



ENVIRONMENTAL STRATEGY 2022/27



west midlands
police and crime
commissioner

West Midlands
POLICE



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West Midlands Police



We patrol the streets and respond to incidents 24 hours a day, seven days a week.



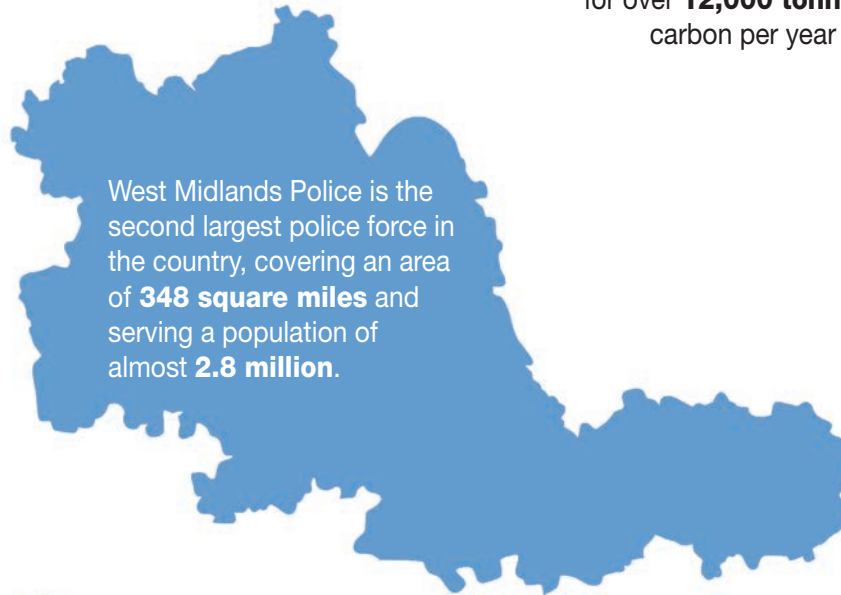
We co-locate with West Midlands Fire and Rescue Service and at local council offices



We have over **60 properties** in our estate



Our estate is responsible for over **12,000 tonnes** of carbon per year



West Midlands Police is the second largest police force in the country, covering an area of **348 square miles** and serving a population of almost **2.8 million**.



We operate over **1,500 vehicles**, travelling over **18 million miles a year**



We have **405** pedal cycles on our fleet



We spend **£90 million** a year on goods and services



Our team comprises **10,000 staff and officers** and thousands of volunteers

OUR MISSION

Preventing Crime, protecting the public and helping those in need

OUR VALUES

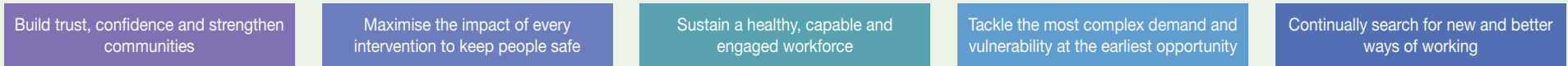
I offer friendship and service • I prevent crime • I listen and learn • I am proud of what I do • I am courageous and fair

THIS WORK MATTERS

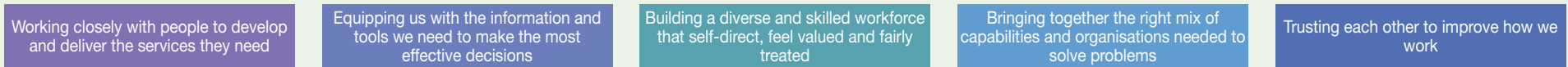
OUR STRATEGIC PRIORITIES



OUTCOMES



DESCRIPTION



AREAS OF FOCUS



Introduction

Why we developed this strategy

The environmental strategy and its delivery plan support the Police and Crime Plan's ambition for West Midlands Police to be a more environmentally sustainable police service. It aligns with the force's 'This Work Matters' strategy, which is built on the principle of helping our people make the biggest difference they can.

With this strategy we aim to respond to the UK's commitment to tackle climate change (Climate Change Act 2008) and its target to reach Net Zero emissions across all sectors of the economy by 2050.

As a large public sector organisation and employer, we recognise our responsibility to lead by example and this strategy will support our efforts to minimise our environmental impacts and promote positive outcomes for communities in the West Midlands.

Developing a strategy is an opportunity to review our successes to date, identify where we need to focus our efforts and set out our plans over the next five years. Delivering on ambitions for Net Zero will take significant planning and investment, as well as an appetite to trial innovative solutions to reduce our carbon footprint. This strategy will help prepare us for this challenge whilst delivering operational efficiencies and wider benefits for our organisation and those we serve.

How we developed this strategy

This strategy has been developed in consultation with officers and staff from across West Midlands Police.

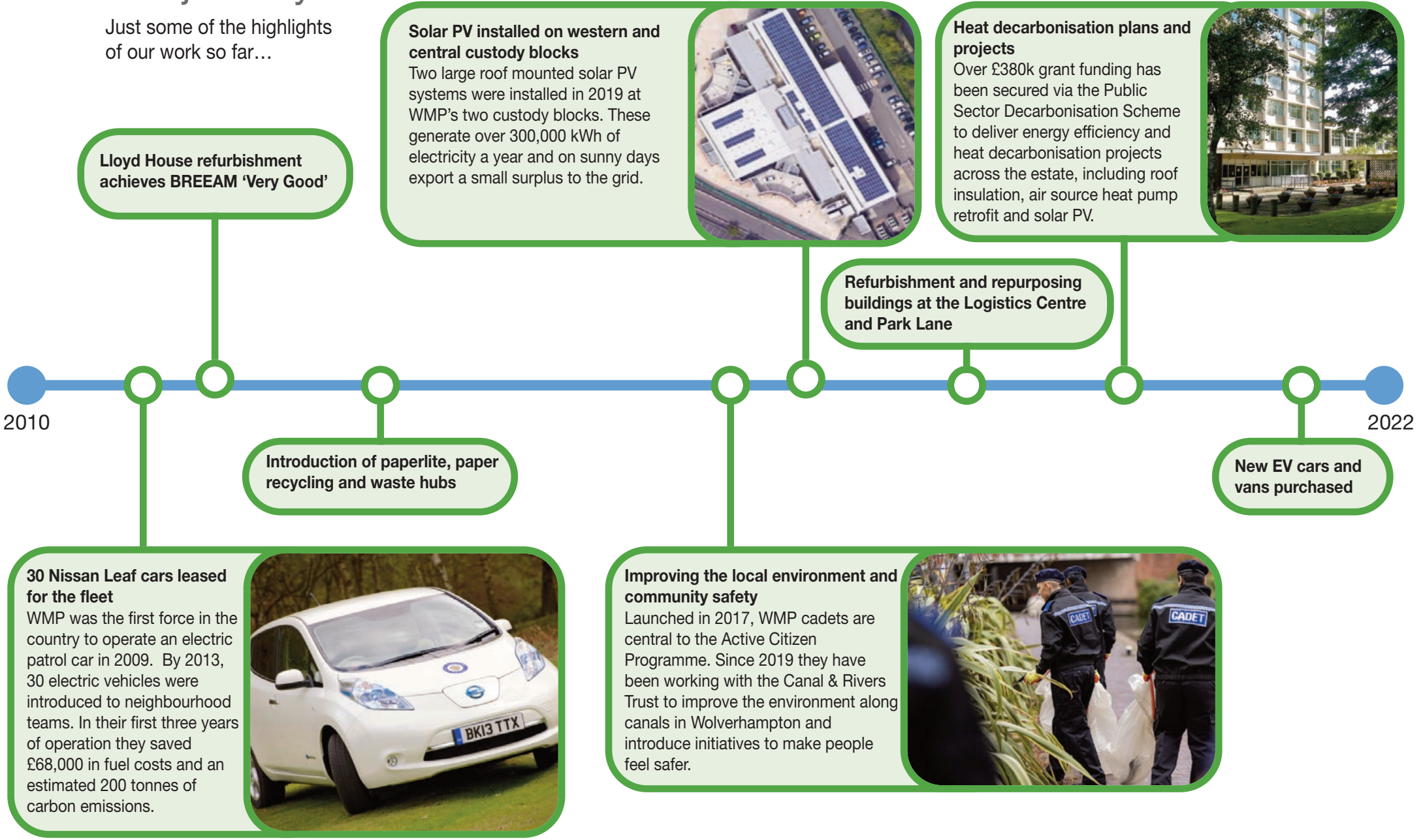
We held a series of workshops, involving stakeholders from a diverse range of departments and operations, to ensure we prioritise interventions which will support organisational and policing objectives.

We undertook a force-wide survey which attracted 700 responses and has been used to shape our priorities and identify short term actions. We will continue this engagement to build capacity across the organisation to support our delivery plans.

The support and experience of our wider network of police and emergency services contacts has been invaluable in ensuring our strategy reflects best practice and will enable further collaboration in this area.

Our journey

Just some of the highlights of our work so far...



Lloyd House refurbishment achieves BREEAM 'Very Good'

Solar PV installed on western and central custody blocks

Two large roof mounted solar PV systems were installed in 2019 at WMP's two custody blocks. These generate over 300,000 kWh of electricity a year and on sunny days export a small surplus to the grid.



Heat decarbonisation plans and projects

Over £380k grant funding has been secured via the Public Sector Decarbonisation Scheme to deliver energy efficiency and heat decarbonisation projects across the estate, including roof insulation, air source heat pump retrofit and solar PV.



Refurbishment and repurposing buildings at the Logistics Centre and Park Lane

Introduction of paperlite, paper recycling and waste hubs

New EV cars and vans purchased

30 Nissan Leaf cars leased for the fleet

WMP was the first force in the country to operate an electric patrol car in 2009. By 2013, 30 electric vehicles were introduced to neighbourhood teams. In their first three years of operation they saved £68,000 in fuel costs and an estimated 200 tonnes of carbon emissions.



Improving the local environment and community safety

Launched in 2017, WMP cadets are central to the Active Citizen Programme. Since 2019 they have been working with the Canal & Rivers Trust to improve the environment along canals in Wolverhampton and introduce initiatives to make people feel safer.



Our Vision

Our vision is a sustainable police service, working with our partners, workforce and communities to achieve positive change for the environment and the people of the West Midlands

Our ambition is high - we aspire to achieve Net Zero by 2035.

We want our goals to be challenging but realistic and we will develop a Net Zero route map to establish a credible and cost effective pathway for carbon reduction. Our efforts will be focused on reducing the carbon emissions from our estate and fleet and the actions we can take which will deliver ongoing cost and carbon savings. We will need investment from Government to support these ambitions, as well as progress at a regional and national level to decarbonise the economy.

With this environmental strategy we aim to make progress in a number of areas and we have set out our priorities, activities and monitoring to reflect this.



UN Sustainable Development Goals

The Member States of the United Nations adopted the 17 Sustainable Development Goals (SDGs) in 2015. The aim is to achieve these 17 goals by 2030 with a view towards ending all forms of poverty, fighting inequalities and tackling climate change while ensuring that no one is left behind (see appendix 1).

The SDGs aim to inspire action and create a shared objective for all governments and stakeholders to work towards. West Midlands Police supports the SDGs and has identified the following goals to influence through this environmental strategy.



Ensure access to affordable, reliable, sustainable and modern energy for all



Make cities and human settlements inclusive, safe, resilient and sustainable



Ensure sustainable consumption and production patterns



Take urgent action to combat climate change and its impacts



Strengthen the means of implementation and revitalise partnerships for sustainable development

Strategy overview

Principles

-  **CONNECT WITH PEOPLE**
-  **ACT WITH PRECISION**
-  **NURTURE AND SUPPORT**
-  **COLLABORATE IN PARTNERSHIP**
-  **IMPROVE THROUGH INNOVATION**

- Show environmental leadership, working in partnership to improve the local environment in support of policing objectives.
- Identify our environmental impacts and opportunities to reduce waste, improve our efficiency and performance.
- Enable all colleagues to play their part and support them to make environmentally conscious decisions.
- Work with our partners in policing, supply chain and stakeholders in the West Midlands to meet the climate challenge.
- Seek solutions and innovate to reduce our carbon footprint and respond to changing demands as we prepare for a low carbon future.

Priorities

| | | | | |
|---|---|--|--|--|
|  <p>7 AFFORDABLE AND CLEAN ENERGY</p> |  <p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> |  <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> |  <p>13 CLIMATE ACTION</p> |  <p>17 PARTNERSHIPS FOR THE GOALS</p> |
| <p>A low carbon and sustainable estate</p> <hr/> <p>An efficient, resilient and future-proofed estate transitioning to low carbon energy solutions</p> | <p>Sustainable in our operations</p> <hr/> <p>Acting to ensure our police operations are sustainable; minimising environmental impacts and reducing carbon</p> | <p>A responsible organisation</p> <hr/> <p>Working in partnership to embed and achieve environmental best practice and deliver social value</p> | | |

A low carbon and sustainable estate

An efficient, resilient and future-proofed estate transitioning to low carbon energy solutions

We aim to reduce emissions from our estate by taking actions to:

- Increase the energy and water efficiency of our buildings and estate.
- Future proof our new builds and refurbishments with high energy and sustainability standards.
- Minimise our reliance on fossil fuels by generating renewable and low carbon energy on WMP's owned sites.
- Implement low carbon solutions and behaviours as we modernise our estate and deliver new ways of working.

We have made steady progress with reducing carbon emissions from the West Midlands Police estate. Between 2011/12 and 2018/19 annual carbon emissions fell by an estimated 40 per cent.

Over this period the estate has reduced and modernised to support changes to service delivery and our increasingly agile workforce. These improvements to efficiency continue with the current estate strategy, including colocations with West Midlands Fire Service at a number of their sites as well as local council offices.

Projects to improve energy efficiency and introduce renewable and low carbon technologies have all reduced the carbon impact of heating and powering police buildings, as well as providing resilience to the rising cost of energy. These include a networked building management system, boiler control upgrades, LED lighting, voltage optimisation and more recently solar photovoltaics (PV) on a number of buildings. Our energy strategies for new build projects aim to exceed building regulations and include the use of air source heat pumps.

Decarbonising our estate will involve further initiatives to reduce energy demand, boost efficiency and invest in low carbon technologies to secure ongoing cost and carbon savings. Recent grants from the Public Sector Heat Decarbonisation Scheme will help us make further progress and we will continue to seek external investment from this and other sources to meet our decarbonisation goals.



Affordable and clean energy



Climate action

IMPROVEMENT

Undertake energy and water efficiency audits and implement cost effective measures

Rationalise IT infrastructure where feasible, to reduce energy demand

Review technical opportunities to consolidate IT equipment and include energy considerations in hardware selection

Engage building and technology users in opportunities to maximise energy efficiency

Integrate energy and environmental objectives within the estates strategy and its projects

Develop energy initiatives in partnership on sites where we co-locate

Consider green spaces and the potential for biodiversity enhancements on our existing and new build estate

Identify and implement opportunities for further renewable energy projects

Provide EV charging points and passive infrastructure with the roll out of the estates programme

ACCELERATING PROGRESS

Review standards for new builds and refurbishment to align with a 'net zero ready' ambition

Develop and implement a plan for decarbonisation across WMP's core estate

Develop business cases for decarbonisation projects and make funding bids

Seek opportunities to trial new technologies e.g. battery storage

How will we measure progress?

- An annual reduction in carbon emissions from the estate from a 2018/19 baseline
- Percentage of WMP's owned estate energy demand to be met by on site renewable and low carbon energy
- Improvement in average DEC rating of WMP owned estate (from D in 2021)
- New buildings within the portfolio achieving an improved carbon performance over building regulations of at least 10 per cent and BREEAM Very Good
- Ensure all energy and water consumption within WMP owned buildings is measured by 2025 with a view to improve efficiency
- Incorporate our environmental goals within the IT&D strategy

FOUNDATIONS

Complete a utilities audit for energy and water

Establish a baseline and targets for monitoring carbon emissions from the estate

Sustainable in our operations

Acting to ensure our police operations are sustainable; minimising environmental impacts and reducing carbon

We aim to reduce emissions from our fleet and travel by taking actions to:

- Increase the proportion of our fleet that are ultra low emission vehicles
- Adopt and promote a range of mobility solutions which support operational and sustainability goals
- Use digital solutions to support smarter working, reducing the need to travel
- Promote sustainable business and personal travel

Mobility and travel

We operate around 1,500 vehicles, travelling approximately 18 million miles a year to deliver policing services across the region. As an early adopter of electric vehicles (EV), we have already started to decarbonise our fleet and expect this transition to accelerate over the next five years.

EVs were first introduced into our fleet almost a decade ago. Since then we have learned a lot about the benefits of this technology for fuel cost savings, carbon and air quality. Our network of EV charge points stands at 44 and growing. Significant investment in infrastructure will be required across the region to support this transition, highlighting the need to work collaboratively to find solutions.

Another focus is on improving efficiency and utilisation of a diverse range of mobility solutions to best serve our operational needs. WMP has pioneered road safety initiatives for cyclists on the regions roads and has over 400 bikes within its own fleet. These continue to be an important tool in improving visibility and access to the varied communities we police, and one of a growing number of mobility solutions to be adopted.

Our response during the COVID-19 pandemic has increased our capability to support smarter working and embed tools such as videoconferencing into our day to day business. Increasingly we are using technology to support our workforce to deliver services in a flexible way.



Sustainable cities and communities

Sustainable in our operations

Mobility and travel

FOUNDATIONS

Establish a baseline and targets for monitoring carbon emissions and mileage from the vehicle fleet

Understand the impact of our business travel and opportunities to reduce it

Review and promote the sustainable travel options available for business travel and commuting

IMPROVEMENT

Deliver driver training and communications to support the roll out of electric vehicles within our fleet

Utilise telematics data and analysis to improve fleet utilisation, reduce unnecessary journeys and improve efficiency

Communicate advice to drivers to improve vehicle efficiency and performance

Purchase electric vehicles as standard wherever vehicle capability and operational needs can be met

Continue development of Apps, with guidance and support to enable agile working for officers on the go

Continue to diversify our fleet, trial and implement mobility solutions to meet different operational needs

Review standards and strategy for EV charging infrastructure across the estate

Align our business travel policy with the sustainable travel hierarchy, including continued support for videoconferencing

Prioritise locations which enable access to sustainable travel options, where operational requirements can be met and continue our work with partners on co-locations

Maximise opportunities for agile working via exploration and feasibility of new technologies

Promote and support active travel options and provide facilities for walkers and cyclists

ACCELERATING PROGRESS

Trial alternative fuels and technologies which will reduce vehicle mileage and carbon emissions

Explore opportunities for electric vehicles to provide resilience for buildings i.e. vehicle to grid charging

Continue our work to make evidence digital where possible

How will we measure progress?

- An annual reduction in carbon emissions from the fleet from a 2018/19 baseline
- 65 per cent of the vehicle fleet to be ultra low emission (ULEV) by 2027
- Baseline business travel mileage by 2023 with a view to reduce related emissions
- Report on and increase uptake of our Green Travel Plan measures from 2023

Sustainable in our operations

Acting to ensure our police operations are sustainable; minimising environmental impacts and reducing carbon

We aim to reduce the overall amount of waste generated and manage our resource use sustainably by taking actions to:

- Divert waste from landfill and improve reuse and recycling; moving our waste streams up the waste hierarchy
- Improve resource efficiency and prevent waste by reducing consumption of paper, removing single use items and promoting longevity of equipment and assets

Resources and waste

We consume a large range of products and services and generate waste in the course of our operations – from specialist police equipment to items of detained property, and everyday consumables to multi-million pound construction projects.

Responsible management of resources is part of our continuous drive to improve efficiency and reduce the environmental impact of our operations.

New technology can help us minimise waste. Examples include the introduction of print management software to centralise, monitor and reduce print volumes, which can stretch to millions of copies per year. Moving communication materials online and using digital channels has also significantly reduced the paper-based materials that we produce.

Diverting materials from landfill and keeping them in use as long as possible is a key principle of the waste hierarchy and circular economy. Our estates programme is an opportunity to put these principles into action; from refurbishing and repurposing our buildings to recovering and reusing equipment and furniture.

We already ensure that bicycles and clothing that are due for disposal from detained property stores can be passed on to local charities. These are initiatives we can build on to turn waste into social value.



Sustainable cities and communities



Ensure sustainable consumption and production patterns

Sustainable in our operations

Resources and waste

How will we measure progress?

- A reduction in waste arising from the estate
- Measure and report on the proportion of waste being recycled and diverted from landfill with a view to increase this proportion from 2022
- Report on the introduction and implementation of waste prevention, reuse and recycling initiatives from 2022
- Report on print volumes with a view to reduce paper use from 2022
- Remove consumer single use plastic from the estate where feasible by 2025

IMPROVEMENT

Introduce initiatives to reduce single-use plastics

Monitor paper use, raise awareness of print volumes and implement opportunities for paperless working

Continue and expand initiatives to promote reuse opportunities and generate social value

Review length of life for IT equipment and implement procedures for sustainable use and disposal

Engagement to promote waste avoidance during relocations

Introduce a resources and waste review when planning new projects and public order operations

Implement waste management policies and procedures across operations and share best practice

ACCELERATING PROGRESS

Increase availability of recycling facilities within offices and design waste hubs into new builds and refurbishments

Work with suppliers to maximise waste reduction and recovery opportunities

Implement a system for storage, tracking and reuse of spare /recovered equipment and furniture

FOUNDATIONS

Baseline and review our waste and recycling for the estate and identify opportunities for waste prevention, reuse and recycling

Identify and audit significant waste streams and disposal routes from our operations to target improvements

A responsible organisation

Working in partnership to embed and achieve environmental best practice and deliver social value

We aim to embed sustainability in our organisation by taking actions to:

- Incorporate sustainability considerations within our decision making processes
- Enable our workforce to make informed sustainable decisions both in the workplace and at home
- Develop partnerships to enhance the environment and wellbeing of our local communities in support of policing objectives
- Demonstrate continuous improvement in our environmental performance and share best practice

People, policies and partners

As a large public sector organisation and employer in the West Midlands we want to lead by example and believe we can make a real difference through our combined efforts and collaboration with partners.

We know that alongside the right policies, technologies and infrastructure, the collective actions of individuals and communities can make a significant difference to reducing climate change related emissions. These actions will often have important co-benefits for health and wellbeing and improving local environments.

Our team of police officers, staff and volunteers has an important role to play and in our recent workforce survey over 90 per cent felt West Midlands Police has a responsibility to reduce its environmental impact. We want to build capability and capacity within our organisation to embed sustainability and enable all colleagues to play their part.

Sharing good practice and collaboration within our sector and with other stakeholders in the West Midlands will be vital in accelerating our progress. We will work closely with other forces and emergency services organisations to shape the national agenda as well as regional stakeholders to collaborate on climate change and sustainability initiatives.



Climate action



Strengthen the means of implementation and revitalise partnerships for sustainable development

Activity

A responsible organisation

People, policies and partners

FOUNDATIONS

Update our environmental policy

Develop a network of local environmental leaders and enable opportunities for collaboration and delivery of local initiatives

Establish a governance structure to support our environmental sustainability ambitions

IMPROVEMENT

Develop a communications and engagement plan to support delivery of the environmental strategy

Build environmental objectives into new projects from the start and undertake sustainability appraisals on major projects, programmes and policies

Include new ways of working and WMP environmental commitments into the onboarding process

Continue and expand our engagement with partners to improve local environments and green space for communities in our policing impact areas

ACCELERATING PROGRESS

Incorporate WMP environmental commitments in WMP conversations where appropriate

Working with our partner organisations across emergency services to share best practice and shape the national approach to sustainability within policing

Develop a robust approach to environmental management to align with best practice standards e.g. ISO14001

How will we measure progress?

- Develop a network of environmental leaders to encompass all departments and support local action by 2022
- Number of partnerships and community engagement activities to improve the local environment
- Develop and implement an internal Environmental Management System to ensure compliance and continuous improvement by 2027

A responsible organisation

Working in partnership to embed and achieve environmental best practice and deliver social value

We aim to adopt sustainable procurement practices and maximise social value by taking actions to:

- Embed WMP environment and sustainability commitments into our procurement and commissioning approach
- Engage our supply chain and partners to enable innovative solutions to environmental challenges

Sustainable procurement

Each year West Midlands Police spends around £90 million buying goods and services from external companies. Everything from police cars and uniform to specialist forensic services are bought by the force. Through our approach to procurement we aim to leverage support for social value priorities for the public benefit.

Social value benefits are wide ranging – from providing local employment and training opportunities and supporting local business growth to reducing waste and improving resource efficiency.

We already use the social value portal to capture these opportunities and incorporate social value objectives as part of the award criteria for new contracts. This is something we will develop further to ensure expectations are clear to our supply chain and we are able to monitor social value outcomes.

Engaging our supply chain to help deliver our environmental goals offers great potential to introduce innovation and improve operations. Alongside this we will build capacity and capability within our procurement and contracts team to deliver sustainable procurement.



Ensure sustainable consumption and production patterns



Strengthen the means of implementation and revitalise partnerships for sustainable development

Activity

A responsible organisation Sustainable procurement

How will we measure progress?

- Embed our environmental goals within our procurement and contracting approach from 2022
- Number of contracts that include sustainability / environmental KPIs

FOUNDATIONS

Review our sustainable procurement policies and processes and undertake a gap analysis using established frameworks as a guide e.g. Defra Flexible Framework

Communicate our environmental and social value commitments to our supply chain

IMPROVEMENT

Continue to incorporate environmental and social value criteria within procurement and integrate into our contract management processes, where relevant.

Ensure contract specifications include environmental requirements and consider longevity and end of life

Identify priority spend categories and engage with suppliers on key areas such as waste and packaging

ACCELERATING PROGRESS

Implement a sustainable procurement policy

Work with partners to deliver training and tools to support sustainable procurement practice

Seek best practice and innovation from our existing suppliers to address environmental challenges

Delivering this strategy

Delivery

An environmental working group, formed of subject matter specialists will oversee the development and delivery of the strategy's priority workstreams. These stakeholders will be supported by the Environment and Sustainability Manager to prepare an annual implementation plan and meet quarterly to progress activity.

The newly created role of Senior Environmental Champion will promote visibility of the strategy across the command team and help to remove barriers to implementation.

A network of environmental leads and local champions will be supported with guidance and tools to translate and embed activity into all department plans and support local action.

Funding

The environmental strategy and its work programme is wide ranging. It will require appropriate resource and funding to support its delivery and realise the benefits for the organisation.

Proposals and business cases will be developed where required to support internal and external funding bids.

Governance

An effective governance structure will support organisational ownership and ongoing delivery of the environmental strategy.

Performance reporting will be integrated within the existing force governance structures wherever possible. Progress with the environmental strategy will be reported to the Buildings Portfolio Board on a quarterly basis.

Key performance indicators for carbon and waste will be reported at quarterly performance panels. Progress reports will be provided on an annual basis to the Force Executive Team and Police and Crime Commissioner.

The strategy will be reviewed in line with its expected duration in 2026.

Appendix 1

SUSTAINABLE DEVELOPMENT GOALS





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