



ENVIRONMENT MANAGEMENT POLICY

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Directorate	Corporate
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‘During the COVID19 crisis, please read the policies in conjunction with any updates provided by National Guidance, which we are actively seeking to incorporate into policies through the Clinical Ethics Advisory Group and where necessary other relevant Oversight Groups’

DOCUMENT HISTORY

(Procedural document version numbering convention will follow the following format. Whole numbers for approved versions, e.g. 1.0, 2.0, 3.0 etc. With decimals being used to represent the current working draft version, e.g. 1.1, 1.2, 1.3, 1.4 etc. For example, when writing a procedural document for the first time – the initial draft will be version 0.1)

Date of Issue	Version No.	Date Approved	Director Responsible for Change	Nature of Change	Ratification / Approval
2 Aug 13	0.1		Associate Director of Estates	New Policy	Estates Delivery Group
21 Aug 13	0.1		Associate Director of Estates	Ratified	Risk Management Committee
27 Aug 13	0.1		Associate Director of Estates	Ratified	Risk Management Committee
23 Sept 13	1.0	23 Sep 13	Associate Director of Estates	Approved	Trust Executive Committee
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13 Sep 16	2.0	13 Sep 16	Executive Director of Strategy, Planning, ICT and Estates	For Approval	Corporate Governance & Risk Sub-Committee
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29 Jan 21	2.0	13 Sep 16	Director of Finance, Estates and IM&T	12 month blanket policy extension due to covid 19 applied with author review date set 180 days prior to Valid to Date.	Quality & Performance Committee
7 May 21	2.0	13 Sep 16	Director of Finance, Estates and IM&T	Extended policy uploaded and linked back with new cover sheet	Corporate Governance

NB This policy relates to the Isle of Wight NHS Trust hereafter referred to as the Trust.

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1. EXECUTIVE SUMMARY

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 nationwide “Saving Carbon, Improving Health”, NHS Carbon Reduction Strategy which outlined ambitious targets to reduce the carbon footprint of the NHS by 80% by 2050 on a 1990 baseline.

2. INTRODUCTION

It is now widely recognised that Climate Change is probably the one of the most serious threat to life, our health, and our wellbeing. A changing climate undermines both the ecosystems that we depend upon, whilst also directly impacting upon human health. In recognition of this danger, the NHS seeks to reduce its carbon emissions by 26% by 2020, and 80% by 2050 on a 1990 baseline. As a socially responsible organisation, the Trust seeks to ambitiously reduce its own carbon footprint.

Whilst the reduction of carbon emissions must be a core component of any environmental strategy, a sustainable healthcare system must do more than focus on carbon. 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 use of good environmental practices in the local community. The Trust is an important, recognised and trusted point of reference in its local community, and as a duty to lead by example.

Due to its geographical status, the level of sustainability on the Isle of Wight is easily quantifiable. Research has shown that the natural resource use of the Island is largely dependent upon the importation of energy, water, food, services and other products from the mainland. In order to create a more sustainable future for the island, the Trust is committed to collaborating with other partners, such as the Local Authority, the Footprint Trust and the Eco-island community interest company to work towards an environmental friendly island.

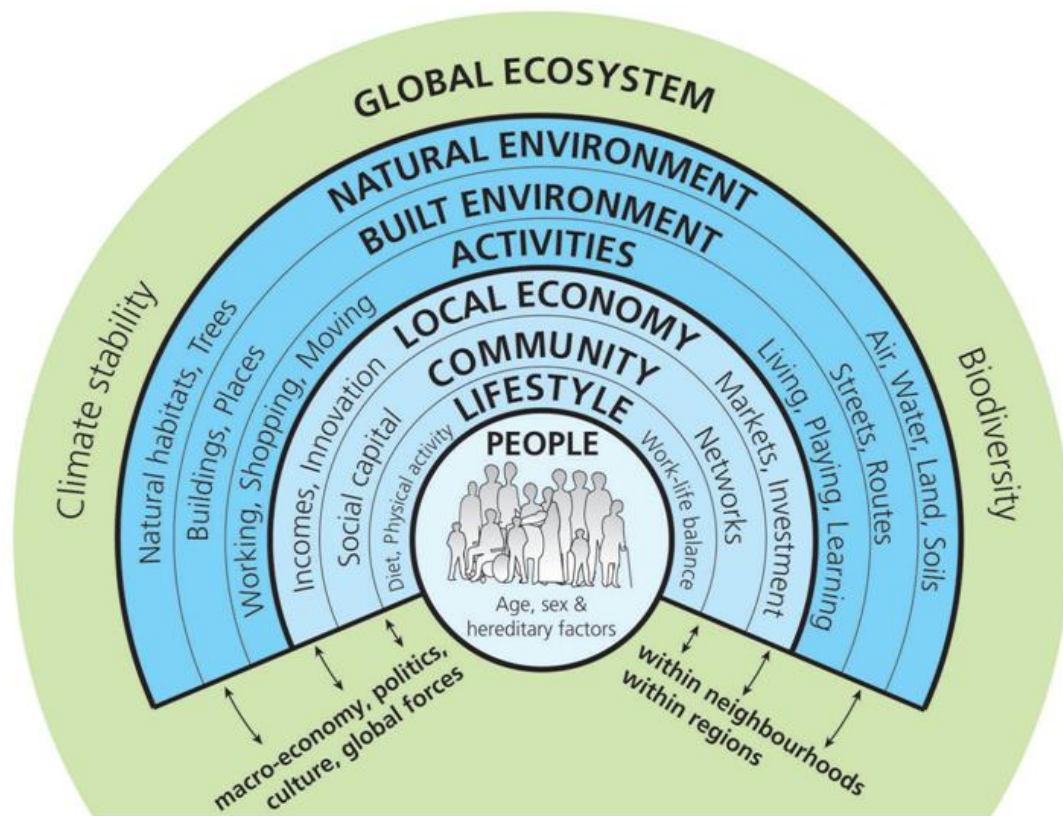


Diagram 1: The Interlinked Relationship between the Environment and Health.
Source: NHS Sustainable Development Unit

3. DEFINITIONS

Climate Change – Climate change is a change in the statistical distribution of weather patterns when that change lasts for an extended period of time (i.e., decades to millions of years).

Carbon Reduction Commitment – The CRC Energy Efficiency Scheme is a UK government scheme. It's designed to improve energy efficiency and cut carbon dioxide (CO2) emissions in private and public sector organisations that are high energy users.

Sustainable Procurement – Sustainable procurement (or Green procurement) is a spending and investment process typically associated with public policy, although it is equally applicable to the private sector.

BREEAM - BREEAM (Building Research Establishment Environmental Assessment Method) is the world's leading sustainability assessment method for master planning projects, infrastructure and buildings. It addresses a number of lifecycle stages such as New Construction, Refurbishment and In-use.

4. SCOPE

This policy applies to all services directly provided by the Trust and all staff should familiarise themselves with the policy.

This policy encompasses the activities and responsibilities of all Trust staff, and when applicable; patients' homes, Intermediate Care facilities, GP surgeries, Dental Surgeries and Community clinics.

This policy applies also to all contractors and temporary workers who are engaged to work on the Trust and will be made available to them.

5. PURPOSE

STATEMENT OF INTENT

The Isle of Wight NHS Trust employs about 3,000 staff and provides a wide range of health related services to a population of approximately 140,000 on the Isle of Wight.

The Trust recognises that virtually all its activities impact on the natural environment at a local or global level. The Trust 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, it is the Trust policy to:

1. 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.
2. Manage its activities in a way which prevents and minimises environmental pollution to air, land and water, both at a local and global level.
3. 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.
4. Raise awareness and engage with its stakeholders, including employees, patients, visitors, contractors, suppliers and corporate partners, on the importance of environmental issues and sustainability.
5. Provide environmental training to staff and contractors, when appropriate, to optimise their contribution and involvement in reducing the Trust environmental impacts.
6. Maintain the Greener Care Sustainable Development Management Plan, to include objectives, targets and related action plans.
7. Make this policy available to all stakeholders, and communicate progress on its environmental performance.



Signed

Date September 2013

Chief Executive

6. ROLES & RESPONSIBILITIES

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

Directors/General Managers at service leave will be responsible for the implementation of the agreed policy within their Care Business Units. They have a duty to actively cooperate with the **Environmental Manager** to ensure the identification and implementation of cross-Trust environmental projects. This will include supporting the identification of the environmental impacts for their CBUs.

In addition, **Directors/General Managers** are responsible for ensuring that there is a proactive approach to adhering to this policy and for staff under their management to be encouraged to participate and contribute to Trust environmental staff engagement campaigns/programmes.

The Associate Director of Estates must ensure that, where resource allowing, suitable and sufficient arrangements are in place for the management of energy and the environment in the areas of his 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 Associate Director of Estates** is responsible for delegating some of these responsibilities and duties to a nominated Estates officer with an **Environmental Manager** responsibility.

The 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.

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.

7. POLICY DETAIL / COURSE OF ACTION

7.1 ENERGY

Associated environmental impacts

The use of fossil fuel based energy, such as coal, gas and oil creates high greenhouse gas emissions which harm both the planet and its people through rising temperatures and the release of toxic pollutants. An international panel of scientists have agreed that there should be a limit of a 2 degree rise in global temperature in order to avoid runaway climate change. Current projections of climate change suggest that there will be global warming, a significant rise in sea level, and an increase in the frequency and severity of extreme weather events [1].

Additionally, dependency upon fossil fuel based energy leads is recognised to pose a risk to energy security. The continual use of unsustainable resources will increasingly mean volatile prices for consumers. Current patterns indicate that energy consumers will demand an increase in energy supply despite finite resources continually diminishing. Such factors raise serious risks concerning the reliability of fossil fuel based energy supplies. [2]

Legislative and regulatory requirements

The Trust is committed to following all applicable environmental legislation, statutory guidance, and other environmental requirements to which it subscribes, as well as to adhere to industry best practice when possible. The Associate Director of Estates is responsible for ensuring that the Trust adheres to all such legislation through the active support and guidance of the Environmental Manager.

The Trust is fully committed to cooperating with environmental regulators, such as the Environmental Agency, the Water Authority, and DEFRA.

National policy and legislative context

Climate Change Act 2008

This is a national commitment to reduce targeted greenhouse gas emissions by 2050 to at least 80% of the 1990 baseline.

Energy Act

Decarbonisation; Electricity Market Reform (EMR); Introduction of a Strategy and Policy Statement (SPS) to improve regulatory certainty by ensuring that Government and Ofgem are aligned at a strategic level; a new power to enable Ofgem to provide redress to consumers; an amendment to the Feed-in Tarrif Order to extend the maximum capacity that community projects can install from 5MW to 10MW; a charging power for energy resilience and a new power to enable the Secretary of State to require private landlords to provide smoke and/or carbon monoxide alarms.

Climate Change Levy

This is a tax on energy delivered to non-domestic users in the United Kingdom. Its aim is to provide an incentive to increase energy efficiency and to reduce carbon emissions.

Carbon Reduction Commitment

This is a mandatory carbon emissions reporting and pricing scheme which covers all organisations in the UK using more than 6,000MWh per year of electricity. The scheme features a range of drivers, which aim to encourage organisations to develop energy management strategies that promote a better understanding of energy usage.

Display Energy Certificates

Since 1 October 2008 public buildings in the UK over 1,000m² must display a Display Energy Certificate (DEC) prominently at all times.

RHI

The non-domestic RHI scheme provides long-term financial support for renewable heat installations in business, industry and the public sector, as well as heat networks.

Local context

Overall energy use on the Island relies overwhelmingly on electricity from the grid. Its consumption is slightly lower than the UK average due to low energy use by industry. Total annual consumption was calculated as 533 GigaWatt hours² (GWh), of which only 13.26 GWh was generated locally from Island Waste Services [3].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Maximise the efficiency of its operations to ensure that energy consumption is minimised.
- Regularly review the potential options for ensuring that it is supplied by cleaner and more sustainable forms of energy.

- Monitor energy use and implement energy/carbon saving targets to improve performance.
- Promote responsible energy use through staff awareness projects and training.
- Implement energy efficiency measures into the design of building refurbishments and new buildings developments;
- Rationalise estates to ensure Trust buildings are used to their maximum efficiency.

7.2 WASTE

Associated environmental impacts

There are a number of environmental impacts which are caused by the processing of waste. Firstly methane and carbon dioxide emissions are known to influence climate change. Methane has a significant global warming effect which is over 20 times more powerful than carbon dioxide [4]. In addition, some of the waste management operations involve heating or burning municipal solid waste which could have an effect on local air quality. Furthermore the emissions of dioxins from municipal solid waste incinerators can increase levels of dioxins in the surrounding area. Dioxins are associated with developmental and reproductive effects, and the immune system is also potentially sensitive [5].

National policy and legislative context

Landfill Tax

This is a tax on the disposal of waste. It aims to encourage waste producers to produce less waste, recover more value from waste and to use more environmentally friendly methods of waste disposal.

The Waste (England and Wales) (Amendment) Regulations 2012

This regulation provides the requirements for waste hierarchy. The waste hierarchy is a classification of waste management options in order of their environmental impact, such as: reduction, reuse, recycling and recovery.

Hazardous Waste (England and Wales) (Amendment) Regulations 2016

In England and Wales it is a legal requirement to segregate infectious waste and medicinal waste streams from others.

Local context

On average each person in the country generates 403kg of household waste per year. The amount of waste produced per head per year on the Isle of Wight is 20 per cent higher than this. In addition, the Isle of Wight is currently land filling more than its allocated allowance (35,305 tonnes sent to landfill compared to the original allowance of 17,000 tonnes). Targets to reduce biodegradable municipal waste from landfill are increasing and forecasts suggest that that non-hazardous landfill capacity will be exhausted by 2016 [6].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Use the waste hierarchy at all time.
- Aim for “zero landfill”.
- Use local waste management treatment and disposal solutions when possible.
- Monitor, report and set targets on our management of domestic and clinical waste.
- Minimise the creation of waste particularly in medicines, food and ICT.
- Ensuring we have robust systems for recycling wherever possible.

7.3 WATER

Associated environmental impacts

Water as a resource is essential for life and a basic human need. It is vital to our way of living: generating electricity, exploited by commerce and industry, and used in our homes for cooking and cleaning. It is also 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 [8].

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.

Local context

The availability of water on the Isle of Wight is scarce. The total licensed water abstraction on the Isle of Wight is approximately 78 million litres per day, split between 32 per cent surface water and 68 per cent groundwater. The largest proportion of the abstractions are licensed for public water supply [9].

Most houses on the Island were metered in the late 1980s and demand is still lower than in the rest of the south-east. However, local water resources are insufficient in summer and 25 per cent of demand is supplied from the River Test via a cross-Solent pipeline. In addition, by 2050, climate change could reduce the amount of water available in the environment by 15 per cent, and our current water usage is higher than ever [10].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Ensure efficient use of water by measuring and monitoring its usage by the Estates. Incorporate water efficiency into the design of building refurbishments and new buildings developments;
- Ensure that there is a quick operational response to leaks;
- Utilise water efficient technology;
- Avoid the routine purchasing of bottled water;
- Phase out bottle fed water coolers for mains fed water coolers whenever possible

7.4 SUSTAINABLE PROCUREMENT

Associated environmental impacts

The NHS in England spends £20 billion a year on products and services [11]. 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 [12].

National policy and legislative context

EU Directive on Energy End Use Efficiency & Energy Services 2006/32/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 2015

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

Local context

A study concluded that most of the materials consumed within the Isle of Wight are imported from the mainland. They estimated that 753,368 tonnes of materials are consumed on the Island each year; of which about 75% originates from imported materials. Researchers found that only milk, meat and animal feedstock could be clearly identified as significant items of local production which are also consumed locally. They found that other agricultural products are exported off the island [13].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Integrate environmental considerations into our procurement strategy and operations.
- Continually improve our 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.
- Seek to minimise waste and promote the use of recycling.
- Take account of whole life costs in the evaluation of tenders.
- Provide appropriate training and resources for Trust staff to ensure the implementation of this policy.

7.5 BUILT ENVIRONMENT

Associated environmental impacts

The construction of buildings is renowned for using high amounts of natural resources, infringing on natural habitats and creating high volumes of waste. The construction choices which are made can also have a significant impact upon its future sustainability indicators, such as energy and water use [14].

National policy and legislative context

BREEAM (BRE Environment Assessment Method)

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

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- To ensure all new builds are 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 processes;
- Maximise the flexibility of new builds to ensure future sustainability and adaptability.

7.6 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 creates air pollution which damages both the natural environment and human health [16].

National policy and legislative context

Climate Change Act 2008

This is a national commitment to reduce targeted greenhouse gas emissions by 2050 to at least 80% of the 1990 baseline.

Local context

The population of the Island is highly dependent on cars, with around 71% of passenger kilometres travelled by car, whilst only 0.7% travelled by bus. Due to its geographic nature, the Island is also reliant upon many goods being shipped across the Solent by ferry [17].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Through working with all relevant departments, 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 Island 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.

7.7 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. It is widely accepted that humans have caused a rise in the global extinction rate [18].

National policy and legislative context

The Natural Environment and Rural Communities (NERC) Act 2006

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

Local context

Over the last fifty years the increase in agricultural production has led to previously unimproved grassland being converted to improved pasture or arable land. Notably heathland has dramatically fallen since in the 17th century from 729 to 133 ha. The drainage of wetlands and poor management of ancient woodlands has also had the effect of reducing the biological diversity [19].

Policy statement

It is the policy of the Isle of Wight NHS Trust to:

- Through working with all relevant department, 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 minimised, mitigated, and avoided where possible;
- Develop staff awareness of the importance of biodiversity.

8. CONSULTATION

This policy has been cited at the following groups:

- Estates Delivery Group
- Risk Management Committee
- Trust Executive Committee
- Corporate Governance & Risk Sub-Committee

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

- Participate to the Good Corporate Citizen Assessment;
- Produce a board-approved Sustainable Development Management Plan;
- Integrate of 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.

9. TRAINING

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

- Environmental Awareness training will be available for all employees appropriate to their needs. The frequency of refreshing this knowledge will be risk driven, taking into account the risks that each employee may be exposed to during the working shift, and the individual particular needs.
- Environmental awareness will be promoted through Trust internal communications campaigns.

10. MONITORING COMPLIANCE AND EFFECTIVENESS

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
- Sustainable Development Management Plan

When approved 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. It is the responsibility of managers 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 hardcopy is the current version. Current versions are maintained on the Intranet.

The Environmental Manager will be responsible for reviewing and revise as appropriate this Policy no later than 3 years after its publication.

Should legislation or any other changes of circumstances arise; this Policy will be updated accordingly prior to the 3 year timeframe.

Adherence to this policy will be monitored through the annual report submitted to the Board on Environmental and Sustainability Management.

11. LINKS TO OTHER ORGANISATIONAL DOCUMENTS

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

- Health & Safety Policy
- Waste Management Policy
- Carbon Management Plan
- Greener Care Sustainable Development Management Plan

12. REFERENCES

[1] United Nations, Global Issues: Climate Change. Access available:

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

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

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- [16] United Nations Environment Programme, Role of the Transport Sector in Environmental Protection. Available from: http://www.un.org/esa/sustdev/csd/csd9_bp15.pdf
- [17] Best Foot Forward, 1999. Island State: An Ecological footprint analysis of the Isle of Wight.
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- [19] English Nature, Hampshire & Isle of Wight Team, Isle of Wight Natural Area Profile. Available at: <http://www.naturalareas.naturalengland.org.uk/Science/natural/profiles%5CnaProfile76.pdf>

13. APPENDICES

- Appendix A** Financial and Resourcing Impact Assessment on Policy Implementation
Appendix B Equality Impact Assessment (EIA) Screening Tool

Financial and Resourcing Impact Assessment on Policy Implementation

NB this form must be completed where the introduction of this policy will have either a positive or negative impact on resources. Therefore this form should not be completed where the resources are already deployed and the introduction of this policy will have no further resourcing impact.

Document title	Environmental Management Policy
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Totals	WTE	Recurring £	Non-Recurring £
Manpower Costs	N/A		
Training Staff	N/A		
Equipment & Provision of resources	N/A		

Summary of Impact: N/A

Risk Management Issues: N/A

Benefits / Savings to the organisation:

Equality Impact Assessment

- Has this been appropriately carried out? YES/NO
- Are there any reported equality issues? YES/NO

If "YES" please specify:

Use additional sheets if necessary.

Please include all associated costs where an impact on implementing this policy has been considered. A checklist is included for guidance but is not comprehensive so please ensure you have thought through the impact on staffing, training and equipment carefully and that ALL aspects are covered.

Manpower	WTE	Recurring £	Non-Recurring £
Operational running costs	N/A		
Totals:	N/A		

Staff Training Impact	Recurring £	Non-Recurring £
Totals:		

Equipment and Provision of Resources	Recurring £ *	Non-Recurring £ *
Accommodation / facilities needed		
Building alterations (extensions/new)		
IT Hardware / software / licences		
Medical equipment		
Stationery / publicity		
Travel costs		
Utilities e.g. telephones		
Process change		
Rolling replacement of equipment		
Equipment maintenance		
Marketing – booklets/posters/handouts, etc.		
Totals:		

- Capital implications £5,000 with life expectancy of more than one year.

Funding /costs checked & agreed by finance:	
Signature & date of financial accountant:	
Funding / costs have been agreed and are in place:	
Signature of appropriate Executive or Associate Director:	

Equality Impact Assessment (EIA) Screening Tool

Document Title:	Environmental Management Policy
Purpose of document	To ensure the Trust fulfils its moral and legal duties for environmental management.
Target Audience	<i>All Trust staff</i>
Person or Committee undertaken the Equality Impact Assessment	<i>Associate Director, Estates</i>

1. To be completed and attached to all procedural/policy documents created within individual services.
2. Does the document have, or have the potential to deliver differential outcomes or affect in an adverse way any of the groups listed below?

If no confirm underneath in relevant section the data and/or research which provides evidence e.g. JSNA, Workforce Profile, Quality Improvement Framework, Commissioning Intentions, etc.

If yes please detail underneath in relevant section and provide priority rating and determine if full EIA is required.

		Positive Impact	Negative Impact	Reasons
Gender	Men	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Women	✓		If the policy is adhered to staff can minimise the impact on the environment.
Race	Asian or Asian British People	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Black or Black British People	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Chinese people	✓		If the policy is adhered to staff can minimise the impact on the environment.
	People of Mixed Race	✓		If the policy is adhered to staff can minimise the impact on the environment.

	White people (including Irish people)	✓		If the policy is adhered to staff can minimise the impact on the environment.
	People with Physical Disabilities, Learning Disabilities or Mental Health Issues	✓		If the policy is adhered to staff can minimise the impact on the environment.
Sexual Orientation	Transgender	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Lesbian, Gay men and bisexual	✓		If the policy is adhered to staff can minimise the impact on the environment.
Age	Children	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Older People (60+)	✓		If the policy is adhered to staff can minimise the impact on the environment.
	Younger People (17 to 25 yrs.)	✓		If the policy is adhered to staff can minimise the impact on the environment.
Faith Group				
Pregnancy & Maternity				
Equal Opportunities and/or improved relations				

Notes:

Faith groups cover a wide range of groupings, the most common of which are Buddhist, Christian, Hindus, Jews, Muslims and Sikhs. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the race section refer to those used in the 2001 Census. Consideration should be given to the specific communities within the broad categories such as Bangladeshi people and the needs of other communities that do not appear as separate categories in the Census, for example, Polish.

3. Level of Impact

If you have indicated that there is a negative impact, is that impact:			
		YES	NO
Legal (it is not discriminatory under anti-discriminatory law)			
Intended			

If the negative impact is possibly discriminatory and not intended and/or of high impact then please complete a thorough assessment after completing the rest of this form.

3.1 Could you minimise or remove any negative impact that is of low significance? Explain how below:	
3.2 Could you improve the strategy, function or policy positive impact? Explain how below:	
3.3 If there is no evidence that this strategy, function or policy promotes equality of opportunity or improves relations – could it be adapted so it does? How? If not why not?	
Scheduled for Full Impact Assessment	Date:
Name of persons/group completing the full assessment.	
Date Initial Screening completed	