



West Midlands
POLICE



Policy

Waste Management



Executive Summary

Effective waste management strategies focus on waste prevention, reuse, and recycling before recovery and disposal. Global initiatives and local councils are continually assessing their protocols to maximise sustainability and manage costs.

West Midlands Police (WMP) is committed to managing waste responsibly across all sites. We recognise our duty of care to protect the environment, protect the environment, comply with all relevant legislation, and lead by example in promoting sustainable practices

Authorised Professional Practice (APP)

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

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.

This policy applies to all police stations, custody suites, training centers, fleet depots, and administrative offices across the WMP estate. It covers waste generated by officers, staff, contractors, and visitors.

It also relates to seized waste and the disposal of any hazardous/clinical waste. See [appendix 1](#) for types of waste.

Objectives

This policy aims to:

- Set out the commitment of WMP to ensure responsible, compliant and sustainable waste management across all WMP operations in line with current legislation, as detailed in the legal compliance section.
- Support our Environmental Policy and Strategy by seeking to
 - 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

We will achieve this through:

- Complying with all relevant UK waste legislation
- Minimising environmental impacts and reduce waste generation
- Ensure safe handling of hazardous, clinical and confidential waste

- Support Environmental, Social and Governance reporting and Scope 3 emissions tracking
- Promote circular economy principles and resource efficiency

Acronyms

APP	Authorised Professional Practice
EIA	Equality Impact Assessment
IAG	Independent Advisory Group
KPI	Key Performance Indicators
WEEE	Waste Electrical & Electronic Equipment
WMP	West Midlands Police

Definitions

Net Zero carbon	The concept of no longer adding to the total amount of greenhouse gas emissions in the atmosphere. At an organisational level this is a long-term goal which requires reducing the organisation's own carbon emissions as far as possible and employing a strategy to offset any residual emissions.
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.

Policy Statements

1. IMPLEMENTATION MEASURES

- 1.1 WMP must ensure our waste is correctly segregated through the provision of dedicated waste stream bins
- 1.2 WMP must train staff on waste procedures, including highlighting where waste contamination has occurred
- 1.3 WMP must use secure shredding and disposal for sensitive documents
- 1.4 WMP must conduct annual waste audits across all sites
- 1.5 WMP must partner with licensed waste carriers and maintain Duty of Care documentation.
- 1.6 WMP must monitor performance via Key Performance Indicators (KPIs) and report these on a quarterly basis to management and sustainability noticeboards.

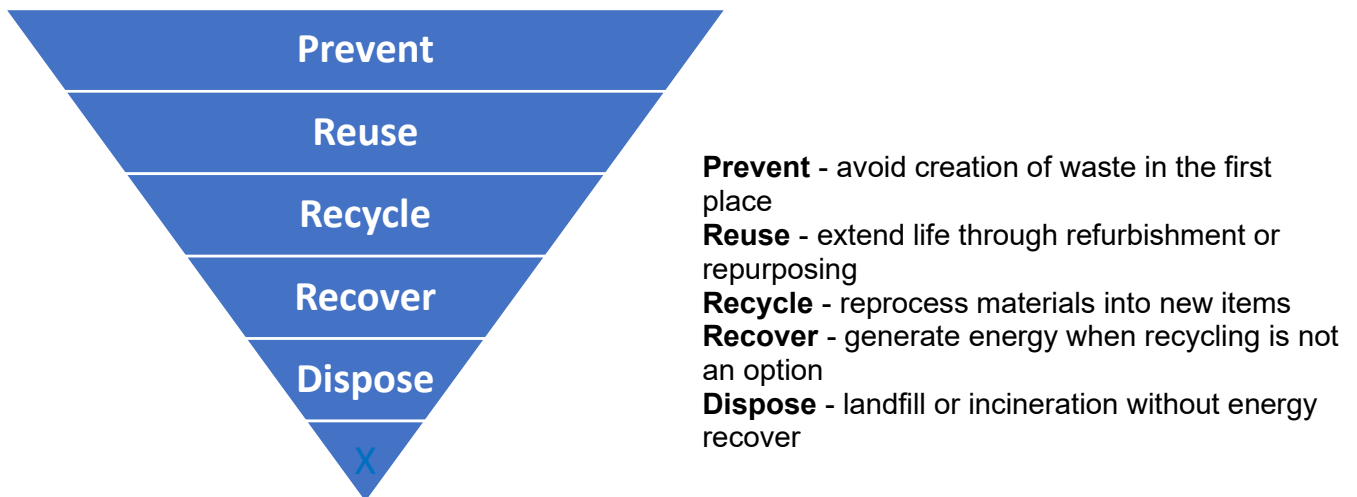
2. LEGAL COMPLIANCE

2.1 WMP will comply with relevant current and future waste and environmental legislation including:

- [Environmental Protection Act 1990](#)
- [Environment Act 2021](#)
- [Separation of Waste \(England\) Regulations 2025](#)
- [Waste Duty of Care Code of Practice](#)
- [Hazardous Waste Regulations 2005](#)

3. SUSTAINABILITY COMMITMENTS

3.1 WMP will prioritise prevention, reuse and recycling before disposal, following our waste hierarchy approach as set out below:



3.2 Wherever possible we will work with procurement to source products/services with recycled content and minimal packaging.

4. MONITORING & GOVERNANCE

4.1 The general waste contract will be overseen by the Facilities & Enabling Manager.

4.2 The seized waste and other waste streams such as Waste Electrical & Electronic Equipment (WEEE) Regulations will be overseen by the Logistics Manager.

4.3 Maintenance waste will be overseen by the Force Engineer and Build Work Manager

4.4 Project refurbishment waste will be overseen by the Estates Strategy Delivery Manager

4.5 The Environment & Sustainability Manager will advise on compliance, performance reporting, communication and education of the Waste Policy across the organisation.

Distribution/Communication

The following methods will be adopted to ensure full knowledge of the policy:

- Intranet marketing via the Policy and Strategy Portal
- Newsbeat article
- Policy document and associated documents on the Force Intranet (noticeboard) for the attention of all WMP officers and staff

Relevant Legislation/Policies/Procedural Guidance

Legislation:

- [Waste \(England & Wales\) Regulations 2011](#)
- [Duty of Care Regulations 1991](#)
- [Environmental Permitting Regulations](#)
- [Control of Pollution Act 1974](#)
- [Simpler Recycling 2025](#)
- [Waste Electrical & Electronic Equipment \(WEEE\) Regulations 2013](#)
- [Environmental Protection Act 1990](#)
- [Environment Act 2021](#)
- [Separation of Waste \(England\) Regulations 2025](#)
- [Waste Duty of Care Code of Practice](#)
- [Hazardous Waste Regulations 2005](#)

Additional information:

- [WMP Environmental Policy](#)
- Examples of non-compliance
 - [Example 1](#)
 - [Example 2](#)

Equality Impact Assessment (EIA)

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](#)
- [Voice of the Child](#)

Please click this link to access the Equality Assessment that has been written in conjunction with this policy.

Publication Instructions

Suitable for publication to public.

Review and Document Control

The Strategic Lead will maintain ownership of the policy and any other associated documents and in-turn, delegate responsibility to the department/thematic area responsible for its continued monitoring.

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

The policy should be considered a 'living document' and be subject to regular review to reflect any Force or legislative changes, good practice (lessons learnt) both locally and nationally.

A formal review of this policy, including the EIA, will be conducted on the date shown.

All policies are subject to a formal consultation process which encompasses legal, professional standards, faith groups, trade unions, Independent Advisory Groups (IAGs) and wider force groups. A record of consultation can be found on the Policy & Strategy Portal.

Any amendments to the policy will be conducted and evidenced through the Strategic Lead and set out within the version control template.

Policy Information

Strategic Lead: [role and name]	[REDACTED]
Policy Author(s): [role and name]	[REDACTED]
Effective Date:	20.08.2026
FET Lead: [role and name]	Mr Gillett – Director of People and Commercial Portfolio
Version Number:	V1.0
Review Date:	20.08.2028

Amendment History

Version Number	Effective Date	Summary of Amendments	Author
V1.0	20/08/2026	New policy	[REDACTED]

SEND A COPY OF COMPLETED EQUALITY IMPACT ASSESSMENT TO: WMP Policy
[REDACTED] [@westmidlands.police.uk](mailto:[REDACTED]@westmidlands.police.uk)

Appendix 1

Waste Stream
General Office Waste
Mixed paper and cardboard (forms, reports, packaging)
Plastics (bottles, food containers, packaging)
Food waste (canteens, staff kitchens)
Glass (drink bottles)
Metal cans (soft drinks, cleaning products)
Confidential Waste
Fleet & Vehicle Maintenance
Waste oil & lubricants
Tyres
Brake pads
Vehicle batteries
Windscreens & glass
Vehicle parts
Scrap metal
Cleaning chemicals & containers
Custody Suites & Evidence Handling
Biohazardous waste (body fluids, contaminated PPE)
Clinical Waste (sharps, swabs, gloves)
Controlled substances (drugs, chemicals)
Seized items (weapons, counterfeit goods)
Packaging materials (evidence bags, containers)
Facilities & Estates
Construction and demolition waste (rubble, timber, plasterboard)
Paints, solvents, adhesives
Light bulbs and fluorescent tubes
HVAC filters and maintenance waste
Garden and grounds waste (green waste, soil, fencing)
Office chairs
Furniture
Electrical (WEEE) waste
Data containing devices
Electrical appliances
LCD screens
White goods
Training & Operational Activities
Live ammunition
Spent ammunition casings
PPE (used masks, gloves, vests)
Firearms cleaning solvents
Used first aid materials
Expired first aid materials
Temporary signage and barriers
PAVA gas
Taser lithium batteries
Taser plastic casing
Taser cartridge
Forensic & Crime Scene
Crime scene tents
Crime scene cleaning
Forensic chemicals (used & expired)
Waste fabrics
Mattresses
Procurement & Supply Chain

Pallets
Bulk packaging
Single-use plastics from deliveries
Obsolete stock and expired items
Promotional materials
Printed collateral
Animal Units
General Care
Animal bedding (straw, wood, shavings, blankets)
Food waste (expired feed, uneaten items)
Packaging (feed bags, supplement containers)
Grooming waste (fur, brushes, wipes)
Cleaning materials (cloths, mop heads, disinfectant containers)
Veterinary & Clinical Waste (must be handled under Hazardous Waste Regulations 2005 & Veterinary Medicines regulations 2013, with licensed carriers and secure documentation)
Sharps (needles, syringes, scalpels)
Pharmaceuticals (expired medications, vials)
Clinical waste (bandages, swabs, gloves, PPE)
Biohazardous waste (bodily fluids/tissue)
Controlled drugs (secure disposal protocol)
Kennel & Stable Maintenance (organic waste may be compostable depending on local authority permissions, faecal matter required specialist disposal due to zoonotic risk)
Sanitary waste (faeces, urine-soaked bedding)
Disinfectants & cleaning agents
Wastewater (from wash-downs and grooming)
Pest control materials (traps, bait packaging)
Equine Unit Specific Waste (manure can be repurposed or composted under Animal By-Products Regulations 2011 but must be stored and transported in line with DEFRA guidance)
Manure & stable waste (straw, hay, droppings)
Farrier waste (hoof trimmings, worn horseshoes)
Tack & equipment waste (damaged saddles, reins, blankets)
Feed & supplement packaging
Welfare unit WC vehicle
Horse truck waste