



ENVIRONMENT AND SUSTAINABILITY **IN FOCUS**

FOREWORD FROM APCC JOINT LEADS: JOY ALLEN AND TIM PASSMORE



JOY ALLEN PCC for Durham

TIM PASSMORE PCC for Sufflok

We are delighted to be introducing the latest 'In Focus' report, which highlights the work that Police and Crime Commissioners (PCCs) are doing up and down the country on environment and sustainability.

Our portfolio is ensuring that PCCs are at the heart of the decarbonisation agenda and playing their full part in achieving the Net Zero ambition.

PCCs have a critical role to play in ensuring that their forces, commissioned services, and offices are employing environmentally friendly and sustainable practices.

If we do not act now the implications for policing could include growing protest movements, more civil emergencies (such as flooding), a rise in Organised Crime Groups taking advantage of demand for resources and demand on the police to enforce new legislative restrictions against those causing environmental harm.



We know that concern about climate change is an important issue for the British public and this gives PCCs a strong mandate as the public's voice to ensure that policing is striving to meet the challenges of climate change and taking steps to mitigate the risks that it poses.

With the Government committed to achieving Net Zero carbon emissions by 2050, and the College of Policing identifying climate change as one of the ten most significant challenges for policing over the next ten years, the APCC has joined forces with its policing partners at the National Police Chiefs Council and Bluelight Commercial, to deliver a policing decarbonisation programme, first launched in November 2021, As portfolio leads, we sit on the strategic board that is overseeing this programme of work.

We are also keen to see the four nations of the UK working together on this critical issue and learning from one another - whether that's learning from the All-Wales Social Value Workshop held earlier this year or meeting with colleagues in Scotland to discuss their sustainability strategy.

We know that this is an issue that PCCs are already taking very seriously with three-guarters of PCCs having set priorities linked to environment and sustainability within their Police and Crime Plans.

This is reflected in the examples of excellent work that is already underway. In this In Focus we will explore PCC efforts to:

- Develop an environmentally sustainable fleet that prepares policing for the 2030 ban on the sale of new petrol and diesel cars
- Create a wider benefit for their local communities through social value programmes and practices
- Ensure that estates, both new and old, are developed in an environmentally friendly and sustainable manner.

We hope that this In Focus publication both gives a platform to the good work already being done and inspires PCCs by showcasing both the big and small changes that can be made to affect positive change locally.





FOREWORD FROM BLUELIGHT COMMERCIAL CEO: LIANNE DEEMING

The last few years has really bought into focus the impact that human activity has had on our climate and the threat posed by climate change.



LIANNE DEEMINGBluelight Commercial CEO

Some of the increases in greenhouse gas emissions come from the vehicles we drive, the heating of our buildings and the gases we emit from our waste. As one of the largest public services, policing has a responsibility to reduce the impact that our activity has.

Forces across England and Wales will play a significant role in achieving the Government's net zero carbon ambition, which was enshrined in law in 2019, creating a sustainable future and decarbonised environment across our local communities.

It is great to see that Police and Crime Commissioners are very much at the forefront of driving and embracing the significant changes that will be needed across policing to achieve a sustainable future, balancing economic, environmental, and social activity.

The Sustainability Programme is an exciting collaborative initiative, by the APCC, NPCC, College of Policing and BlueLight Commercial, that is focussed on new and emerging market technologies and innovations, to develop the roadmaps across three key workstreams, Sustainability Strategy and Policy, Decarbonising Vehicles (including charging infrastructure) and creating a more efficient and carbon neutral Estate.

The good news is that 70% of forces in England and Wales have already started their carbon reduction journey and some are making great progress.

The sustainability programme will help to provide guidance and leadership to forces, develop partnerships and share best practise, measure collective improvements and act as an enabler and accelerator of change.

We will also support our people to work more sustainably, creating a culture that enables individuals to reduce their individual impact and ensuring our culture encourages the next generation into policing and that we remain an employer of choice.

FIND OUT MORE ABOUT BLUELIGHT COMMERCIAL ON THEIR WEBSITE: https://bluelightcommercial.police.uk





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One of the most important and simplest ways PCCs can influence the environment and sustainability for the better is in the provision, fuelling and maintenance of their **Police Force's Fleet**





THAMES VALLEY PCC

Chiltern Transportation Consortium (CTC) consists of seven police forces including Thames Valley Police. This is an innovative and successful initiative offering forces the newest and most cost-effective fleet solutions. As a result, forces have access to the most efficient and environmentally friendly vehicles.

CTC is leading an electric vehicle charging point pilot scheme, which will provide 16 charging points for around 35 vehicles. This work is ongoing, with both electric vehicles and EV charging points rolling out across Thames Valley Police in the coming months.





Matthew Barber, PCC for Thames Valley said: "Part of our aim to provide the most cost-effective and efficient fleet is to look at how we can utilise new technologies and reduce our environmental impact. The learning we gain from the EV pilot programme will, I hope, help us work towards a more sustainable future where we can take advantage of renewable energy and reduce our emissions."

DYFED-POWYS PCC

In **Dyfed-Powys**, **PCC Dafydd Llywelyn** made the commitment to invest in 11 electric cars for the force, with the aim of cutting carbon emissions and working towards a more sustainable future.

The new electric fleet vehicles are being used by Neighbourhood Policing Teams across the force area and are also used for community engagement and targeted problem-solving work.





Mr Llywelyn said: "Dyfed-Powys is geographically the largest force area in England and Wales, with large percentages of the area being rural and of country terrain. It makes sense for us, therefore, to look at ways of not only minimising fuel consumption, but also to experience the benefits of renewable energy, and reduce our carbon footprint."





WEST MERCIA PCC

In West Mercia, PCC John Campion has invested £50,000 in e-bikes for the police force in response to residents' calls for more visible officers. The bikes will also allow officers to cover longer distances and access more rural communities.

Mr Campion said: "Officers on bikes have been a traditional part of policing for many years, but by investing in more modern improvements to this, [it] allows officers to cover vast distances of communities quickly as needed, engaging with the public, with the added benefit of reducing the environmental impact".





Police Constable David Olczak said: "We have several more Haibike E-bikes at Malvern now and Malvern Safer Neighbourhood Team are regularly out on them. They are used daily for high visibility patrols. Several have camera mounts on front and rear, so we can also carry out Op Close Pass patrols on the bikes.





"The new bikes are ideal for rural policing a hilly patch: they're suitable for gravel tracks and patrolling through fields as well as having the benefit of electric assistance to get officers back to the (hilltop) station without needing a lie-down to recover!

"I have also used the bike on four separate occasions to carry out vital searches for high risk missing persons who were believed to be on the hills. The electric assistance allows a much greater distance to be covered in a short amount of time."

MERSEYSIDE PCC

Merseyside Police is one of the UK force leaders in the provision of an electric vehicle infrastructure for its fleet and staff vehicles. assisting with the reduction of the organisation's CO2 emissions. improving vehicle reliability, and reducing maintenance demands. To date 65 EV charging points have been installed and more are due to be delivered throughout 2022 in preparation for additional electric and hybrid vehicles being introduced into the fleet.







GLOUCESTERSHIRE PCC

Gloucestershire Constabulary has the largest percentage of electric vehicles in their fleet in the whole country. There are over 100 EV **charging points** across their police estate, with more planned for the future.

For more about Gloucestershire's electric vehicles watch this **Instagram Video**: https://www.instagram.com/p/CafhF mgQW9/





WILTSHIRE PCC

In Wiltshire, in recent years, electric pool vehicles have been introduced for use by staff across the OPCC and Wiltshire Police. This is in addition to free electric charging points which have been installed at headquarters and work is ongoing to extend their use of electric vehicles and use them within Wiltshire's community policing teams. The PCC's ultimate aim is to replace all non-operational fleet to ultra-low emissions vehicles by 2030.





Staff are now incentivised to switch their personal mode of transport to ultra-low emissions, private car-sharing initiatives, and electric bikes; this includes a salary-sacrifice scheme for staff to purchase ultra-low emission vehicles, as well

as introducing sustainability champions across the Force and the OPCC.





SUFFOLK PCC

"Protecting our environment is the responsibly for all of us, no organisation is exempt. As a key public service, policing must play its part", says Suffolk PCC, **Tim Passmore**. He has a keen interest in ensuring any changes to the police estate and fleet in Suffolk are made with consideration to protecting scarce natural resources. He says it's crucial we all consider the wider environmental impact of every decision we make.

Video Link: https://www.youtube.com/watch?v=sINYbqJYcUg





Many of the innovations introduced by PCCs to their local police forces also create wider social benefit for their local communities





DEVON AND CORNWALL PCC

Innovative solutions that help ex-offenders find work, be able to pay their own way, build their self-esteem and stay out of trouble are always welcome and one project, started in **Devon and Cornwal**l, that shows great promise is the **Prisoners Building Homes scheme**.

The first property built under the scheme is now occupied, providing a comfortable home for someone, in Torquay.

It's a simple concept - parts for a home are constructed by prison inmates, they are then assembled on land provided by a local authority by a construction firm with assistance from ex-offenders who have been released and are supervised by probation staff.







The eco-pod homes offer more than much needed, quality, affordable accommodation for those that need it in the community - they are also easy to relocate, they are built using low-carbon methods and they offer high energy-efficiency to reduce energy bills for the occupants.

Prisoners and probationers are paid for their work and learn construction skills while they do so. Earnings can only be used for a deposit and rent upon release, so reducing homelessness among prison leavers and strain on the local authority housing stock. In return for its involvement the council donating the land gets a new home.

In practice this requires the goodwill of prison governors, Ministry of Justice staff, Probation Service staff, councils, and the private sector.

The next stage involves creating a system by which local authorities can apply to get involved, more prisons can offer their workshops and inmates can be kept busy being useful and productive instead of wasting time in their cells.







THAMES VALLEY PCC

In Thames Valley, PCC Matthew Barber is working with a range of partners to break the cycle of reoffending by tackling the key challenges faced by people leaving prison. **Restart Thames Valley**, a project funded by a successful bid to the MoJ, involves interventions delivered by a range of partners across the region who were selected on a number of criteria including the broader social value that they could provide to Thames Valley.

Through activity including **Service User Forums**, partner organisations are using lived experience of the criminal justice system to support the delivery of the programme which is helping people leaving prison with areas such as accommodation, substance misuse, health, education and employment and finance.





Mr Barber said: "Over half of people released from prison in the Thames Valley reoffend within 12 months. Restart Thames Valley is a year-long pilot which will work with more than 350 offenders leaving either Bullingdon or Bronzefield prisons. It will build on the experience of those currently being released from prison, those who have successfully resettled and frontline staff working hard to help people maintain successful outcomes such as stable accommodation and support networks."

Gavin, a Restart Worker said: "The aim of the programme is to support people leaving prison with their re-integration into the community and ultimately reduce reoffending. It's a great opportunity to work alongside and empower them to meet their needs, achieve their goals and to improve their chances of managing their life away from the harm of crime."

Mr Barber continued: "The programme has the potential to make a much broader societal impact. A more coordinated and effective approach to supporting people leaving prison can improve resilience, help them forge local links, increasing their sense of belonging, and help them back into employment or education, creating safer and stronger communities."







DURHAM PCC

An ambitious project to centralise **Durham Constabulary's custody provision** with the development of a **new Investigative Hub** will not only deliver a **state-of-the-art custody suite** to the region but potentially up to **£6m in social value**.

The **Durham Gate facility** represents the largest-ever investment undertaken by the force and **Police and Crime Commissioner Joy Allen**, boosting local businesses, jobs and the economy. Led by local contractor Tilbury Douglas, the development is already delivering on its social value commitments. Among the team are two Quantity Surveyor Apprentices and work is underway to facilitate student work placement and training opportunities. Project coordinators are also working with the charity Changing Lives, supporting vulnerable people to find work and training.

With this project, Durham Constabulary became the **first in the country to utilise the Blue Light Commercial Social Value Toolkit** - a guide which helps current and future suppliers of police forces to develop action plans to make a positive impact on the local environment and economy.







Joy Allen, APCC Joint Lead for Environment and Sustainability and PCC for Durham said: "This project represents the largest investment ever undertaken by my office and the Constabulary. We want to ensure that local small and medium sized enterprises benefit from such a large-scale project. We are working hard to encourage local suppliers, businesses, and volunteer organisations to be involved in this major development and the toolkit is helping facilitate this."

Early recognition of the project has seen Joy Allen asked to pilot a national project with the Construction Innovation Hub with the development of a Construction Value Toolkit to support more businesses to bid for public contracts and introduce social value initiatives.





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DYFED-POWYS PCC

DYFED-POWYS COMMUNITY PAYBACK SCHEME:

The Dyfed-Powys area is currently averaging around 1,000 hours per week working in the community. This equates to working approximately 90% of the Unpaid Hours pre-Covid 19.

Current projects being carried out include grass cutting, strimming, hedging and path laying in various churches and chapels throughout **Dyfed-Powys**. Litter picking projects are being undertaken throughout the Dyfed-Powys area and developing links with the local councils.

Suitable individuals are placed in charity shops. Ail Gyfle / Second Chance and the National Trust to carry out their unpaid work requirement. This has built strong working relationships with charity shops and other third sector organisations throughout the Dyfed-Powys area.

There have also been working groups and individual placements at **Dinefwr Park National Nature Reserve**, owned by the National Trust in Llandeilo for several years, carrying out a variety of different tasks from **path maintenance to painting railings**.



"It's great to be putting something back into my local community, really enjoyed the work and working as a team and with the supervisors."

"I've learnt new skills such as painting and gardening whilst doing my community work."

"Doing my community work in a charity shop helped me as they gave me a job."

And a beneficiary in a local chapel wrote a thank-you letter saying:

"If you wish me to recommend your services locally, then please let me know."

People on probation are also encouraged to undertake Education, Training & Employment (ETE) related activities as part of their unpaid work requirement to support the development of skills required for potential future employment.







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ALL WALES

DYFED-POWYS, SOUTH WALES, NORTH WALES AND GWENT PCCs:

In a recent All-Wales Social Value Workshop, over thirty police leaders and procurement/contract and OPCC commissioning leads used the session to both raise awareness of Social Value requirements in tender processes, but also made progress agreeing where best to fit Sustainable Development Goals (SDGs) into their procurement and commissioning intentions over the next 18 months to two years. They tried to identify the three or so SDGs for each business area/requirement that could have most positive Social Value-impact in future tendering, with the positive by-product of consistency for procurement departments and suppliers.

SOCIAL VALUE POLICY GUIDELINE:

SOCIAL	ECONOMIC	ENVIRONMENTAL	CULTURAL
Create volunteering opportunities for your staff or the community	Create jobs, training and work experience opportunities	Reduce energy use and harmful emissions	Reduce unethical trading or modern slavery from your supply chain
Provide health and wellbeing packages for staff	Spend only with local shops and suppliers	Provide green or recreational areas for staff or community	Support staff to learn and speak the Welsh language
Improve work-life balance for staff	Pay all staff a living wage	Reduce waste and recyle more	Encourage staff to visit local places of culture/heritage
Sponsor local teams and events	Employ local people	Contribute food to food banks	Sponsor or support local cultural events food banks





Decisions PCCs make on the buildings our police forces and OPCCs use can also make a major positive difference to environment and sustainability







DEVON AND CORNWALL PCC

Exeter's brand new £29m police station, situated next to Devon & Cornwall's Middlemoor force headquarters, is in the top 10% of sustainable buildings in the country. At around 8,000 sqm, it is the largest construction project that **Devon and Cornwall's Police and Crime Commissioner Alison Hernandez** has sanctioned.

The commissioner's estate team worked closely with the police project team, contractor Willmott Dixon, local councillors, residents and officer and staff representatives to deliver the project.





A total of 78% of the project spend was within 50 miles of the build, meaning the project has significantly boosted the local economy. Featuring a water system that reduces waste and 314sqm of solar panels, the station has been built to meet stringent thermal efficiency standards and will create 22% less carbon dioxide than a standard building of its size. It has been designed to maximise natural light to keep electricity use to a minimum.





NORTHAMPTONSHIRE PFCC

Northamptonshire Police, Fire and Crime Commissioner Stephen Mold commissioned a new flagship shared professional services building for police and fire, as part of the vision for closer collaboration - and sustainability was a major concern.

Mr Mold said: "We have brought together the services that support police and fire in Northamptonshire, and I wanted a joint building to cement that closer relationship, while providing a great environment for people to do their best work but in a way that minimises the impact and costs in the future."

Darby House, an empty commercial building, was purchased with an Energy Performance Certificate (which measures its energy performance rating) of E - very much below average but typical of the age of the building. Knowing how much that they could improve that however, was a key factor in going ahead.

They found a contractor, Overbury, who shared their vision for the building and as a result, Darby House has a Display Energy Certificate rating of A+ - that's the highest possible rating!

DURING THE REFURBISHMENT OF DARBY HOUSE:



95% of waste that was removed from the building was recycled



80% of the contractors travelled less than 40 miles to the site



with 30% of contractors participating in a covid-safe car share

Michelle Clifton of Overbury said: "From concept to completion, we aim to reduce our impact on the environment and minimise our carbon footprint ... we re-used as much as possible, and all new products were chosen carefully to minimise our impact on the environment."









Northamptonshire's Office of the Police, Fire and Crime Commissioner (OPFCC) also ensured that their refit was as sustainable as they could afford, and their design included:

- LED lighting in all areas of the building they are 75% more efficient than other bulbs and last up to 25 years. The lighting operates on a PIR sensor, turning lights on and off only when there is movement
- Air source heat pumps the low carbon way of heating and cooling a building that absorbs latent heat from the outside air and uses it to increase the temperature inside
- Data driven thermostats the building was remotely monitored for nine months to see where there were potential hot and cold points, and they tailored the system to produce heat and cooling appropriately
- Thermostatic lockdown stops individuals changing the temperature and smart meters monitor power usage

The OPFCC also promoted sustainable travel to staff throughout the build and move, and they provide lockers for staff who cycle or walk, a drying room for wet motorbike or cycling kit, and bike storage areas.

When time and budget allow, they have the space on site to install solar power systems, ground source heat pumps and of course, more electric vehicle charging points.

Senior Estates Transformation Manager Phil Croney said: "People were at the heart of this project, and we are proud to know that we have provided a fantastic, modern working environment that is a pleasure to work in and as efficient as can be. It was a pleasure to be given free rein by the PFCC to go as far towards sustainability as we could."

FIND OUT MORE ABOUT SUSTAINABILITY AT DARBY **HOUSE HERE:**

https://youtu.be/7_2EYiZTluk





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DYFED-POWYS PCC

In 2021, **Dyfed-Powys PCC secured funds of £880,000** from Salix Finance, to further develop Dyfed-Powys Police into an environmentally friendly organisation and support the action to reduce the impact of climate change.

Salix Finance provide Government funding to the public sector to improve energy efficiency, reduce carbon emissions and lower energy bills. The grant fund allowed for significant decarbonisation changes to be made within Dyfed-Powys Police's estates. Some of these changes included installing LED lighting across the main buildings at Headquarters, to ensure sufficient insulation levels within all its buildings, as well as additional heating, cooling and hot water controls which will reduce consumption and carbon emissions.







Police and Crime Commissioner Dafydd Llywelyn said: "These upgrades will have a significant impact on the carbon footprint of Dyfed-Powys Police, and we also anticipate that there will be long term financial savings for the Force as a result of the investments that we will make".





SUFFOLK PCC

Suffolk are mid-construction in a new police/fire station with many energy-saving and sustainable features. This is Mildenhall Hub, recognised as a significant project in the Government's national One Public Estate Programme and with funding for the project coming from West Suffolk Council, the Department for Education, Suffolk County Council, Academy Transformation Trust, Sport England and Suffolk Police.

The ambitious new building features a new school, new gym, fitness studios and 3G pitch, swimming pools and sports hall, a new town library, health centre, children's centre, Citizens Advice West Suffolk and job centre. The Hub also features office space for the NHS, police, Suffolk County Council and West Suffolk Council. As well as providing better facilities such as the school and leisure provision, the Hub will see partners in education, health, leisure and other services working even more collaboratively for the benefit of residents.





A battery the size of a shipping container made from recycled electric vehicle batteries, is among the green features that will help power the Mildenhall Hub with renewable energy.

Heating a swimming pool uses a lot of energy. But a ground source heat pump (GSHP) offers the solution. By pumping water down into the ground where it will naturally warm, and then using this heated water pumped back into the pools, significant greenhouse gases and money savings will be made.







A combined heat and power (CHP) unit combines a boiler and electricity generator into one. It generates electricity while heat created as a by-product will be used for the hot water for the rest of the hub building as well as heating the pool air.

The Mildenhall Hub will also benefit from around 600 solar panels generating electricity during daylight hours, while a large 300kW battery called an E-STOR, made using 24 second-life Renault Kangoo electric vehicle batteries, offers the chance to store any excess energy generated by the panels and CHP. It can then switch to that onsite generated renewable energy at peak times, saving costs in the process.

Collectively the greenhouse gas emissions savings will amount to 200 tonnes in 2021 and 2,300 tonnes over the 20-year lifetime for the plant - the equivalent of taking 820 cars off of the road.





PCC Tim Passmore said: "Protecting our environment is the responsibly for all of us, no organisation is exempt. As a key public service, policing must play its part. As PCC I take a keen interest in ensuring any changes to our estate and fleet in Suffolk are made with consideration to protecting our scarce natural resources. It's crucial we all consider the wider environmental impact of every decision we make".





GLOUCESTERSHIRE OPCC

Gloucestershire's OPCC's energy policy was recently approved to ensure their buildings are run as efficiently as possible. This will be launched with a comprehensive communications campaign. They have an approach to become net zero carbon by 2035 and a list of "opportunities" to reduce their footprint.

Gloucestershire's Headquarters uses grey water to flush the toilets, which reduces their water consumption. The water is collected outside, pumped up through the building into a tank and distributed into low-flush toilets throughout the building.





There's also something very clever underneath the car park. Ground source **heat pumps** are huge bore holes which go down deep into the earth to absorb heat, which is then pumped up to help heat the HQ building.

Around their estate birds, bees and other wildlife thrive thanks to bug hotels. bird boxes and wildlife-friendly planting in the wellbeing garden. And their staff have introduced a range of less-traditional recycling schemes to stop items like crisp packets and confectionary wrappers from going to landfill.







Gloucestershire's environment team is working to go net zero by 2035, which means encouraging staff to do the same things they'd do at home like switching off lights and sockets to use no more energy than needed.

Gloucestershire Constabulary is also the only force to have the ISO 14001 certification, demonstrating their commitment to green initiatives.

FOR MORE INFORMATION LOOK AT THEIR INSTAGRAM VIDEO:

https://www.instagram.com/p/Caj3J66lJcG/









MERSEYSIDE PCC

Right from the early stages of planning, sustainability and energy efficiency were at the heart of *Merseyside Police's new headquarters, Rose Hill.* Since being declared ready for business by the PCC Emily Spurrell and Chief Constable Serena Kennedy in October 2021, the £48m state-of-the-art police base has been assessed as 'very good' by BREEAM - the internationally-recognised standard for best practice in sustainable design.

The purpose-built police base has been designed to meet the latest standards in energy efficiency, including LED lighting throughout and 260 solar panels on the roof to make sure it is as cheap as possible to run. The site also boasts 39 electric car charging spaces with room to expand, an external gym and a racetrack, while 98 trees have been planted across the grounds.





Additionally, more than £33m of the money spent on the project was invested in local businesses based within 20 miles of Rose Hill, providing a huge boost to the local economy.

Also in **Merseyside**, the PCC Emily Spurrell has supported the implementation of a Reuse Strategy which ensures surplus items resulting from office moves or building closures are reused, recycled, or given away.





The use of the Warpit reuse software, introduced in January 2019, has played a significant role in the strategy's success. To date £174,503 has been saved, 81,133kg of CO2 emissions and 34,680kg of waste have been avoided by reusing furniture, stationery, or white goods.







Bespoke items which are deemed surplus are now being offered to charities and other public sector organisation. For example, 18 surplus forensic freezers have been used by a charity to store medical supplies in Sri Lanka and four have gone to the Blood Transfusion Unit at the Royal Liverpool University Hospital.







WILTSHIRE PCC

Wiltshire have now switched to 100% renewable energy across their estate and are maximising energy efficiency and sustainable building practices in all estate investments including new developments, refurbishments, and upgrade programmes. This includes replacing gas boilers with heat pumps, upgrading to energy efficient lighting and water systems.





This is part of a process in **PCC Philip Wilkinson's** strategy to reduce total emissionsby 78% by 2035 - in other words, by 5.2% every year. This also includes agreeing working practices for 700 agile staff and over 600 staff suitable for some level of agile working to reduce CO2 emissions caused by travelling to work and the requirements on their estate.

Download the: Wiltshire Environmental Sustainability Strategy 2022-2025 and view the accompanying video: https://www.youtube.com/watch?v=5mc2xzEWrrA







Although this Environment and Sustainability In Focus features ten PCCs, there are many more who are at the forefront of change, helping the future of our planet and making better use of scarce natural resources.

Many PCCs' offices are developing their work-place practices and cultures to support the environment and sustainability. For example, in Hampshire, **PCC Donna Jones** is committed to mainstreaming her commitment to environmental and sustainability issues across all of her team's workplace policy and procedures. These include flexible working, balancing workplace attendance with working from home (hybrid working), lift sharing, using public transport and recycling schemes; and her Estates Strategy is being further developed with these environmental and sustainability objectives at its core.

OTHER EXAMPLES CAN BE FOUND VIA PCCs' OWN WEBSITES WHICH YOU CAN ACCESS HERE: http://www.apccs.police.uk/find-your-pcc/



ALISON HERNANDEZ PCC for Devon and Cornwall



JOY ALLEN PCC for Durham



DAFYDD LLWELYN PCC for Dyfed-Powys



PHILIP WILKINSON **PCC** for Wiltshire



CHRIS NELSON PCC for Gloucestershire



EMILY SPURRELL PCC for Merseyside



STEPHEN MOLD PFCC for Northamptonshire



TIM PASSMORE PCC for Sufflok



MATTHEW BARBER PCC for Thames Valley



JOHN CAMPION PCC for West Mercia



