

Pioneering Care Partnership

Environmental and Sustainability Policy



Aim

PCP's guiding principle is to meet the needs of the present, without compromising the ability of future generations to meet their own needs. Concern for the environment is an integral and fundamental part of this commitment. Our aim is to reduce the impact on the environment from our operations.

This Policy aims to communicate and share PCP's commitment to adhering to legislation, regulations and guidance concerning environmental issues, as well as striving to reduce and minimize any negative environmental impact the organisation may have. These issues generally include air and water pollution, waste management, maintenance of biodiversity, and the protection of natural resources and wildlife.

PCP is committed to the improvement of people's health, wellbeing and quality of life, and recognises that our activities, products, and services have the potential to adversely impact on the environment. PCP have identified 3 key aspects in which we have an impact on the environment:

- Consumption resources i.e. electricity, gas and water etc.;
- Waste generation; and
- Transport emissions.

Policy Statement

PCP undertakes to:

- Continually review and improve the organisational Environmental Management System (EMS) to enhance environmental performance and strive to improve or minimise our environmental impacts.
- Undertake both internal and external quality audits of our EMS.
- Maintain an Aspect and Legal Register, performing an external annual legal review.
- Comply with all relevant environmental legislative and regulatory requirements, and other applicable codes of practice.
- Annually review PCP's environmental aspects and plan how they are monitored and measured.
- Review PCP's Green House Gas Emissions baseline year annually to ensure this offers the most accurate measure of long-term improvement and impact.
- Set organisational objectives and targets to improve PCP's environmental performance, and regularly review these targets.
- Maintain a long-term action plan that
 - highlights resources used (i.e. water, electric etc.); and
 - sets smart targets to support the reduction or maintain current usage of resources.
- Assess the environmental impacts of our operations and report on these annually to the board. The report will highlight PCP's carbon emissions (actual and intensity), providing progress towards Net Zero, in line with the government's current target of 2050.

- Maintain and review PCP's Business Continuity Plan to minimise and protect PCP against serious adverse environmental conditions.
- 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.
- Records and learn from any environmental incidences.
- Identify and deliver environmental training (both formal and informal learning) for our staff and volunteers in relation to their roles.
- Recruit Environmental Champions to support PCP's environmental goals.

Mitigation Measures

Examples of measures PCP will maintain or explore include:

Consumption of Resources

- Reduce our reliance on finite resources through the adoption of renewable technologies.
- Introduce a purchasing policy that encourages the use of renewables, energy efficient technologies and environmentally friendly consumables. It will also encourage the use of local suppliers.

Waste Generation:

- Maintain PCP current waste management policies, based on the principles of 'reduce, reuse and recycle', diverting waste from landfill.
- Maintain current composting practices for our community garden waste.
- Reduce the use of single use plastics.

Transport Emissions:

- Minimise transport emissions through the maintenance of a travel plan for our building.
- Review working practices to reduce fuel consumption and minimise staff travel.

Scope

This Policy applies to all staff, PCP's volunteers and Trustees. We will also encourage service users to take best practice approaches in relation to environmental standards.

Definitions

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

Environmental Aspect refers to an element of an organisation's activities, products or services that affects the environment, e.g., use of water. These are recorded on an **Aspect Register**.

Environmental Impact refers to the effect an organisation's activities, products or services has upon the environment, e.g., climate change.

Legal Register refers to a comprehensive list of environmental legislation that PCP is required to comply with.

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.

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.

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

Responsibilities

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

Senior Leaders 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. They will also establish organisational targets, monitor performance and agree remedial action.

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, including sharing the policy and any related procedures 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.

Pool, Facilities and Centre Team are responsible for:

- Monitoring designated resources;
- Providing the data needed to measure and monitor PCP's Carbon Footprint at the Pioneering Care Centre;
- Maintaining appropriate records and certifications;
- Reporting any Environmental Incidents;
- Reviewing and updating the Aspect Register; and
- Involved in setting targets for the centre

Finance Team are responsible for:

- Monitoring designated resources; and
- Providing data needed to measure and monitor PCP's Carbon Footprint at the Pioneering Care Centre.

Company Council/Green Champions are responsible for designing and promoting green campaigns and for promoting green practices.

All 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
- Quality
- Disciplinary

Relevant Legislation

This Policy is in line with a range of relevant environmental legislation, see **Environmental Management System Legal Register and Aspects** for full details.

Monitoring and Review

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

June 2025

Policy Document Tracking

Action	Date(s)
Draft to SLT:	27 February 2025
Draft to Board:	June 2025
Ratified by Board:	23 June 2025
Approved Policy uploaded and circulated to staff:	30 June 2025
Interim Review Date:	November 2026
Main Review Date:	June 2028
SLT Lead for Review	Governance and Development Manager

If this policies or procedure is not reviewed in line with the review date indicated then this version remains valid until such time it is updated and reviewed.

