

## Workplace Recycling case study: further education

# Pembrokeshire College, Haverfordwest

### Background

Pembrokeshire College is the county's largest provider of a wide range of post-16 education and training, operating over 3 sites. The College has approximately 2,000 full-time and 12,000 part-time learners. In addition to traditional classrooms the main campus in Haverfordwest has an expansive atrium with concessions (Starbucks) and food stores, workshops, art rooms, salons and a restaurant plus training kitchens.



Image: Pembrokeshire College

# Putting workplace recycling into practice

The College has its waste and recycling collected by LAS Recycling, food waste and glass is collected by Pembrokeshire County Council. There is also a cardboard compactor and separate paper shredding service. As a participant in the Welsh Government Net Zero reporting programme for the public sector the College is seeking continuous reductions in carbon emissions. Reducing waste and recycling more is a key part of that.

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Pembrokeshire College has been actively working towards our carbon net zero ambition and increasing recycling and reducing waste has been a key part of that. The change in the waste separation legislation gave us a renewed focus on waste which has had a successful impact.”

Emma Thomas

Health, Safety, Sustainability & Risk Manager



Image: Recycling bins

# Responding to the workplace recycling law

In advance of the change in law a waste audit was undertaken on site with details sent to LAS Recycling. Advice came back indicating which materials / items could be recycled and via what stream. This informed the production of site-specific signage and dedicated change notification posters above bins. The transition to full separation has resulted in more food waste bins and bin liners are colour-coded by stream.



Image: Set of internal bins

## Additional sorting to improve material quality

The College uses a contract cleaning company (Solo Service Group) which has responsibility for emptying bins, replacing liners. Solo staff will sort at source whilst emptying internal bins to remove visible contaminants in the recycling. These additional responsibilities were written into the contract specification before the law changed.



Image: External bin storage

## Cost-effective recycling in outdoor spaces

Achieving compliance in outside areas is a challenge with high contamination levels. Mixed recycling bins have been re-purposed and clearly labelled to capture plastics, metals and cartons. Repurposing existing bins, plus a donation of redundant litter bins from Bluestone Resort, helped save money.



Image: External repurposed recycling bin

# Impact

## Waste production and management

As part of the College's public sector net zero reporting, waste and recycling arisings across the whole site are recorded and reported on an annual basis (using monthly data). The adjacent table shows how recycling rates have increased over the period the change in law was implemented.

Time period	Recycling rate
August – December 2023	43%
August - December 2024	55%

## Ongoing initiatives

Wider actions and initiatives to drive positive behaviour change, e.g. reducing waste and increasing recycling include:

- Charging extra for takeaway containers, whereas the same meal eaten in using plates and cutlery has no extra cost
- Price incentives on reusable (coffee) cups
- Reviewing and optimising bin locations

A comprehensive communications policy has been key to delivering the recycling changes. Actions include learner emails, information banners on screens, advocacy via learner sustainability ambassadors, inclusion of a carbon net zero module for all advanced level full-time learners

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# Play your part in circular living

For more information and support on the Workplace Recycling Law,  
email us on [Walesrecycles@wrap.org.uk](mailto:Walesrecycles@wrap.org.uk)

[Business of Recycling Wales](#)