with new High temperature heat pump	Gas	5,796	809
	Carriglea	Upgrade Fan Coil in PC labs & server room	Electricity	1,758	580
	Carriglea	Upgrade LPHW circuit pumps	Electricity	2,627	867
	Carriglea	Reconfiguration of Carriglea server room.	Electricity	10,629	3,508
			Total	362,033	66,885
		Total kWh & Total kgCO2 savings		540,861	125,991
		GHG (fossil fuel saving only) kgCO2 savings			40,734

			Estimated Annual Savings		

| Medium Term Measure Type	Building	Opportunity	Fuel Type	[kWh]	[kgCO2]
Solar PV Carparks	NA	Backlot PV Carpark	Electricity	85,030	8,176
	NA	Carriglea PV Carpark	Electricity	52,465	4,731
	NA	Media Cube PV Carpark	Electricity	31,660	1,239
		Carpark Solar PV total		**169,156**	**56,160**
Deep retrofit of Quad	Quadrangle	Full Fabric Upgrade to current standards	Gas	495,000	121,275
	Quadrangle	Heat pump- to provide space and domestic hot water heating	Gas	198,016	40,197
	Quadrangle	Install 200kW PV Array to SE facing roof	Elec	145,000	47,850
	Quadrangle	Upgrade of lighting to LED	Elec	72,713	23,995
	Quadrangle	Upgrade of heating controls with additional temperature stats	Gas	42,500	8,628
		Quad retrofit total		**953,229**	**221,155**
		Total Medium kWh & KgCO2 Saving		**1,122,385**	**277,315**
		GHG (fossil fuel saving only) kgCO2 savings			**149,310**

Appendix 3: Travel Plan Maps

The map highlights IADT's strong walking and cycling links to nearby areas such as Dún Laoghaire, Deansgrange, and Monkstown. Most routes are within a 10–20-minute walk or cycle via existing bike lanes on Kill Avenue and connecting paths to bus and DART routes, supporting low-carbon travel to campus.
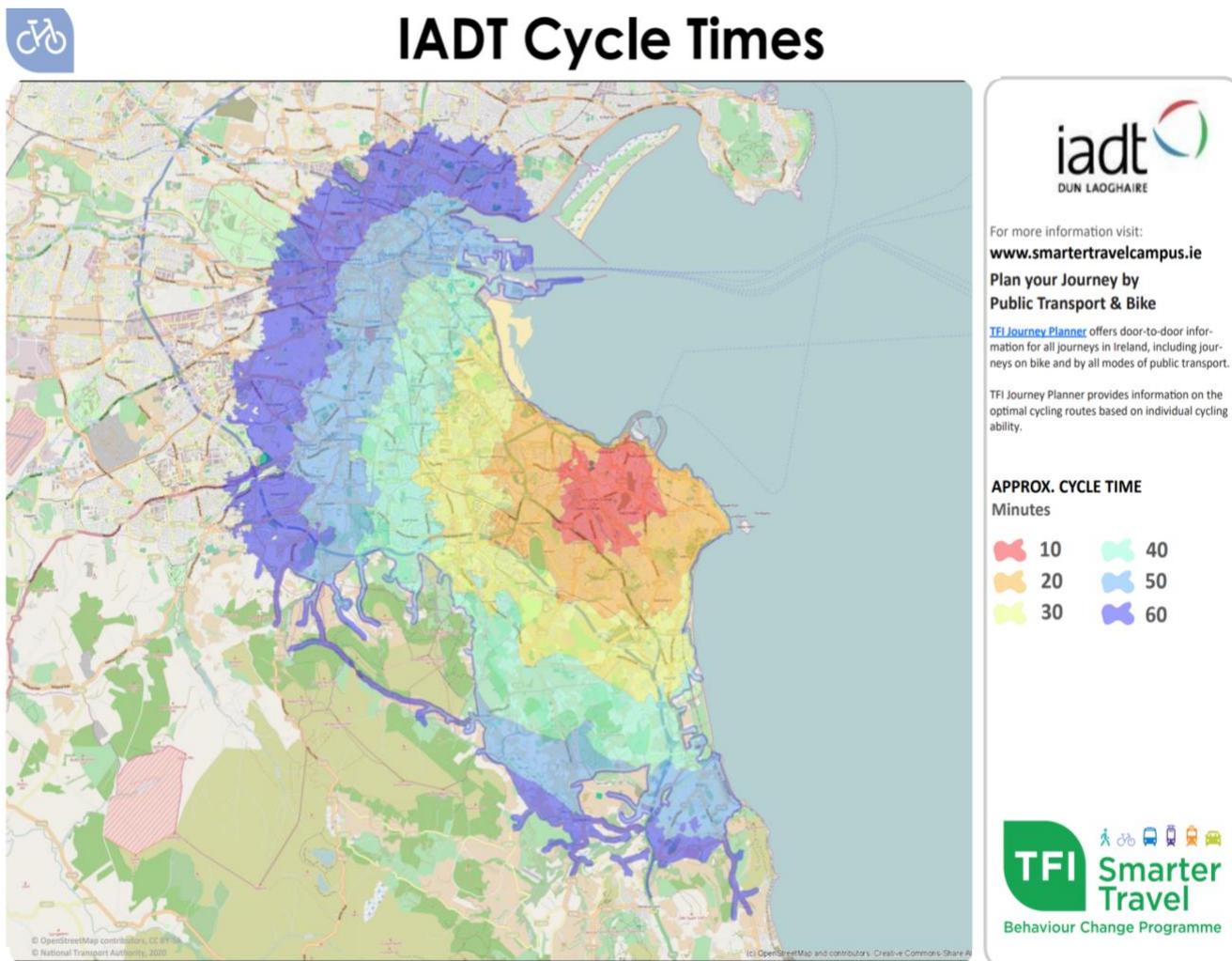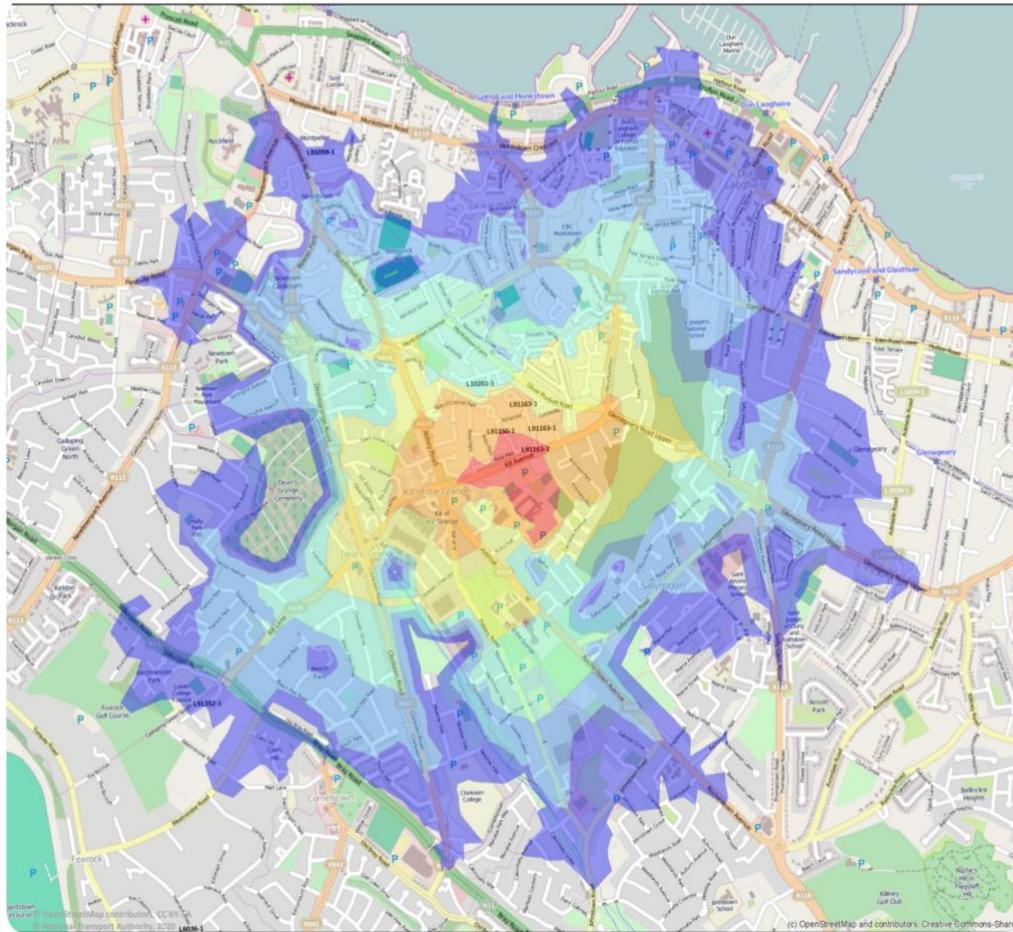
IADT Walk Times

Glossary

An Taisce – National Trust for Ireland managing the Green-Campus Programme.
BAFTA Albert – Carbon calculator for measuring film and TV production impacts.
BER – Building Energy Rating showing building efficiency (A–G).
BREEAM – Global standard for assessing building sustainability performance.
Carbon Literacy Training – Programme to build awareness and action on emissions.
Circular Economy – System keeping materials in continuous use and reducing waste.
Climate Catalyst Fund – IADT fund supporting staff–student sustainability projects.
CSRD – EU Corporate Sustainability Reporting Directive for ESG disclosure.
DEC – Display Energy Certificate showing real energy performance of buildings.
DFHERIS – Department of Further and Higher Education, Research, Innovation and Science.
DLR County Council – Local authority partner on biodiversity and mobility.
DMB – Digital Media Building; 7,208 m² NZEB, BREEAM Excellent campus building.
EE – Energy Efficiency; using less energy for same output.
EMP – Energy Master Plan outlining campus energy strategy.
EnPI – Energy Performance Index comparing use to baseline year.
ESD – Education for Sustainable Development; embedding sustainability in teaching.
ESG – Environmental, Social and Governance reporting framework.
GHG – Greenhouse Gases causing climate change (CO_2, CH_4, N_2O).
HEA – Higher Education Authority; national body for HE oversight.
IADT – Institute of Art, Design + Technology, Dún Laoghaire.
KSM Horizon – Consultancy preparing IADT's 2024 Energy Master Plan.
M&R – SEAI Monitoring & Reporting system for energy and emissions.
NZEB – Nearly Zero Energy Building with minimal energy demand.
OPW – Office of Public Works; manages state property and efficiency campaigns.
PPP – Public–Private Partnership infrastructure delivery model.
PV – Photovoltaic; solar power technology generating electricity.
Quadrangle – Main historic IADT building targeted for deep retrofit.
SDG – UN Sustainable Development Goals for global sustainability.
SEAI – Sustainable Energy Authority of Ireland; national climate agency.
Smarter Travel Mark – Accreditation for promoting sustainable commuting.
TSAF – Technological Sector Advancement Fund supporting HE projects.
UN SDG Accord – Global higher-education pledge to advance the UN goals.
WEEE – Waste Electrical and Electronic Equipment recycling initiative.