

# SUSTAINABILITY (POLICY)

**OFFICIAL**

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# Policy

## Statement

### *Leadership & Me framework and the Just Principles*

As an organisation, through our policies and Leadership & Me framework, we will ensure we create a consistently great place to work were, as Healthy People:

- You take responsibility for how you behave.
- You are inclusive and any exclusion is addressed.
- You have a safe space to speak, and things are talked out.
- You can focus on doing your own job well.
- You are trusted and empowered to make decisions and do the right thing.
- We are all One Team - inquisitive and open to new ways of doing things better together.

The Leadership & Me framework means we have a consistent approach to our behaviours across the organisation, and therefore consistent approach through our policies, which is necessary to deliver against our One Team ethos. The Leadership & Me framework is underpinned by our Just Principles:

<b>JUST LISTEN</b>	ACTIVE LISTENING   CARE & RESPECT   EMOTIONAL INTELLIGENCE
<b>JUST LEAD</b>	PRIDE & DIRECTION   RESPONSIBILITY   TRUST – HONESTY & HUMILITY   DELIVERY
<b>JUST THINK</b>	MAKING DECISIONS   CONTINUOUS IMPROVEMENT   ADAPTING PLANS   CHANGE
<b>JUST TALK</b>	TEAMWORK   COURAGE-SPEAKING UP   PERFORMANCE FEEDBACK   RELATIONSHIPS

Merseyside Police is committed to becoming a sustainable police force. By this we mean acting in a manner that reduces our negative impact on the environment, building and promoting strong links with our local communities and encouraging economic growth within our region through the provision of a safe place to live and work. Sustainability is a balance of social, environment and economic factors, or as they are known within our organisation, people, planet, and public purse, the 3 Ps of sustainability. These are defined as:

**People** – Providing safe and healthy cities and neighbourhoods for the communities we serve and our staff, treating them fairly and equally.

**Planet** – Being efficient with our resources to minimise our negative impacts. Be open to exploring new technologies and ways of working.

**Public Purse** – Developing relationships with supply chains and partner organisations which promote fairness, equality, and a circular economy approach.

Through the continued development of our sustainability credentials, we will build a solid platform from which to deliver our sustainability governance structure.

Merseyside Police has the potential to significantly impact on all 3P's of sustainability through its activities. As a responsible organisation the Force is committed to reducing this impact potential by improving levels of efficiency to increase the sustainability of the organisation's operations. The Force will seek to look at the long-term impacts of the historical choices we have made and apply lessons learned to the future strategy.

Using a whole life costing approach will allow us to make informed decisions, which will have positive effects on both our current and long-term sustainable aspirations. This approach will bring greater financial efficiency and will save money for Merseyside Police in the long term.

By adopting this policy, we are outlining our commitment towards delivering an efficient service to our customers in a consistent, sustainable manner. We are also able to demonstrate our pledge towards adopting the principles of the National Emergency Services Sustainability Charter, which seeks to demonstrate a standardised yet meaningful approach towards incorporating sustainability considerations into everyday decision-making processes and procedures for all UK police forces, fire brigades and ambulance services.

## **Aims**

The aim of this Policy is to improve the sustainable performance and efficiency of Merseyside Police by promoting and providing a clear understanding of our sustainability objectives and providing clear direction for the development, and inclusion of sustainability credentials within other force policies and strategic documentation.

## Objectives

Merseyside Police will strive to:

- a) Develop, and work within, a robust sustainability governance structure, including the setting of meaningful objectives and targets and subsequently monitor and report against their progress.
- b) Directly linking these objectives with the Force Strategy 2020-2025, the Sustainability Strategy and Net Zero Strategy report.
- c) Understand our impacts on climate change and develop decarbonisation plans to manage them and outline our route to net zero
- d) Become more efficient in our use of energy and water through awareness raising, efficient working practices and the procurement and employment of efficient technologies
- e) Minimise our reliance on fossil fuels by actively seeking to generate renewable energy at our sites, and through the adoption of greener technologies and fuels for our fleet vehicles
- f) Comply with all relevant environmental legislation and seek out best practice methods of working
- g) Strive to reduce the amount of waste produced by increasing the re-use and recycling opportunities within Force
- h) Source materials from local, sustainable resources wherever practicable to do so.
- i) Incorporate a circular economy approach within our organisation to improve the efficient use of required goods and services.
- j) Ensure the objectives of this Policy are included within the delivery of the Force's estate strategy and capital programme including whole life cost analysis
- k) Ensure this Policy is publicly available for all our stakeholders and other interested parties via our internet website.
- l) Work with our supply chain to encourage sustainability practices in their operations to aid our own sustainability improvements in areas including monitoring and reducing scope 3 emissions.

## Application and Scope

This Policy applies to all police officers, special constables, police staff, agency workers and volunteers. The policy also applies to any company or organisation under contract to Merseyside Police who must be aware of, and are required to comply with, all relevant policy and associated procedures.

The Chief Officer lead for this policy is the Director of Resources. The Associate Director of the Corporate Assets Department is responsible for monitoring and promoting its delivery throughout the Force. The department will provide awareness training on sustainability issues to key staff roles including building managers and any staff involved in specific initiatives. Communication of the policy to all Force staff, ensuring awareness and understanding of its objectives shall be undertaken by the Corporate Assets department, who shall also work closely with the Wellbeing and Inclusion teams to ensure joint sustainability communications are presented wherever practicable.

All Merseyside Police Officers and Staff have a responsibility to ensure that this Policy is implemented and incorporated into day to day working practices. However specific departments and staff will be identified to take ownership of specific issues. These will be identified via the Force Sustainability Strategy.

## Outcome Evaluation

Outcomes should reflect specific objectives and aims, as set out in the Force Sustainability Strategy. Progress will be measured on a routine basis by the Sustainability Team using a range of data (e.g., utility consumption) and information sources and reported to the CIG quarterly and to SMB on a yearly basis via the Annual Force Sustainability Report.

In the event of any disagreement with the above Policy Statement, the Director of Resources will act as the official arbitrator.

## Delivery

Merseyside Police will deliver this Policy by:

- a) Developing a Sustainability Strategy which will align itself to the National Emergency Services Sustainability Charter and the Force priority United Nations Sustainable Development Goals (UNSDG's). The Strategy will outline specific objectives and targets, and the schemes and processes, which will help to achieve them.

- b) Ensuring close working links with other Force strategic documentation including the Force Strategy 2020 – 2025, Community First Strategy, Estate Strategy and Fleet Strategy
- c) Outlining, how the Force will develop and implement a decarbonisation program for its estate and fleet to achieve its net zero target.
- d) Utilising innovative solutions to generate renewable energy from Force wide activities, including the identification of the most appropriate technologies at the most appropriate sites.
- e) Setting realistic, but stretching, sustainable actions and objectives to allow for monitoring of schemes and initiatives to improve efficiency and performance.
- f) Accurately monitoring energy and water usage via automatic meter readers (AMR) to identify areas of good efficiency practices and areas for efficiency improvements.
- g) Producing a register of legislation to encompass all aspects of sustainability. This register will ensure legal compliance is achieved and maintained.
- h) Developing an on-going internal sustainability awareness raising and behaviour change campaigns to promote and encourage sustainable initiatives.
- i) Providing sustainable information to all police officers and staff through iForce, Yammer and other appropriate, and approved, social media platforms.
- j) Providing a comprehensive training programme for identified members of staff to ensure the Policy objectives are considered at appropriate decision-making forums.
- k) Developing strong working relationships with external organisation and other police forces to incorporate lessons learnt into our future decision making and sustainability documentation.
- l) Reporting progress to Chief Officers via CIG and to all staff, and external stakeholders, annually via the Force Annual Sustainability Report.
- m) Seeking to incorporate a balance of the 3P's of sustainability across the Force.
- n) Regularly reviewing the priority United Nations Sustainable Development Goals to ensure they are still relevant and align with the Force strategy.

## Version History

<b>Version Number</b>	<b>Date</b>	<b>Detailed rationale behind amending/updating policy or procedure.</b>	<b>Policy Owner Details</b>	<b>Policy Author Details</b>
V2.0	19/12/2012	Substantial re-write of Energy Policy to reflect wider corporate responsibility around Sustainability agenda.		
V2.1	08/09/2015	Document formally reviewed and only minor amendments considered necessary (reference to National Charter in policy statement).		
V3.0	10/05/2019	Document formally reviewed and only minor amendments considered necessary		
V4.0	22/06/2023	Document formally reviewed and only minor amendments considered necessary to bring policy in line with National Emergency Services Sustainability Charter and UNSDG's	Associate Director, Corporate Assets	Sustainability Manager