

Pioneering Care Partnership (PCP) Environmental Policy

Aim

The Environmental Policy aims to communicate and share PCP's commitment not only to adhering to legislation, regulations and guidance concerning environmental issues but to strive to reduce or minimize any negative environmental impact the organisation may have. These issues generally include air and water pollution, waste management, maintenance of biodiversity, the protection of natural resources and wildlife.

Policy Statement and Principles

PCP is committed to the improvement of people's health, wellbeing and quality of life. PCP recognises that our activities, products, and services have the potential to adversely impact on the environment.

PCP undertakes to:

- Continually improve the organisational Environmental Management System (EMS) to enhance environmental performance' and strive to improve or minimise our environmental impacts.
- Comply with all relevant environmental legislative and regulatory requirements and other applicable codes of practice.
- Protect the environment, by pursuing continuous improvement in environmental performance, where reasonably practicable, by setting objectives and targets, especially in addressing the areas of resource use, by reducing or maintaining energy and water consumption, increasing reuse and recycling.
- To manage electricity, water and gas supplies to ensure minimum consumption through energy efficient initiatives.
- Reduce our reliance on finite resources through the adoption of renewable technologies.
- Adopt the principles of Reduce, Reuse, and Recycle in order to divert waste from landfill.
- Monitor and measure our significant environmental aspects.
- Effectively communicate and promote PCP's Environmental Policy with staff, stakeholders, partners, suppliers, tenants and service users to assist them to be more environmentally conscious and assist them to reduce their environmental impact.
- Identify and deliver environmental training (both formal and informal learning) for our staff in relation to job roles.
- Review working practices to reduce fuel consumption and minimise staff travel.

Scope

This Policy applies to all staff including PCP volunteers and PCP Trustees.

We will also encourage service users to take best practice approaches in relation to environmental standards.

Exclusions

This Policy is non-contractual.

Definitions

Environment refers to the physical ecosystems, but can also take into consideration the social dimension (quality of life, health), resource management and biodiversity.

Mitigation measures are those actions that are taken to reduce and curb greenhouse gas emissions, i.e. practicing energy efficiency, greater use of renewable energy and monitoring of transport/mileage.

Biodiversity is the variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and helpful.

A **pollutant** is a substance or energy introduced into the environment that has undesired effects, or adversely affects the usefulness of a resource

Waste management or **waste disposal** is all the activities and actions required to manage waste from its inception to its final disposal.

Water pollution is the contamination of water bodies (e.g. lakes, rivers, groundwater etc). This occurs when pollutants are directly or indirectly discharged into water bodies without adequate treatment to remove harmful compounds.

Responsibilities

Trustees are responsible for considering the organisation's environmental impact as part of the business planning process and approving and reviewing this Policy as part of the review cycle.

Senior Managers are responsible for providing leadership guidance and acting as environmental role models to all. They are also responsible for ensuring that the Policy is reviewed, disseminated and implemented and involving people from across the organisation to ensure that continual improvement of environmental performance is achievable. Establishing organisational targets, monitoring performance and agreeing remedial action also forms part of senior manager responsibilities.

Human Resources are responsible for ensuring that appropriate training to raise awareness of this Policy is available and that it is included in staff induction.

Line Managers are responsible for applying the Policy and procedures, including sharing the Policy with staff, ensuring involvement, understanding and engagement with all. Line Managers are also responsible for ensuring staff and volunteers attend training as appropriate and support the ethos of the Environmental Policy.

Employees & Volunteers are responsible for upholding best practice standards, reading and operating within PCP policies and procedures, adhering to PCP core values and providing information to service users that will assist them to reduce their environmental impact.

Related Policies and Procedures

PCP is also committed to the continued development and implementation of a range of measures and procedures to protect and support staff whilst engaging in organisational activities. This Policy should be read in conjunction with the following related policies, procedures or guidance:

- PCP Core Values Statement
- Quality Policy
- Disciplinary Policy and Procedures

Relevant Legislation

This Policy is in line with a range of relevant environmental legislation, see EMS register and aspects for full details.

Monitoring and Review

This Policy will be reviewed on a regular basis to ensure that it remains compliant (at least annually). A full formal review will also take place every 3 years by Senior Management Team as part of the Policy Review Cycle, and approved by the Board of Trustees.

Policy Document Tracking

Action	Date(s)
Issue Number	13
Draft to SMT:	20 th November 2020
Draft to Board:	14 th December 2020
Ratified by Board:	14 th December 2020
Approved Policy circulated to SMT:	22 nd December 2020
Approved Policy uploaded to shared:	22 nd December 2020
Approved Policy circulated to staff:	22 nd December 2020
Interim Review Date:	November 2021, November 2022
Main Review Date:	November 2023
SMT Lead for Review	Lindsay Sheridan

November 2020