

Appendix 1

Environmental Sustainability Plan 2021-25: Action Plan Update, June 2023.

Action	Owner	Date	Update
1. Service-wide engagement and communication to raise awareness and encourage ideas for carbon reduction.	Assistant Director Assets	On-going 2023/24	A number of bulletin items have been published to raise awareness of the ESP 2021-25 since its publication. Further items, including environmental aspects of property projects will continue to be published throughout 2023/24.
2. Allocate specified reserves for use on carbon reduction projects including establishing a lead manager for the development and delivery of key aspects of this plan.	Director of Finance	✓ Completed 2021/23	The Fire Authority approved £300,000 from reserves for Environmental Sustainability projects in June 2021.
3. We will utilise expertise where appropriate to evaluate our estate and identify where we can invest to improve our energy usage and reduce our energy loss.	Assistant Director Assets	✓ Completed 2021/22	In January 2021 the Service commissioned Erebus Environment Limited to carry out a high-level energy audit of 22 fire stations. Reports quantified energy saving opportunities in decarbonising our built estate and wider actions to support the Services' journey towards net zero.
4. Following the CRMP process we will review our operational and prevention resources and assets to ensure we are suitably prepared to deal with increasing activity in relation to climate change.	Assistant Director Response	✓ Completed 2022/23	A review of flooding response has been completed, and a decision to increase Water First Responder (WFR) teams to all fire stations has been approved. A review of 'wildfire' capabilities has been completed, equipment reviewed, and the number of NFCC trained tactical advisors increased.
5. Improve recording, monitoring and reporting of all carbon impacts across the Service	Property & Environment Manager	On-going 2023/24	This action is being reviewed / progressed, as a number of different sources record data across HWFRS.
6. Liaise with the ODC Group to establish how this will be driven through the organisation.	Assistant Director Assets	On-going 2023/24	Liaison with various internal groups will continue throughout the period of the ESP 2021-25.
7. Include environmental impact awareness on induction and development programmes.	Assistant Director Assets / GC Training	On-going 2023/24	From 2023, environmental impact awareness will be incorporated into induction and development programmes where appropriate.
8. Introduce into the annual awards a process to recognise and reward the greatest positive impact on progressing this plan.	Director of Protection & Assets	✓ Completed 2021/22	Following review this action is not being taken forward, as the existing awards process allows for staff to be nominated for areas of work / projects.
9. Work with our Property and Estates function to deliver this plan and improve the impact of our estate on the environment over the next five years.	Property & Environment Manager	On-going 2023/24	Work completed to date and recorded in this mid-point review will continue to 2025.

10. Complete the programme of LED light installation across all of our sites.	Property & Environment Manager	<input checked="" type="checkbox"/> Completed 2022/23	The following fire stations have been refurbished, with LED lighting upgrades included; Whitchurch, Fownhope, Kington, Ledbury, Pershore, Tenbury Wells, and Leominster.
		On-going 2023/24	As refurbishments continue at fire stations across the estate, LED light installation will continue.
11. Work with specialists to undertake energy audits on our sites to identify most suitable and appropriate energy sources, within budgetary costs parameters.	Assistant Director Assets	<input checked="" type="checkbox"/> Completed 2021/22	In January 2021 the Service commissioned Erebus Environment Limited (as item 3. above).
12. Complete the programme of smart meters for all of our sites.	Property & Environment Manager	On-going 2023/24	A replacement programme has commenced across the estate, and is linked to energy suppliers. Final installation at all location is due for completion in 2024/25.
13. Investigate drying rooms technology to reduce energy on station.	Property & Environment Manager	2024/25	Not started.
14. Review and improve our current waste / recycling collection provisions.	Property & Environment Manager	<input checked="" type="checkbox"/> Completed 2023/24	A tender / procurement process has been completed between HWFRS & WMP for all waste / recycling collection for the next 3 years (2023-26). The new contract commences in July 2023, and includes; general waste and recycling. A separate contract is being progressed for compostable waste.
15. Explore the use of all type of powered vehicles for the Service's light vehicle fleet.	Assistant Director Assets	<input checked="" type="checkbox"/> Completed 2022/23 Note: this item will continue as part of the Fleet Plan 2021-25.	The Fleet Plan (2021-25) references ancillary fleet (cars and vans) and confirms that Electric Vehicles (EV) will be considered in all future replacement programmes. Eight EV ancillary vehicles have been ordered in 2022/23, due to be delivered in June 2023, and will replace Prevention & Protection fossil fuelled vehicles.
16. Provide electric vehicle charging points where possible on our sites.	Property & Environment Manager	<input checked="" type="checkbox"/> Completed 2022/23 Note: this item will continue as part of the ESP 2021-25.	A total of 30 EV charging points have been included in projects (12) / installed (18) in 2022/23. Installations include; Worcester (5), Evesham (2), Malvern (3), Operational Logistics (3), Leominster (1), Wyre Forest (4). Capital build projects; Broadway (1), Redditch (4), Hereford (4), and Leominster STF (3).
17. Reduce the frequency and duration of car journeys for work purposes, where possible.	Head of HR & Development	<input checked="" type="checkbox"/> Completed 2021/22	Introduction of MS Teams and other digital platforms, alongside a new hybrid / agile working policy.
18. Develop a workplace plan, to include agile and remote working and usual place of work.	Head of HR & Development	<input checked="" type="checkbox"/> Completed 2022/23	Introduction of hybrid / agile working policy.

19. Embed whole life, ethical and sustainable approach to equipment and supplies, wherever possible.	Assistant Director Assets	<input checked="" type="checkbox"/> Completed 2021/22	Referenced in published Asset Management Strategy 2021-25, and associated plans; Fleet, Equipment, ICT, and Property.
20. Include environmental impact considerations into our procurement processes and suppliers to include goods and services.	Assistant Director Assets / Procurement Manager	<input checked="" type="checkbox"/> Completed 2021/22	Environmental impact considerations are included in all procurement / tender processes. For example, the capital build projects have specifically included reference to the Building Research Establishment Environmental Assessment Method (BREEAM). All projects have been specified / designed to achieve a 'Good' rating.
21. Move towards a paper free environment.	Director of Protection & Assets	On-going 2023/24	A reduction in printing and paper use has been implemented. Examples include; access to online training materials for new recruits, and the use of tablet devices to replace paper reports at meetings.
22. Maximise external funding opportunities to facilitate carbon reduction / environmental projects.	Director of Protection & Assets	<input checked="" type="checkbox"/> Completed 2021/22	A successful grant bid has been achieved via the Government's Public Sector Decarbonisation Scheme (circa. £83K). This has facilitated decarbonisation projects at Upton-upon-Severn and Tenbury Wells Fire Stations, reducing our CO ₂ emissions by approximately 25 tons a year.
		On-going 2023/24	A further bid totalling £80K has been submitted for decarbonisation detailed design fees for proposed projects at; Malvern, Pebworth, and Pershore fire stations, and Operational Logistics at Malvern.
23. Revise our Asset Strategy for estates to target greater energy efficiency, CO ₂ reductions, and water usage solutions, within budgetary limitations.	Assistant Director Assets / Property & Environment Manager	On-going 2023/24	As noted in item 22 above, further grant funding has been applied for to progress further CO ₂ reduction initiatives across the estate.
24. Investigate grey water harvesting systems.	Property & Environment Manager	On-going 2024/25*	*This item has been considered during the RIBA design stages as part of the capital build projects. But a review has not started for existing buildings.