



ENVIRONMENTAL POLICY

1. Executive Summary

The purpose of this policy document is to set out the commitment of West Midlands Police to protect the environment by seeking to minimise its impacts and operate in an environmentally responsible manner.

It serves to communicate this commitment to all officers, staff and volunteers and to our partners and stakeholders, all of whom have a role to play in supporting these objectives to continually improve environmental performance.

2. Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

3. Scope

The Chief Constable has overall direction and control of WMP and is ultimately accountable for all policies and supporting documents of the organisation and its actions. Adherence to this force policy will be expected from all employees and representatives of WMP.

4. Definitions/Acronyms

WMP – West Midlands Police

Waste Hierarchy – A prioritisation framework of waste management solutions which aims to keep resources in circulation as long as possible. From most preferable to least preferable the solutions are: prevent/reduce, reuse, recycle, recover (i.e. waste to energy), dispose.

5. Policy Statements

West Midlands Police has a responsibility to operate in a way which minimises its impact on the environment and supports the wellbeing of our communities. We are committed to good standards of environmental practice in our operations and to demonstrate corporate responsibility to our stakeholders by making efficient use of resources.

We acknowledge that our operations have an impact on the environment and have identified our key environmental aspects that contribute to our environmental and carbon footprint:

- **Consumption of electricity, gas, water and other fuels**
- **Waste generation and management**
- **Fleet emissions**
- **Transport emissions**
- **Procurement and consumption of goods and services**

Our environmental commitment can be demonstrated in our established objectives and goals below:



1. Compliance obligations and environmental management

- Comply with all applicable laws, regulations and compliance obligations
- Implement measures to reduce the risk and minimise the impact of pollution from our activities and maintain environmental incident response procedures
- Continually improve the Force's environmental performance, monitoring key resource usage and implementing measures to achieve our environmental targets
- Make available the necessary resources to meet our environmental goals and maintain effective governance structures to oversee their delivery

2. Low carbon and sustainable estate

- Reduce the carbon emissions from our estate in line with our decarbonisation action plan
- Increase the energy and water efficiency of our buildings and estate
- Aim to future proof our new builds and refurbishments with high energy efficiency and sustainability standards that take account of the whole life cost of building fabric and services improvements and low carbon technologies
- Minimise our reliance on fossil fuels by generating renewable and low carbon energy on West Midlands Police owned sites where it is cost effective to do so
- Implement low carbon solutions and behaviours as we modernise our estate and support new ways of working
- Pursue opportunities to conserve and enhance biodiversity on West Midlands Police land

3. Resources and waste

- Reduce the overall amount of waste generated and manage our resource use sustainably
- Divert waste from landfill and improve reuse and recycling, promoting application of the waste hierarchy
- Improve resource efficiency and prevent waste by reducing consumption of paper, removing single use items where possible and promoting longevity of equipment and assets

4. Mobility and travel

- 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



5. Procurement

- Adopt sustainable procurement practices and maximise social value by embedding environmental commitments into our procurement and commissioning approach when delivering value for money
- Engage our supply chain and partners to enable innovative solutions to environmental challenges

6. Embedding environmental sustainability

- Incorporate sustainability considerations within our decision-making processes
- Communicate our environmental and social commitments to new employees
- Enable our workforce to make informed sustainable decisions both in the workplace and at home
- Develop partnerships to enhance the environment and wellbeing of local communities in support of policing objectives
- Report annually on progress to demonstrate continuous improvement and share best practice with our partners

Governance

- The Environmental Strategy Working Group will meet quarterly to progress delivery of the environmental strategy and have responsibility for the day to day implementation of this policy.
- The group comprises subject matter experts who lead strategy workstreams and operational leads from across other departments.
- The group is supported by the Director of Commercial Services and chaired by the Strategic Environmental Lead.

West Midlands Police will continue to develop its environmental strategy and management system in support of these objectives. Central to this is improving our capability to measure and monitor resource use to track performance and identify areas for improvement. We will continue to develop strategies and action plans to address our key environmental aspects and regularly report progress.

We will convey this policy to all our employees and where applicable ensure that they are provided with the necessary training to increase awareness of environmental matters and take any required action.

6. Relevant Legislation / Policies / Procedural Guidance

None in relation to this policy.



7. Equality Impact Assessment

WMP places trust in their employees to comply with force policies and to work in accordance with and in support of:

[WMP Vision and Values](#)
[Code of Ethics | College of Policing](#)

| | What impact has this policy had on the nine protected characteristics in relation to the three general duties? (If applicable) | How will this updated policy positively impact each of the nine protected characteristics in relation to the three general duties? If not, explain why it will not. |
|---|---|--|
| Age | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Disability | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Gender Reassignment | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Pregnancy & Maternity | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Marriage & Civil Partnership | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Race | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Religion or Belief | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Sex | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |
| Sexual Orientation | No scope to impact protected characteristics within this policy | Policy focus is on assets and operations and no direct impact on protected characteristics. |

8. Publication Instructions

Suitable for publication to public.



9. Document Control

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| Strategic Lead: <i>[role and name]</i> | ██████████ - Head of Property & Estates Management |
| Policy Author(s): <i>[role and name]</i> | ██████████ – Environmental and Sustainability Manager |
| Effective Date: | 04/03/25 |
| FET Lead: <i>[role and name]</i> | Mr Gillett – Director Commercial and People Services |
| Version Number: | 1.0 |
| Review Date: | 04/03/27 |

Any enquiries in relation to this policy should be made directly with the Strategic Lead.

All policies are subject to a formal consultation process which encompasses Legal, Professional Standards, Faith Groups, Trade Unions, Independent Advisory Groups and wider force groups and any other relevant parties. A record of consultation can be found on the Policy Portal.

It is responsibility of the Strategic Lead to ensure that all links within the policy are correct and accessible.

Amendment History:

| Version Number: | Effective Date: | Summary of Amendments: | Author: |
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