

**ENVIRONMENTAL AND ENERGY POLICY
 (F-009)**

Version Number:	1.4
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Executive Lead (name & job title):	Peter Beckwith, Director of Finance
Name of approving body:	Governance Committee
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<i>Minor amendments made prior to full review date above (see appended</i>	
<i>Date approved by Lead Director:</i>	<i>13 February 2022</i>
<i>Date EMT as approving body notified for</i>	<i>February 2022</i>

Policies should be accessed via the Trust intranet to ensure the current version is used

Contents

1. INTRODUCTION	3
2. SCOPE	3
3. POLICY STATEMENT.....	4
4. DUTIES AND RESPONSIBILITIES	4
5. POLICY PROCEDURE AND IMPLEMENTATION	6
6. PROCEDURE RELATING TO POLICY.....	7
7. EQUALITY AND DIVERSITY	10
8. TRAINING AND SUPPORT	10
9. IMPLEMENTATION AND MONITORING	11
10. DISSEMINATION	11
11. REVIEW AND REVISION ARRANGEMENTS	11
12. MONITORING AND AUDIT	11
13. LINKS TO OTHER ORGANISATION POLICIES/DOCUMENTS	12
14. REFERENCE TO ANY SUPPORTING DOCUMENTS.....	12
Appendix 1: Document Control Sheet.....	13
Appendix 2: Equality Impact Assessment.....	15

1. INTRODUCTION

Humber Teaching NHS Foundation Trust (hereafter referred to as the Trust) widely recognises impact on the environment from pollution and the consumption of natural resources. In 2021 the world health organisation stated that climate change is the greatest threat to global health in the 21st century. A changing climate undermines both the ecosystems that we depend upon, whilst also directly impacting upon human health. In recognition of this, the NHS seeks to reduce its direct carbon emissions by 80% by 2040 and carbon footprint of net zero by 2045, projected against a 1990 baseline. As a socially responsible organisation, the Trust seeks to reduce its own carbon footprint to net-zero by 2035 with a 2022 baseline.

Whilst the reduction of carbon emissions must be a core component of any Environmental Policy, a sustainable healthcare system must focus areas other than carbon output. It must also consider how to minimise other negative impacts upon the environment. This will include reducing waste and harmful environmental or social impacts, whilst promoting the growth of local biodiversity and adapting properties to mitigate the impact from the rise in sea levels and more extreme weather events which are affecting the region. The Trust is an important, recognised and trusted point of reference in its local community and has a duty to lead by example and make use of good environmental practices in the local community.

In order to create a more sustainable future, the Trust is committed to collaborating with other partners, such as the Greener NHS, the local ICS, regional health care providers, other public sector services providers and Trust contractors.

This policy is a necessary requirement to ensure the Trust fulfils its moral and legal duties for environmental management. The clear definition of scope and responsibility for environmental management outlined within this policy will ensure that the Trust is empowered to minimise its impact upon the environment.

Through the effective use of its resources and the appropriate management of its waste materials, the Trust can ensure that it aims for both a healthy community and a healthy planet. This policy recognises and follows the national ' NHS Net-zero plan, NHS Carbon Reduction Strategy which outlines ambitious targets to reduce its carbon footprint of the NHS to net-zero.

2. SCOPE

The policy has been produced to provide clear definition of responsibilities specifically in relation to energy, environmental management, and sustainability.

The key targets areas for improving environmental performance focus on 6 key areas

- Travel and transport
- Energy
- Supply chain and procurement
- Adaptation
- Bio-diversity
- Waste

These areas are targeted throughout this policy and other strategies as set out in section 14.

The activities associated with the environmental management are related to those carried out to comply with other regulations, guidance, strategies and good practice elsewhere in the Trust. It is not the intention of this policy to provide details of these documents and good practice. The information in this policy is available to all Trust staff and internal and external partners.

3. POLICY STATEMENT

The Trust policy is to:

- Maximise the efficiency of operations to ensure that its impact on the environment is minimised.
- Annually review the potential options available for procuring cleaner and more sustainable forms of energy, procurement and waste processes.
- Monitor its environmental impact annually and implement carbon saving targets to improve performance.
- Implement efficiency measures into the design of all building refurbishments and new buildings developments
- Rationalise estate to ensure Trust buildings are used to their maximum efficiency.
- Invest in new, clean and low carbon-emitting technologies to improve overall Trust performance.
- Provide awareness, information and guidance giving staff the tools to change behaviour and stop unnecessary waste of resources.
- Promote training packages for staff to increase awareness and knowledge of issues regarding a net-zero NHS.

The Trust recognises that virtually all of its activities impact on the natural environment at a local or global level and accepts its moral and corporate responsibility to reduce those impacts.

The Trust is committed to improve its overall environmental performance as part of a continual improvement process. To this extent, the Trust intends to:

- Comply with all applicable environmental legislation and other environmental requirements to which it subscribes, as well as to adhere to industry best practice when possible.
- Manage its activities in a way which prevents and minimises environmental pollution to air, land and water, both at a local and global level.
- Embed environmental considerations and sustainable development principles from an early stage in the preparation and formulation of its corporate contracts, strategies, policies, plans and procedures.
- Raise awareness and engage with its stakeholders, including employees, patients, visitors, contractors, suppliers and corporate partners, on the importance of environmental issues and sustainability.
- Provide environmental training to staff and contractors, when appropriate, to optimise their contribution and involvement in reducing the Trust environmental impacts.
- Develop and maintain a Green Plan, to include objectives, targets and related action plans.
- Make this policy available to all stakeholders and communicate progress on its environmental performance.

4. DUTIES AND RESPONSIBILITIES

The Chief Executive

The chief executive has the overall responsibility for implementation of the Environmental Management Policy and Procedures throughout the Trust.

Directors and Managers

Directors, Deputy Directors, Heads of Service and Service Managers have a key responsibility in ensuring that there is a proactive approach to organising, planning, controlling and reviewing legislation, guidance and procedures within their area of control. They have a responsibility to ensure that appropriate staff under their control are given access to suitable information, instruction and training in relation to environmental management.

Deputy Director of Estates and Facilities

The Deputy Director of Estates and Facilities must ensure that, where resource allows, suitable and sufficient arrangements are in place for the management of energy, travel and transport, adaptation and biodiversity and the environment in the areas of their control. This includes setting a policy for management of the environment in accordance with statutory regulations, NHS guidance and best practice and to develop and monitor procedures for effective implementation.

The Deputy Director of Estates and Facilities is responsible for delegating some of these responsibilities and duties to a nominated environmental lead.

Waste and Environmental Manager

The Waste and Environmental Manager has a delegated responsibility for ensuring that all relevant legislation is identified and communicated to appropriate managers, and staff, in a timely manner to ensure the Trust remains compliant at all times.

The environmental manager has a responsibility to provide advice and guidance on all matters related to the environment and sustainability and to ensure that the Trust adopts a proactive approach to environmental management.

Senior Procurement Manager

The Senior Procurement Manager is responsible for developing and maintaining an environmental procurement policy and associated procedures to ensure a proactive approach to procurement, which takes into consideration aspects of environmental management.

This includes consideration to aspects such as, procuring locally sourced produce, whole life costing and reducing packaging. The Senior Procurement Manager and purchasing leads have a responsibility to check suppliers and contractor's environmental credentials, to ensure the Trust is not indirectly adversely affecting the environment.

Chief Information Officer

The Chief Information Officer has a key role in the energy management of IT related equipment. IT systems are present in all areas of the Trust and account for a large amount of the Trusts electrical energy consumption.

The Chief Information Officer has a responsibility to ensure that Trust staff are made aware of the potential for energy savings to be gained from a well-managed approach to IT equipment.

All Staff

It is the duty of every employee whilst at work to comply with Trust policy, legislation and any specific procedures. Employees are required to carry out their duties in a safe manner with due regard for environmental issues as stated in this policy, any related procedures or other documents. Employees will be encouraged to reduce the impact that they have on the environment, through carbon, energy and environmental awareness and engagement campaigns/programmes.

Contractors

Any member of staff who procures and oversees contractors has a responsibility to ensure that Health, Safety and Environmental implications are considered, and a plan is put in place to mitigate the risks associated with the contract, this may include method statements, appropriate risk assessments and vetting procedures.

It is the specific responsibility of Contractors to:-

Sign in at the Estates Department or agreed location and adhere to the procedures, permits and any systems of work required given to them as appropriate to the task while working on Trust premises.

Supervision of contractors will normally be the responsibility of the service authorising and supervising the contractor

5. POLICY PROCEDURE AND IMPLEMENTATION

The Trust acknowledges that in delivering services it will have an impact on the environment and it is essential that this is minimised through continued monitoring and improvement.

The Trust is committed to preventing pollution and reducing the environmental impact of its activities and will comply with all relevant environmental legislation. The Trust has carried out a detailed assessment of its activities within Estates and Facilities and has developed a set of objectives and targets to manage the aspects associated with those activities.

These objectives and targets are reviewed periodically to ensure their effectiveness. The Trust is committed to continual improvement and gives due consideration to both national guidance and guidance specifically developed by the NHS for NHS organisations. Specifically, the Trust has set targets to:

- Reduce carbon emissions between 2022 and 2025 by 25%.
- Achieve zero waste to landfill by 2023 and improve recycling.
- Reduce further the use of its current estate
- Look at improving the efficiency of the estate that is retained
- Invest in new technologies that reduce energy consumption

The Trust will, as part of its commitment to ensure the health and well-being of staff, visitors and the wider community, do its utmost to ensure that its activities do not adversely affect the environment. To this end it will:

- Meet or exceed all applicable Government regulations and assist in developing workable solutions to environmental problems.
- Establish standards where Government regulations do not exist.
- Commit itself to a scheme of continual environmental improvement.
- Help to preserve natural resources by developing and implementing strategies which:
 - Reduce the unnecessary and wasteful use of energy and water;
 - Make more economical and effective use of products such as paper, glass, plastic, cans, batteries and other similar products;
 - Develop strategies and controls to protect and enhance the environment,
 - Implement and promote schemes to reduce waste and increase recycling.
 - Encourage staff to promote their own health and wellbeing by encouraging exercise and healthy lifestyle choices.
 - Implement a travel plan to include walking, cycling, use of public transport, car sharing initiatives and home working to help reduce the Trusts Carbon Footprint.
 - Increase its bio-diversity across the estate
 - Adapt high risk properties in line with the Trust Green plan

The Trust will promote and encourage its staff to work together positively to enable the Trust to comply with all Statutory Regulations and other guidance relating to energy, the environment and sustainability.

The Trust will develop and maintain a Procurement Policy that gives consideration to the environmental impact of all products and services procured by the Trust.

The Trust will develop a strategy for refurbishing buildings that incorporates the use of low carbon technologies wherever appropriate and practical to reduce running costs and help keep the Trust

compliant with the targets set in The Climate Change Act 2008 and its Green Plan.

Guidance for staff on environmental related issues is set out in this policy and the references therein. Advice from the Trusts Environmental Manager should be sought for any environmental or waste related matters. Any significant changes applicable to the Trust affecting staff or procedures will be communicated in a timely manner with assistance from the Communications team.

6. PROCEDURE RELATING TO POLICY

ENERGY

Refers to all activities and fuels which are used to generate and consume heat and power.

Monitoring and Targeting (M&T)

Monitoring and targeting are a key part to the successful management of energy working in line with the guidance from the Greener NHS and local ICS. To maintain and manage energy effectively and assess how the Trust performs in the past, present and future the Trust must have a system in place to monitor and manage its usage. Monitoring systems are to be created for all sections in this policy and will give clear projections to Net Zero.

Good Housekeeping – Staff Awareness

- Staff will be provided with training, information and guidance giving staff ownership and direction towards avoiding unnecessary waste of Trust energy.
- Behaviour change towards energy usage at work will be supported through guidance and information given to Staff on induction and through managerial support and Trust wide green campaigns.

Estates Rationalisation

Energy efficiencies will potentially be realised through the Estate rationalisation. This will provide the opportunity to dispose of inefficient buildings whilst ensuring the Trust makes maximum use of its retained estate.

Technical Improvements

The Trust is committed to investing in new, clean and low carbon-emitting energy efficient technologies where they are cost effective. The organisation will source and invest in energy efficient technologies and practices to ensure that it achieves or exceeds the statutory carbon emission reduction targets.

All saving initiatives are therefore assessed against the following criteria:

- Capital cost
- Payback period
- Revenue cost
- Project life
- Benefit to back log maintenance
- Environmental improvement

New Developments and Major refurbishments

Understanding where and how energy is consumed is vital to the preparation and evaluation of any development or refurbishment. The majority of Trust energy is consumed by processing fossil fuel, i.e. gas through boilers for space heating and domestic hot water, lighting and IT equipment for example. It's essential that the Trust invests in those measures that meet with both its financial requirements and planned improvements.

WATER

Associated Environmental Impacts

Water as a resource is essential for life and a basic human need. Provisions of water are vital to our way of living: generating electricity, exploited by commerce and industry, and used in our homes for cooking and cleaning. Also it is essential for agricultural production as well as in maintaining the natural ecosystems upon which we, and all life, depends. The combination of a decreasing rainfall, an increasing population, and an increasing commercial demand is placing pressure upon this vital resource.

National Policy and Legislative Context

Water Industry Act 1991

This act states that any wastewater produced on trade premises is defined as 'trade effluent'. If a business plans to discharge trade effluent into any public foul sewer, they must get the permission of the appropriate water and/or Sewerage Company before any discharges take place.

Water Supply (Water Fittings) Regulations 1999

The Water Supply (Water Fittings) Regulations 1999 prevent the waste, undue consumption, misuse, contamination and erroneous measurement of the water supply. The regulations also specify the appropriate quality and standard that materials must comply with.

Control of Substances Hazardous to Health (COSHH) Regulations 2002

A Statutory Instrument that states general requirements on employers to protect employees and other persons from the hazards of substances used at work by risk assessment, control of exposure, health surveillance and incident planning.

SUSTAINABLE PROCUREMENT

Associated environmental impacts

The NHS in England spends £20 billion a year on products and services. Decisions about how this money is spent can have a huge impact on sustainable development. The impact of procurement upon the environment comprises of different aspects, including: the use of natural resources, carbon emissions, waste creation and water use.

NATIONAL POLICY AND LEGISLATIVE CONTEXT

EU Directive on Energy End Use Efficiency & Energy Services 006/32/EC

This requires public sector institutions to fulfil an exemplary role and communicate best practice to the rest of the public sector and wider community. In addition, it requires public sector organisations to purchase energy efficient products based upon their full life cycles.

UK Public Contract Regulations 2006

This permits public organisations to include environmental requirements in technical specifications within the contract awarding process.

Policy Statement

The Trust Policy states:

- Integrate environmental considerations into procurement strategy and operations.
- Continually improve sustainable procurement performance through the setting and annual review of relevant objectives and targets.
- Specify and exercise a preference for sustainable products which offer demonstrable value for money.
- Take account of whole life costs in the evolution of tenders.
- Provide appropriate training and resources for Trust staff to ensure the implementation of this policy.

BUILT ENVIRONMENT

Associated Environmental Impacts

The Trust will, where appropriate, seek to specify the requirement for the best practice methods, energy efficiency standards and, where practicable, BREEAM standards to be used in the design of all capital projects.

National Policy and Legislative Context

BREEAM (BRE Environmental Assessment Method)

This is an assessment method for rating the environmental standards for buildings. The Department of Health and Social Care requires an 'excellent' rating for all new NHS buildings and a 'very good' rating for refurbishments.

Policy Statement

Trust policy is to:

- Ensure all new builds rated with BREEAM 'excellent' ratings whenever possible
- Support the use of local and regional materials.
- Support the use of recycled materials.
- Support toxic-free products and manufacturing process.
- Maximise the flexibility of new builds to ensure future sustainability and adaptability.

TRANSPORT AND TRAVEL

Associated Environmental Impacts

Transport is a major user of energy and therefore contributes considerably to carbon emissions. Additionally, the burning of fossil fuels, which creates air pollution and damages both the natural environment and human health.

National Policy and Legislative Context

Climate Change Act 2008

This is a national commitment to reduce targeted greenhouse gas emissions to net zero by 2050 compared to 1990 levels.

Policy Statement

Trust policy to:

- Improve the energy efficiency of the Trust fleet vehicles.
- Encourage staff, patients and visitors to walk or use car pools, public transport or bicycles whenever possible.
- Provide appropriate bicycle storage facilities to encourage staff to adopt healthy modes of transportation.
- Actively engage with public transport organisations to support a sustainable infrastructure.
- Minimise travel through the provision of healthcare in locations that are accessible to patients, staff and visitors.

BIODIVERSITY AND NATURAL ENVIRONMENT

Associated environmental impacts

The effect of the loss of biodiversity is hard to quantify as many of the future costs cannot be predicted. It is widely understood that increased biodiversity creates more productive and resilient biological systems. We can now widely accept that humans have caused a rise in the global extinction rate.

National Policy and Legislative Context

The Natural Environment and Rural Communities (NERC) Act 2006

This Act requires all public bodies to have a duty to biodiversity conservation when carrying out their functions. This is commonly referred to as the 'biodiversity duty'.

Policy Statement

Trust policy to:

- Minimise the ecological impact of any development on the site and support the opportunities for the improvement of local biodiversity.
- Ensure adverse effects on biodiversity from Trust operations are minimized, mitigated and avoided where possible.
- Develop staff awareness of the importance of biodiversity through information and guidance packages.

ADAPTATION

Associated environmental impacts

Hull and the east riding are situated predominantly in an area predominantly identified by the Environment Agency as a high-risk area for flooding. The net effect of low lying topography and increase in sea is that extreme weather events have the potential to have an increasingly adverse impact.

National Policy and Legislative Context

Green Plan 2022 - 2024

Trust Green Plan focuses actions for to adapt the Trusts estate to protect from adverse weather events

Flood and Water management act 2010

The Flood and Water Management Act 2010 (FWMA) aims to help improve flood risk management and ensure the security of water supplies in England and Wales.

Policy Statement

Trust policy to:

- Map Trust estate and review against the Environment Agency flood risk projections for the next three years and beyond.
- Review high risk areas and establish actions to prepare for flood/heat & adverse weather incidents.
- Introduce extreme weather adaptations for refurbishment projects

7. EQUALITY AND DIVERSITY

An Equality Impact Assessment has been carried out by the author which confirms that this policy does not impact on any equality group (Appendix 2).

8. TRAINING AND SUPPORT

This Environmental Management Policy does not have a mandatory training requirement but the following non-mandatory training is recommended:

All staff must take training through the Trust's e-Learning package.

Environmental awareness will be promoted through Trust internal communications and campaigns “Trust in Green campaign”.

9. IMPLEMENTATION AND MONITORING

This policy will be disseminated by the method described in the Document Control Sheet (Appendix 1).

Some of the actions which will be considered to implement this policy are:

- Participate to the Sustainable Development Assessment Tool (SDAT)
- Produce a Board-approved Green Plan
- Integrate ‘Environmental Sustainability’ into risk ratings
- Undertake regular environmental audits
- Recruit, support and maintain a network of Environmental/Green Champions
- Create an Environmental/Sustainable Development Committee/Board.

10. DISSEMINATION

This document will be available on the Intranet and will be subject to document control procedures.

Staff using the Trust’s intranet can access all procedural documents. All managers have the responsibility to ensure that all staff are aware of where, and how, documents can be accessed within their areas of work.

It is the responsibility of each individual who prints a hard copy of any document to ensure that the printed hard copy is the current version. Current versions are maintained on the Intranet and held with the Estates Department.

11. REVIEW AND REVISION ARRANGEMENTS

The environmental manager will be responsible for reviewing and revising as appropriate this policy no later than three years after its publication.

Should legislation or any other changes of circumstances arise; this Policy will be updated accordingly prior to the three-year timeframe.

For the successful implementation of this policy, the following key performance indicators will be measured:

- ERIC (Estates Return Information Collection) data
- Compliance to the above relevant legislation
- Green Plan

12. MONITORING AND AUDIT

The director of finance will be responsible for monitoring the effectiveness and reviewing the implementation of this policy, regularly considering its suitability, adequacy and effectiveness taking into account legal development and changes in the Trust’s business. Any improvements identified will be made as soon as possible.

13. LINKS TO OTHER ORGANISATION POLICIES/DOCUMENTS

The following policies and procedures should be consulted alongside this Policy document:

- Health and Safety Policy
- Water Management Policy
- Waste Management Policy
- Green Plan

14. REFERENCE TO ANY SUPPORTING DOCUMENTS

United Nations, Global Issues: Climate Change. Access available:

<http://www.un.org/en/globalissues/climatechange/>

United Nations, Energy for a Sustainable Future. Access available:

<http://www.un.org/millenniumgoals/pdf/AGECCsummaryreport.pdf>

United Nations Environmental Programme, The Impacts of Sustainable Public Procurement.

Available at: <http://www.unep.fr/scp/procurement/docsres/ProjectInfo/StudyonImpactsofSPP.pdf>

Environment Agency Construction. Available at: <http://www.environment-agency.gov.uk/business/sectors/136246.aspx>

United Nations Environment Programme, Role of the Transport Sector in Environmental Protection. Available from: http://www.un.org/esa/sustdev/csd/csd9_bp15.pdf

United Nations Environmental Programme, The State of the Planet's Biodiversity. Available at: <https://www.gov.uk/guidance/biodiversity-duty-public-authority-duty-to-have-regard-to-conserving-biodiversity>

[Delivering](#) and net zero NHS. Available at: Greener NHS » Delivering a net zero NHS (england.nhs.uk)

Climate Change Act 2008, available at: <https://www.legislation.gov.uk/ukpga/2008/27/contents>

BREEAM (BRE Environmental Assessment Method), available at:

<https://bregroup.com/a-z/environmental-assessment/>

UK Public Contract Regulations 2006, available at:

<http://www.legislation.gov.uk/uksi/2006/5/contents/made>

Water Supply (Water Fittings) Regulations 1999

<http://www.legislation.gov.uk/uksi/1999/1148/contents/made>

Water Industry Act 1991, available at:

<https://www.legislation.gov.uk/ukpga/1991/56/contents>

Appendix 1: Document Control Sheet

This document control sheet, when presented to an approving committee must be completed in full to provide assurance to the approving committee.

Document Type	Environmental and Energy Policy (F-009)		
Document Purpose	To provide a Policy to manage the Trust's environmental impacts.		
Consultation/ Peer Review:	Date:	Group / Individual	
<i>List in right hand columns consultation groups and dates</i>	13 th February 2022	Finance and Investment Committee	
	12 th January 2022	Director of Finance	
	12 th January 2022	Deputy Director of Estates and Facilities	
	13 February 2022	FIC	
Approving Committee:	Governance Committee	Date of Approval:	5 December 2011
Ratified at:	Trust Board	Date of Ratification:	January 2012
Training Needs Analysis:		Financial Resource Impact	
Equality Impact Assessment undertaken?	Yes [<input checked="" type="checkbox"/>]	No [<input type="checkbox"/>]	N/A [<input type="checkbox"/>]
Publication and Dissemination	Intranet [<input checked="" type="checkbox"/>]	Internet [<input type="checkbox"/>]	Staff Email [<input checked="" type="checkbox"/>]
Master version held by:	Author [<input type="checkbox"/>]	Policy Management [<input checked="" type="checkbox"/>]	
Implementation:			
	<ul style="list-style-type: none"> Policy will be sent to all staff through the weekly global and held on the intranet for staff to access. Implemented through associated group/groups. 		
Monitoring and Compliance:	The director of finance will be responsible for monitoring the effectiveness and reviewing the implementation of this policy, regularly considering its suitability, adequacy and effectiveness taking into account legal development and changes in the Trust's business. Any improvements identified will be made as soon as possible.		

Document Change History:			
Version Number / Name of procedural document this supersedes	Type of Change i.e. Review / Legislation	Date	Details of Change and approving group or Executive Lead (if done outside of the formal revision process)
1.0		Dec-2011	Replaces the existing out of date environmental policies from both Humber and East Riding encompassing the latest information from the NHS Sustainable Development Unit and the publication "Saving Carbon – Improving Health" the NHS Carbon Reduction Strategy for England.
1.1	Review	18/05/2016	Major changes to policy. Now incorporates the Sustainability Policy & Energy Policy
1.2	Review	07/1/2018	Waste has been removed. Waste is

			<i>acknowledged through the trust waste policy and guidance.</i>
1.3	<i>Review</i>	<i>09/01/2019</i>	<i>Energy has been reviewed and changed. This is due to changes in the understanding and the usage of energy across the Trust</i>
1.4	<i>Review</i>	<i>05/01/2022</i>	<i>Adaptation has been added to the document. Targets have been changed to reflect guidance from the Greener NHS and Climate Change Act amendments. The policy has been changed to reflect the Trust's Green plan and key areas of focus. Section 5 has been added to give clear information on this section. Approved Finance Investment Committee (FIC) 13-Feb-22</i>

Appendix 2: Equality Impact Assessment

For strategies, policies, procedures, processes, guidelines, protocols, tenders, services

1. Document or Process or Service Name: Environmental Management Policy
2. EIA Reviewer (name, job title, base and contact details): Alex Fowler, Environmental Manager
3. Is it a Policy, Strategy, Procedure, Process, Tender, Service or Other? Policy

<p>Main Aims of the Document, Process or Service</p> <p>Comply with all applicable environmental legislation, Raise awareness and engage with its stakeholders, including employees, patients, visitors, contractors, suppliers and corporate partners, on the importance of environmental issues and sustainability, Develop and maintain a Sustainable Development Management Plan</p>
<p>Please indicate in the table that follows whether the document or process has the potential to impact adversely, intentionally or unwittingly on the equality target groups contained in the pro forma</p>

<p>Equality Target Group</p> <ol style="list-style-type: none"> 1. Age 2. Disability 3. Sex 4. Marriage/Civil Partnership 5. Pregnancy/Maternity 6. Race 7. Religion/Belief 8. Sexual Orientation 9. Gender re-assignment 	<p>Is the document or process likely to have a potential or actual differential impact with regards to the equality target groups listed?</p> <p>Equality Impact Score</p> <p>Low = Little or No evidence or concern (Green)</p> <p>Medium = some evidence or concern (Amber)</p> <p>High = significant evidence or concern (Red)</p>	<p>How have you arrived at the equality impact score?</p> <ol style="list-style-type: none"> a) who have you consulted with b) what have they said c) what information or data have you used d) where are the gaps in your analysis e) how will your document/process or service promote equality and diversity good practice
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Equality Target Group	Definitions	Equality Impact Score	Evidence to support Equality Impact Score
Age	<p>Including specific ages and age groups:</p> <p>Older people Young people Children Early years</p>	LOW	The policy does not affect this section. The policy is aimed at all staff and people who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Disability	<p>Where the impairment has a substantial and long term adverse effect on the ability of the person to carry out their day to day activities:</p> <p>Sensory Physical Learning Mental Health</p> <p>(including cancer, HIV, multiple sclerosis)</p>	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.

Sex	Men/Male Women/Female	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Marriage/Civil Partnership		LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Pregnancy/ Maternity		LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Race	Colour Nationality Ethnic/national origins	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Religion or Belief	All Religions Including lack of religion or belief and where belief includes any religious or philosophical belief	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Sexual Orientation	Lesbian Gay Men Bisexual	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.
Gender reassignment	Where people are proposing to undergo, or have undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attribute of sex	LOW	The policy does not affect this section. The policy is aimed at all staff and peoples who use Trust properties and services and does not discriminate indirectly or directly against any persons.

Summary

Please describe the main points/actions arising from your assessment that supports your decision above

This is an Environmental Policy which stipulates Environmental actions and information regarding the use of energy, sustainability and other environmental issues.

The policy is low risk and will not have a negative effect on any of the above equality target groups.

EIA Reviewer: Alex Fowler, Environmental Manager

Date completed; 13/02/2022

Signature: A Fowler