



<b>Meeting</b>	<b>SPA Policing Performance Committee</b>
<b>Date</b>	<b>12 March 2024</b>
<b>Location</b>	<b>Video Conference</b>
<b>Title of Paper</b>	<b>Sustainability Reporting and Progress against Environmental Strategy</b>
<b>Presented By</b>	<b>Jen Cassells, National Sustainability Lead</b>
<b>Recommendation to Members</b>	<b>For Discussion</b>
<b>Appendix Attached</b>	<b>Yes- Appendix 1 - Strategic Development Timeline</b>

## PURPOSE

To inform the Committee on the overall progress the organisation has made in implementing the Environmental Strategy.

Members are invited to discuss the content of the report and appendix.

## 1. Strategy Introduction

### 1.1 Overview

In 2020 Police Scotland closed out its Carbon Management Plan. This five-year Plan was successful in achieving 25% (+ 2%) savings on the carbon baseline of the organisation measured in 2013. In reviewing the success of the Plan, it was clear that we had done well in focussing on reduction of emissions from technical projects, but that the organisation needed to move beyond the narrow issue of energy and carbon reduction and create a plan that addressed the wider aspects of sustainability as well as climate change impact mitigation.

Therefore, in 2021 the Environmental Strategy (ES) was enacted. This five-year Strategy addresses our three focus areas in reducing our environmental impact – our organisation, our people, and our communities. We set the baseline year for our Strategy as 2019/20 with a carbon emissions total of 49,925tCO<sub>2</sub>e. Below follows a brief description of our intended work in each of the focus areas. In creating this Strategy, the targets and impact reduction incorporate the work of the wider organisation, not simply creating new targets and projects. In doing this we recognised the ongoing and existing good work of the organisation and how this also relates to sustainability in the wider sense of the organisation.

### 1.2 Our Organisation

Reduction in total emissions of 35% based on our 2019/20 baseline through the following ways:

- Decarbonisation of our Fleet through complete transition to EV by 2029, based on the Fleet Strategy 2019
- Building disposal, co-location, and refurbishment, based on the Estates Strategy 2019
- Increase in our capacity to generate our own electricity through installation of PV arrays.
- Overall waste reduction and increase in proportion of waste diverted from landfill.
- Continue to focus on water efficiency by working to reduce leaks and repair infrastructure to avoid unnecessary consumption.

### 1.3 Our People

- Better communication of information to officers and staff through the intranet and other engagement work.
- Creation of a Green Leaders Network to champion and communicate sustainability work throughout the organisation.

- Continuing with our Small Action, Big Impact campaign to improve energy and resource awareness throughout the organisation.
- Creation of the Environmental Sustainability Board to increase the profile of our sustainability work and ensure that we have good Governance over related issues.

#### 1.4 Our Communities

- Collaborating with our Community Planning Partners to ensure that we learn and share knowledge with these organisations and capitalise on any opportunities for shared projects.
- Working with Local Authorities to provide information related to Local Heat and Energy Efficiency Strategies.
- Investigate all opportunities for district heat network connections that may exist within specific areas.

#### 1.5 Additional Responsibilities

In addition to the aims of the Environmental Strategy, we continue to review our legislative responsibilities under the Climate Change (Scotland) Act 2009. Which requires us to undertake the following work:

Act in as sustainable a way as possible. This is covered by Clause 4 of the Act, titled "Public Bodies Duties". These Duties also require us to:

- Submit an annual Climate Change Report to the Scottish Government every November based on our sustainability work in the previous financial year.
- Create an Adaptation Plan focussing on how we will improve our climate resilience.
- Create a Net Zero Plan, detailing our approach to achieving Net Zero emissions by the legislated national target date of 2045.
- Please see Appendix 1 for our full development timeline.

## **2. Progress to Date**

### 2.1 Our Organisation

The baseline year for our Environmental Strategy was 2019/20 with an emissions total of 49,924 tCO<sub>2</sub>e. This was broken down in the following way:

Source	Consumption	tCO <sub>2</sub> e
Electricity (kWh)	57,095,453	15,833
Gas (kWh)	84,161,698	15,473
Kerosene (litres)	28,462	72
Gas Oil (litres)	200,512	553
Waste (tonnes)	2,433	301
Water (m <sup>3</sup> )	349,001	367
Diesel (litres)	5,736,107	15,380
Petrol (litres)	543,805	1,239
Travel (miles)	2,477,721	706
<b>Total</b>		<b>49,924</b>

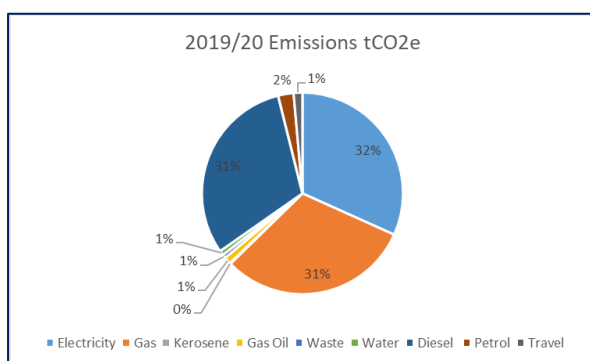


Figure 1 - Emissions breakdown for 2019/20

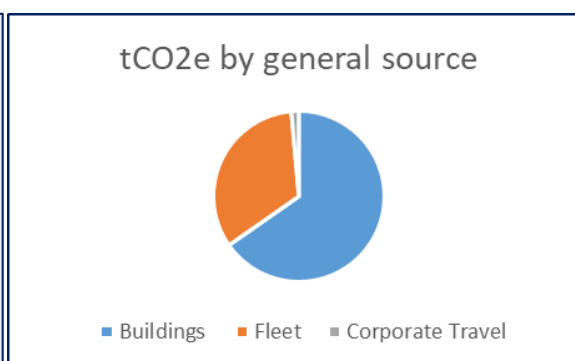


Figure 2 - Emissions breakdown by buildings and fleet

We assessed the data against current and planned projects across a range of teams that were likely to help reduce our energy, fuel, and water consumption and therefore, emission. We then projected this in the form of a reduction pathway to quantify our target of 35%.

Our latest full year report for 2022/23 shows the following:

Source	Consumption	tCO <sub>2</sub> e	Reduction Against Baseline
Electricity (kWh)	51,126,721	10,705	5,128
Gas (kWh)	71,257,904	12,826	2,647
Kerosene (litres)	24,802	63	9
Gas Oil (litres)	182,754	504	49
District Heat (kWh)	190,153	34	N/A
Waste (tonnes)	1,833	249	52
Water (m <sup>3</sup> )	291,213	123	244
Diesel (litres)	4,237,830	11,316	4,074
Petrol (litres)	990,878	2,222	-983
Travel business (miles)	1,788,337	491	- 882
Travel rental cars (miles)	4,720,755	1,097	
<b>Total</b>		<b>39,630</b>	<b>10,294</b>

**Explanation for reductions:**

- The Estates Strategy has been successful in disposing of several buildings and relocating to shared premises. For example, our Queen Street building in Aberdeen was closed in 2021 with operations moving to the local authority building of Marischal College.
- Continuing upgrade of heating, lighting and ICT infrastructure helped to reduce consumption of gas and electricity across our portfolio.
- Increasing renewable sources for electricity generation has meant a reduction in the carbon intensity of the power we consume.
- Of our total Fleet complement of 3,400 vehicles, approximately one thousand have been replaced by Ultra Low Emission Vehicles (ULEVS). This has reduced our annual diesel consumption by approximately 1.5m litres.
- We have incurred a slight increase in onsite energy generation due to implementation of PV arrays at certain sites during the strategy.
- Whilst Covid lockdowns reduced numbers of building occupants, most of our sites remained open to accommodate functions that needed to be operated from Police buildings. This meant a small decrease in electricity and gas consumption but did not resolve into large scale savings across our portfolio.
- Improvement in provision of waste and recycling bins across estate meaning that more waste is diverted to recycling.

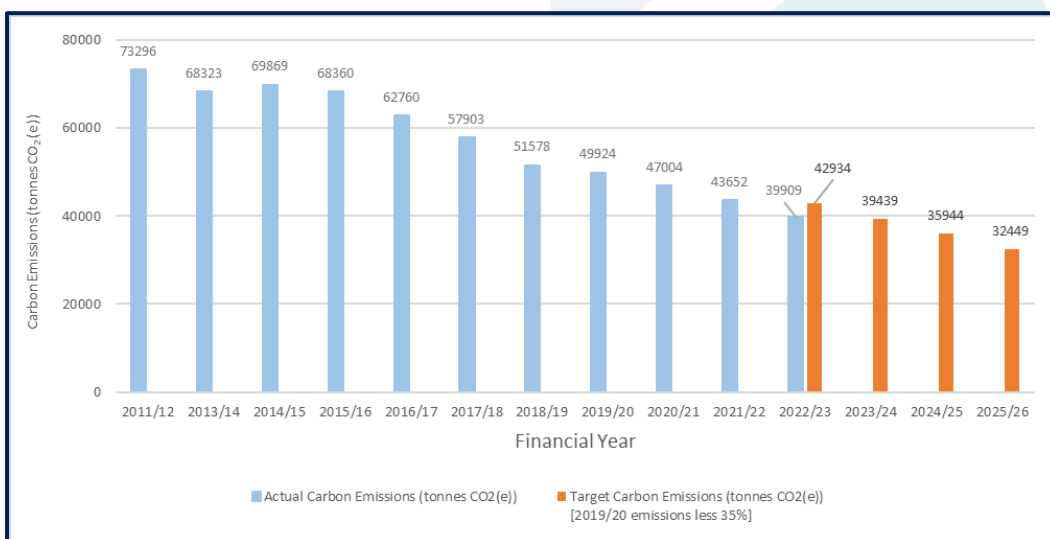


Figure 3 - Total tCO2e reduction since Police Scotland creation

As can be seen from Figure 3 – after 2 full years of reporting within the period of the Strategy, we are ahead of our emissions reduction pathway.

## 2.2 Our People

### Environmental Sustainability Board

In June 2022, we held the inaugural meeting of the Environmental Sustainability Board. This was established as Primary Board within the governance structure of Police Scotland to oversee the implementation of the Strategy and to provide Executive support to the Sustainability Team. The additional purpose of the Board was to inform Members about the issues of Sustainability and how they underpinned the wider aspects of police function across the organisation. The Board is Co-Chaired by roles of Deputy Chief Officer and Deputy Chief Constable for Professionalism. It is convened on a quarterly basis with the next meeting scheduled for 14<sup>th</sup> March 2024.

### Green Zone

We have redeveloped our intranet pages with a new Green Zone logo and format with space for calendar updates, key events, and latest news. There are also links to other organisations relevant to the sustainability work of Police Scotland. The site was launched in December, and we are continuing to populate the content. For more information, please follow the hyperlink: [Green Zone \(spnet.local\)](https://spnet.local/GreenZone)

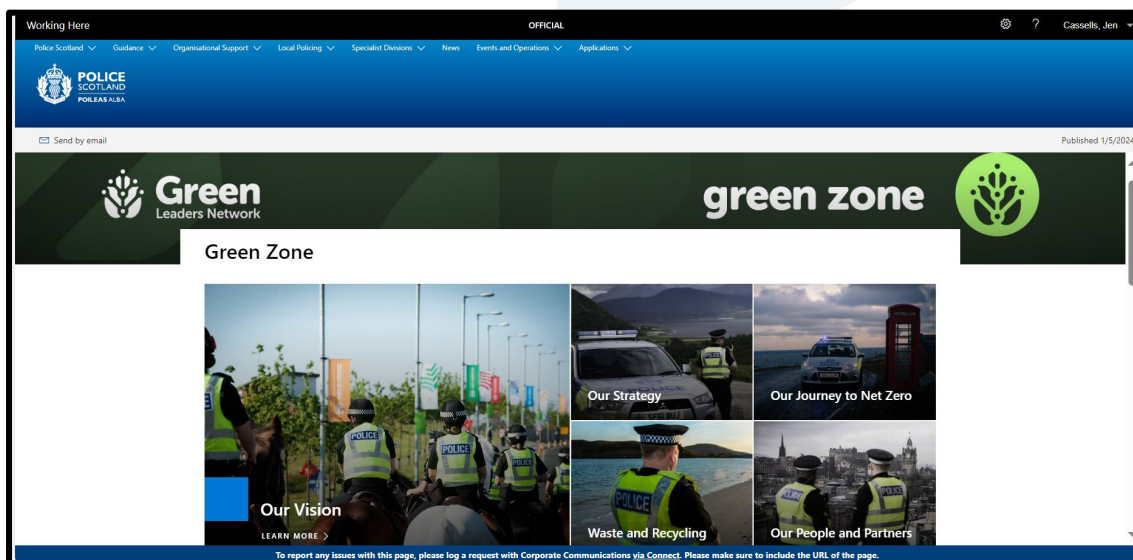


Figure 4 - Green Zone Snapshot



## Green Leaders Network Hub

In December 2022 we established the Green Leaders Network (GLN). This group of sustainability champions, consists of 120 volunteers from across the organisation who are interested in our development of environmental projects and programmes. This cohort of staff and officers are highly motivated and bring their own enthusiasm and interests to the wider discussion of sustainability. We have elected 2 GLN representatives to the Environmental Sustainability Board and hold regular meetings with them to understand what the focus of the staff body should be in relation to these issues.

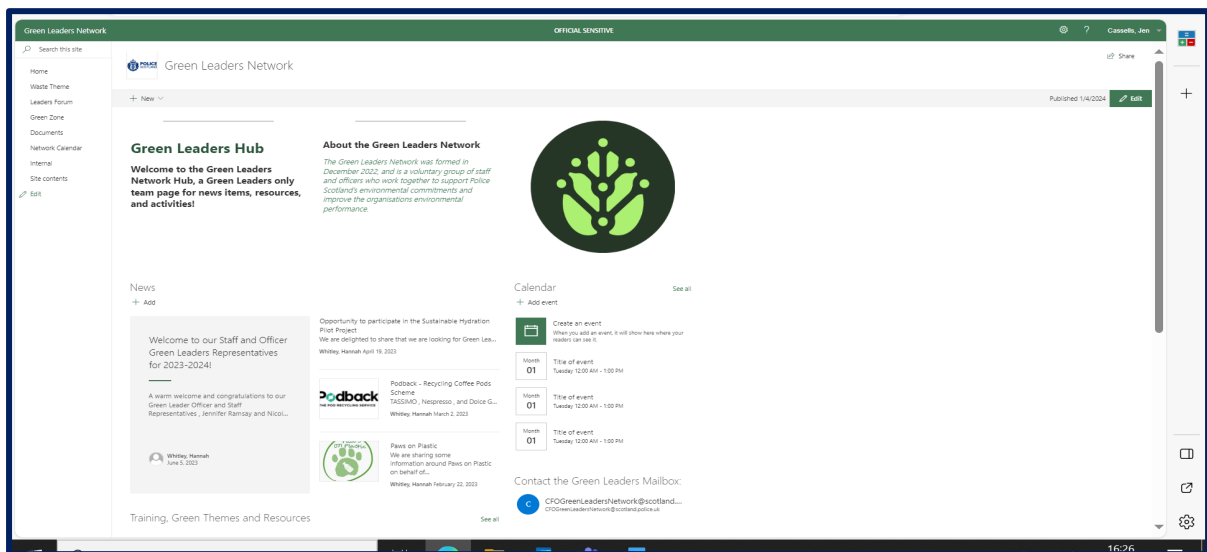


Figure 5 – Green Leaders Hub Snapshot

## Small Action Big Impact

This site-based awareness campaign focused on reducing consumption of energy and water and consisted of a poster campaign and nationwide events. The project was impacted by Covid and the subsequent change to hybrid working, meaning that office-based processes were stopped or ramped back. Post covid, we have been in contact with Comms to refresh the campaign, beginning with new waste posters that reflect the contract change in Soft FM provision for refuse and catering. We intend to use the Green Leaders Network to help with the refresh of the campaign.

## Training

We have been fortunate to negotiate a discounted cost for 1500 licences for the Climate Solutions Accelerator Training from the Royal Scottish Geographic Society at a total cost of £3,000, These licences are valid till June this year. This 2-hour training session provides an overview of the science behind climate change and how organisations, governments and communities can help tackle the problem. We have extended the offer of training to all our Green Leaders and members of the Environmental Policing Performance Committee  
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Sustainability Board and will continue to roll this programme out over the next 3 months to the wider staff body till all licences have been used.

The Sustainability Team actively engages with all requests for specific training and information from other Police Scotland Depts. We have delivered bespoke GLN training, lunch and learn workshops and information on specific environmental topics.

### 2.3 Our Communities

Since the inception of the Environmental Strategy, we have developed a range of partnerships across the public sector that will help us to improve our own sustainability performance and extend the range of our knowledge and influence in the Scottish Public Sector. We have provided a list of partners organisations below that exemplify the range of work in which we are involved.

<b>Organisation</b>	<b>Description of partnership work</b>
<b>Glasgow City Council (GCC)</b>	Working with GCC to provide information to them in relation to the development of their Local Heat and Energy Efficiency Strategy, with particular focus on providing data for key police buildings that may be able to connect to future district heat networks.
<b>Adaptation Scotland (AS)</b>	This national organisation has provided support to us in the development of our Adaptation Strategy and will continue to support us as we implement this plan to improve climate resilience across the organisation.
<b>Scottish Borders</b>	Partner in the Scottish Borders Net Zero Group, looking to gain a better picture of public sector emissions and sustainability work across the public sector in this local authority area.
<b>Scottish Water</b>	Working with Scottish Water to identify opportunities to take heat from treatment plants operating near certain Police Scotland buildings.
<b>West Dunbartonshire Council (WDC)</b>	Have held discussions with WDC on the possibility of future connection to the Queens Quay Heat Network. We have undertaken outline feasibility assessment at our Clydebank site to understand what retrofit work may be required.
<b>Moray Council</b>	Have responded to calls for information and data that will assist the local authority in development of their Hydrogen Strategy. This in turn will support and inform our future fleet and travel plans.

The above work will range in life span and outcome. The point is to engage effectively with our colleagues across the public sector to ensure that we do not miss opportunities that are mutually beneficial to Police Scotland and our public sector partners.



## 2.4 Beyond the Environmental Strategy

### **Adaptation Strategy**

This ten-year plan will complement our Environment Strategy (which is based on mitigation) by focusing on how The Authority will adapt to a changing climate in the near and medium term. We are required as part of our Public Bodies Duties to undertake this work. We will commence implementation of the Strategy in the coming months. This work will vary in relation to the different Depts involved. For example - Estates will be concerned with retrofit of buildings and local infrastructure to prevent damage due to extreme weather. Our colleagues in Health and Safety will be interest in how to assess risk of expected and future weather events that may impact on officers and staff being able to do their job safely.

### **Net Zero Plan**

This long-term plan will provide an overview of the pathway that Police Scotland will take in achieving Net Zero by the agreed legislative date of 2045. We are required to provide this information to Scottish Government as part of our Public Bodies Duties. It is obvious that we have a better understanding of the carbon reduction work that we can undertake now and in the medium term, but less clear about how this work will be enacted 20 years from now. Therefore, we have created Reduction Horizons Pathway that build into a picture of specific and more general

actions that we will implement across the timeline.



Figure 6 - Net Zero Horizons Timeline

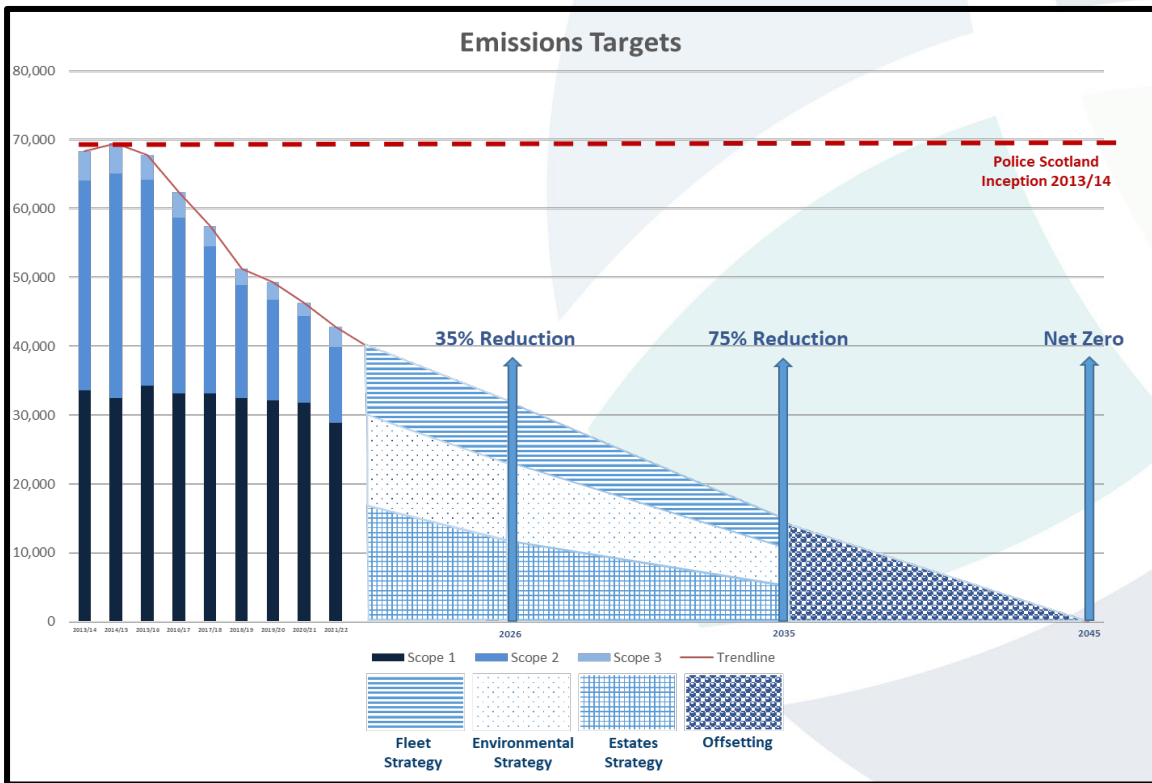


Figure 7 - Net Zero Reduction Pathway

## **Waste Plan**

We have developed a waste review and procedure document that provides a baseline of how we deal with the main waste streams from the organisation. We will work with our Estates colleagues and FM contractor to build a more detailed picture of waste discard and processing across all Divisions. This will help us in developing a strategy for overall waste reduction. We intend to take this forward in 2024/25.

## **Biodiversity**

We have a Duty under the Nature Conservation (Scotland) Act 2004 to preserve and enhance the biodiversity of the land that we own and manage. We are also required to provide a report to Scottish Government every three years on this work. The latest report was submitted in January this year. We will use this report as a basis for a long-term plan that will focus on providing natural habitat for flora and fauna to develop and for the wellbeing and benefit of our officers and staff. We will report on this work in coming year.

## **Energy Performance Certificates**

The Sustainability Team is responsible for the recertification of buildings to this legislative registration scheme. To date we have recertified over two hundred properties and will continue the programme with a further forty buildings to assess and register this year.

## **Sustainable Hydration**

During the summer, we undertook a successful pilot project, to provide reusable water bottles to 1,200 officers to test during the Tall Ships event, Belladrum Music Festival, and the International Cycling Championships in Glasgow. Feedback from this pilot has allowed us to specify requirements for bottles and our aim is to work the Clothing and Equipment Group to take forward a full roll out of this programme in the coming year.

### **2.5 Monitoring and Reporting**

#### **Monitoring**

The following provides an overview of monitoring processes for our main environmental impacts.

Data	Metric	Source	Frequency
Gas	kWh	Bureau service	Monthly
Electricity	kWh	Bureau service	Monthly
Water	m <sup>3</sup>	Bureau service	Monthly
Kerosene	litres	Supplier billing	As required
Gas Oil	litres	Supplier billing	As required
Diesel	litres	Allstar data	Bi-monthly
Petrol	litres	Allstar data	Bi-monthly
Heat	kWh	Supplier billing	Monthly
Generated Power	kWh	FiT Data Pulsed data	Quarterly Continual
Waste	tonne	FM Contractor	TBC
Travel	mileage	Shared Services Admin Team	Annually

## Reporting

Frequency and type of information reported is dependent on internal and external audiences.

Report	Internal/ External	Information Required	Frequency
<b>Corporate Management &amp; People Board (CMPB)</b>	Internal	Overview of progress against strategy. Update on KPIs of consumption against m <sup>2</sup> based on the information above.	Monthly
<b>Corporate Services Delivery Plan</b>	Internal	Overview of general progress on achieving the strategic aims set out in our Annual Police Plan and the Environmental Strategy.	Monthly
<b>CFO Portfolio Senior Management Team Report</b>	Internal	Provides the same information from CMPB to the Senior Management Team, Chaired by CFO James Gray.	Monthly
<b>Environmental Sustainability Board</b>	Internal	Mandatory updates on consumption carbon and finance as well as papers relating to current and proposed work.	Quarterly
<b>SPA Sustainability Update</b>	Internal	Provided to the SPA Board as a roundup of sustainability impact and activity in the previous year. Format provided by SPA.	Annually
<b>Public Bodies Duties Climate Change Report</b>	External	Annual report to the Scottish Government on our sustainability impact, progress, and activity. Format provided by Scottish Government.	Annually

In addition to diarised reporting – we also respond to individual requests for information where required for projects, requests from Government teams or associated organisations such as Scottish Futures Trust, Sustainable Scotland Network and Resource Efficient Scotland.

### 3. FINANCIAL IMPLICATIONS

#### 3.1 Utilities Cost Control

The Environmental Strategy contributes to cost control of utilities by reducing the consumption of major carbon emission sources such as gas and electricity. However, we recognise that these savings have been overtaken by the exceptional increase in tariff costs over the past two years. It is unclear when and if these costs will fall back in the foreseeable future. This makes the case for utility consumption even more compelling by increasing prospect of financial savings and decreasing payback times for projects.

#### 3.2 External Funding

The Sustainability supports the Estates Dept in securing funding from the Greening the Public Sector Estate Development Scheme (GPSEDS). This competitive grant fund is available to qualifying public sector organisations and focuses on providing money for projects that demonstrate a “whole building approach” to sustainability. To date we have secured approximately £2.4m for the following work.

Project	Grant awarded
Lighting upgrade at G Division Stations x 3	£95,602
Callander Windows and Doors Project	£38,337
Gairloch Housing Project	£155,191
Strontian Housing Project	£121,120
Shetland Housing Project	£1,000,025
Renewables Feasibility Work	£16,000
Dalmarnock Lighting Project	£539,569
Multiple Housing Project	£498,260

#### 3.3 Conclusions

The inception of the Environmental Strategy has promoted the creation of a Sustainability Team which has been able to deliver on the key aims of the plan and increase the profile of environmental sustainability within the organisation. This in turn has allowed us to develop other relevant projects; evidenced by the range of work described in this paper. We will continue to deliver on supporting our colleagues in all Depts to reduce our environmental impact and improve on our carbon and cost efficiencies.

### 4. PERSONNEL IMPLICATIONS

4.1 There are no personnel implications associated with this report.

## **5. LEGAL IMPLICATIONS**

### **5.1 Compliance**

As stated at the beginning of this Paper, we are required by the Climate Change (Scotland) Act 2009 to act in as sustainable a manner as possible. In addition to this general responsibility, we are also required to comply with the following:

Requirement	Description of compliance	Comments
Climate Change Report	Required to submit a Climate Change Report to Government annually in November of each year.	Compliant with this requirement.
Energy Performance Certificates (EPCs)	Required to display EPCs at all qualifying sites in our portfolio.	Compliance in process.
Building Assessment Reports	Part of the District Heat Network Regulations – required to assess all qualifying buildings.	Compliance in process.
Biodiversity Report	Required to submit a Report to Government every three years on our biodiversity work.	Compliant with this requirement.
Adaptation Plan	We are required to provide information to the Government in respect of our Adaptation planning.	Will report through the Climate Change Report
Net Zero Plan	We are required to provide information to the Government in respect of our Net Zero Planning	Will report through the Climate Change Report.

## **6. REPUTATIONAL IMPLICATIONS**

### **6.1 Internal**

Our staff and officers take an interest in the work of the Sustainability Team, and view performance from the perspective of their own work areas and buildings. We are contacted regularly by colleagues who wish to know what action we are taking on certain issues.

### **6.2 External**

As a large public sector organisation and a community leader, we have a responsibility to ensure that we not only comply with legislation but work within the spirit of law to ensure that we make fundamentally positive changes to our organisational culture and therefore, our environmental impact.



## 7. SOCIAL IMPLICATIONS

### 7.1 Operational

Improving our sustainability through carbon mitigation helps to ensure a more efficient and cost-effective service for the people of Scotland. By improving our climate change resilience through adaptation, we will ensure that we can continue to deliver on our aim of keeping people safe by making our buildings, people, and processes less vulnerable to the impacts of severe weather.

### 7.2 Organisational

By reducing our consumption and cost of utilities, improving our resource use, built environment and fleet; we will assist in making Police Scotland an efficient and adaptable organisation.

## 8. COMMUNITY IMPACT

As stated above our environmental sustainability work has positive implications for the communities across Scotland that we serve. This is either through improving efficiency and resilience of service but also in civic planning issues relating to adaptation and shared heat/energy projects.

## 9. EQUALITIES IMPLICATIONS

9.1 There are no equalities implications in respect of this report.

## 10. ENVIRONMENT IMPLICATIONS

The environmental implications of undertaking the work described in this report are significant in terms of legal compliance, cost reduction and service resilience.

### RECOMMENDATIONS

Members are invited to discuss the contents of this report and appendix.

## Appendix 1 – Timeline of Police Scotland Sustainability Development

