

South Yorkshire Police

# Sustainability Strategy



2020 - 2025

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# Introduction

## Lauren Poultney

Chief Constable, South Yorkshire Police



This strategy looks at how we will further develop our sustainability and sense of social impact. It moves an issue which used to be a 'nice to have' to the very core of the business.

If we are to see our communities thrive, we have to look across everything we do, ensuring our social impact is positive and the damage we do to our environment is minimised at every opportunity.

South Yorkshire Police have long been mindful and engaged in this area of work but I believe this strategy brings new focus, appetite, energy and determination to our aims.

I'm proud to support these endeavours and focused on ensuring we deliver to the full extent of our aspirations.

## Dr Alan Billings

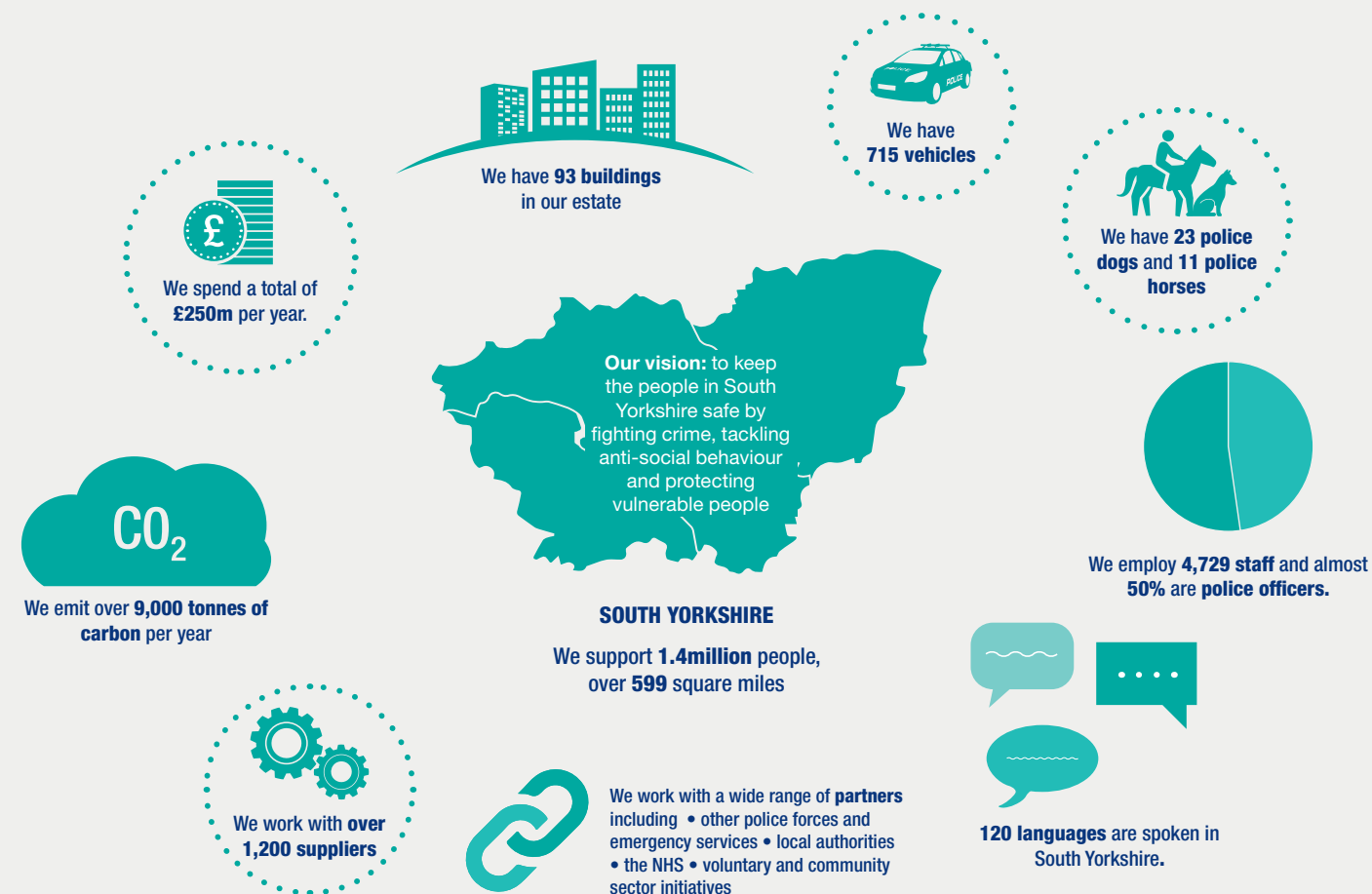
South Yorkshire Police and Crime Commissioner



I have had the privilege of working as the Police and Crime Commissioner since 2014, and over the last six years my office has been actively involved with the sustainability commitments of South Yorkshire Police.

Whilst South Yorkshire has been our principal focus, increasingly we recognise that many of the local challenges we face are similar to those faced by communities regionally, nationally and globally. So I very much welcome the commitments made in this ambitious sustainability strategy and look forward to supporting South Yorkshire Police in its successful implementation.

# About South Yorkshire Police



# Sustainability strategy summary

COMMITTED

ENGAGED

EMBEDDED

IMPACTFUL

CELEBRATED



**Our strategy (left) is made up of the following elements (from the outer circle inwards):**

**1**

The seven Sustainable Development Goals (SDGs) selected by our staff

**2**

Statements of intent against each SDG

**3**

How the SDGs link to the priorities within our Plan on a Page

**4**

Our three priority objectives from the Police and Crime Plan

**5**

The force's aspiration to consider "sustainability in all that we do"

# Strategy development

## Why did we develop a new sustainability strategy?

It is 10 years since South Yorkshire Police made a strategic and clear commitment to embedding sustainability into its activities and during that time we have made considerable progress. As with any area of our activity, the context in which we work continually evolves. Since the publication of our original sustainability commitments in 2010, climate science and our understanding of environmental, social and economic impacts on a local, national and global scale have progressed exponentially, driving our review and refresh of our sustainability priorities. These developments include:

**The pronouncement of the Sustainable Development Goals.** In January 2016 the United Nations Sustainable Development Goals (SDGs) were adopted by world leaders and this, together with the Paris Agreement on Climate Change in December 2015, set out a road map for building a better world for people and our planet by 2030. The 17 SDGs are interconnected: they recognise that action in one area will affect outcomes in others and that development must balance social, economic and environmental concerns and reflect long-term perspectives and aspirations as well as short-term interests and anxieties. Given their relevance and significance, using the SDGs as a common narrative for the development of our strategy was an apt approach for engaging our staff and providing a framework for measuring and reporting our progress.

**The rise of net positive sustainability.** Historically, sustainability plans and strategies have focused on reducing negative environmental impacts. However, a greater understanding and articulation of the relationship between the environmental, social and economic impacts and opportunities presented by sustainability, has resulted in leading organisations reframing their commitments; focusing on maximising their positive contribution to society as well as reducing their negative impacts on the environment.

**A greater focus on social value.** Since the assent of the Social Value Act in 2012, public bodies have been defining how both their procurement activity and their core business activities can support the realisation of social value across the communities within which they operate. This focus on community is at the very heart of the work of South Yorkshire Police and needs to be recognised as a core part of our sustainability strategy.

As well as responding to developments in the language, understanding, and focus of sustainability, we are also presented with an opportunity to reflect and celebrate. 10 years of effecting sustainable development provides South Yorkshire Police with the perfect opportunity to consider our impacts and contributions, and recognise our positive contribution to the environment, society and the local economy, whilst planning for the years ahead.

## How did we develop this strategy?

In deciding to renew our commitment to sustainability we recognised that engaging individuals and departments across South Yorkshire Police would not only result in a better strategy but will also give the strategy its greatest chance of success. We used the strategy's development process to simultaneously build capacity for its delivery. The following principles shaped that process:

### Principle 1: Engaging our stakeholders

We gave staff the opportunity to directly influence the content and priorities of the strategy by:

- ▶ Hosting strategy development workshops across all four districts of South Yorkshire.
- ▶ Meeting with all senior leaders, senior command teams and the Police and Crime Commissioner.
- ▶ Meeting with key departments to identify specific environmental and social targets.

## Principle 2: Focusing on materiality

We conducted a materiality assessment<sup>1</sup>, which is the fundamental building block of this sustainability strategy. Through the input of a diverse group of stakeholders, we wanted to ensure we continued to challenge our initial thinking on what is truly material for South Yorkshire Police. At each stakeholder session we therefore took the opportunity to:

- ▶ Enhance organisational understanding of sustainability and its meaning within a police context.
- ▶ Introduce the SDGs and explore where South Yorkshire Police could contribute.
- ▶ Engage colleagues in undertaking a materiality analysis that shapes the focus of the strategy.

## Principle 3: Recognising excellence

Since 2010, South Yorkshire Police has made significant progress on addressing sustainability issues. We also knew that our staff may have been contributing to sustainability without realising they were doing so.

To ensure we gathered information on the excellent work already delivered by our staff we:

- ▶ Provided time in each of the workshops to explore what was already being achieved.
- ▶ Challenged teams and individuals to look at what they considered as just 'doing their job' through a sustainability lens.
- ▶ Actively promoted the sustainability initiatives of teams who are already embedding sustainability into their core business activities.

## Principle 4: Always preparing to implement

The development of a sustainability strategy is an important step in both recognising and committing to respond to a range of urgent environmental and social challenges. Given their urgency, we ensured the strategy development process always supported implementation by:

- ▶ Taking the time to advance more detailed discussions around implementation with key stakeholders.
- ▶ Ensuring the process gives people confidence in their ability to respond to these challenges.
- ▶ Developing an approach to implementation which is aligned to organisational culture.

By using these principles to guide the strategy development process, we have increased the chances of our success and ensured we have the commitment and support of our colleagues, whose ongoing engagement is critical.

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1. A materiality assessment is the process of identifying, refining, and assessing potential economic, environmental, social and governance issues that could affect an organisation and/or its stakeholders, and condensing them into a shortlist of topics that inform an organisation's strategy, targets, and reporting.

# Our priorities and targets

During our consultation we asked officers and civilians across the force to identify the SDGs to which they feel we are best placed to contribute.

Through a series of events, workshops and meetings, staff identified seven relevant SDGs on which we should focus. This strategy articulates our intent against each of these SDGs and we will monitor, review and report annually our progress against these targets. Where appropriate we will ensure the delivery of these priorities recognises and is aligned to existing force strategies and commitments.

Whilst we have selected seven SDGs, we will continue to explore and support the delivery of actions that respond to all 17 goals ([Appendix A](#)).

## Target setting

We have developed a suite of 14 targets which are aligned to the seven priority SDGs. These targets reflect the challenge of sustainability in that we have targets where we have a high level of control and some where we have more of an influencing role. This approach recognises the importance of our collaboration, shared endeavour and collective action. For each of our priorities areas we will develop an implementation plan to support our activity.

### The seven UN Sustainable Development Goals selected by SYP







## Good health and wellbeing

Good health and wellbeing relate to the mind as well as the body. Feeling good about ourselves physically as well as mentally will help us in both our professional and personal lives. Staff are of primary importance to South Yorkshire Police: creating the workplace conditions for them to thrive and ensuring their physical and mental health are supported, is fundamental to our success. We recognise that we are in a position to contribute positively to the health and wellbeing of the communities we serve; to offer support and assistance to those in need, to promote safety and security, to treat people fairly and to identify opportunities to support community wellbeing.

**Intent:** Support the health and wellbeing of our employees and those with whom we work.

**Target:** Develop and implement the actions arising from our health and wellbeing strategy.

**Target:** Identify mechanisms to enhance community wellbeing through neighbourhood policing



## Quality education

As well as providing access to and participation in quality education for all, it is important to provide lifelong learning opportunities to all members of society. Building an understanding of sustainability and the skills associated with identifying and delivering systemic change at a personal and professional level will support the delivery of this strategy. Additionally, we have the commitment and opportunity to have an impactful and positive influence on the communities we serve; through advocacy of good citizenship, crime prevention, equality and building community cohesion.

**Intent:** Provide our people with the skills, knowledge and confidence to contribute to sustainability and widely share these opportunities.

**Target:** 100 per cent of staff with the skills, knowledge and confidence to contribute to sustainability.

**Target:** Increase our contribution to social value within schools, colleges and universities across the region.



## Reduced inequalities

Societal inequalities weaken our social fabric, widen the gap between rich and poor, exacerbate gender inequality, limit access to education, and perpetuate inequality in the household. There is also clear evidence to suggest that inequality contributes to economic inefficiency and is a driver for unsustainable environmental practices; and can lead to increased crime and anti-social behaviour. We must reduce inequality and promote equality across all our activities by empowering communities, valuing diversity and protecting vulnerable people whilst working with partner agencies ensuring access to relevant support services. Our code of ethics provides the framework for the way we operate as an organisation, with emphasis on our values of Integrity, Openness, Fairness, Respect, Honesty, Courage and Teamwork.

**Intent:** Promote environmental, social and economic equality across everything we deliver.

**Target:** Review and update our policies and processes to promote equality across our business activities.

**Target:** Work with partners and stakeholders to support the reduction of inequalities in the communities we serve.



## Responsible consumption and production

By examining how we buy, use and dispose of our material resources we can significantly reduce our negative impact on the planet but can also drive more sustainable behaviour amongst our staff and within our supply chain. As a force we own a large built estate, operate a fleet of vehicles, consume a vast array of goods and services and generate over 60 different waste streams. We have a huge responsibility to reduce the negative environmental impacts of the items and services we select and purchase; to contribute positively in terms of social value; and to maximise our ability to influence the sustainability impact of our entire supply chain.

**Intent:** Embed sustainability considerations into the purchase, use and disposal of all the resources we use.

**Target:** Embed sustainability within the procurement process and support the transition to a circular economy.

**Target:** Work with our suppliers, to understand and improve the sustainability credentials of our supply chain.



## Climate action

Climate science clearly shows that in order to stabilise the global climate, net CO<sub>2</sub> emissions need to fall to zero. The longer it takes to do so, the more the climate will adversely change. Global average temperature has already risen 1°C from pre-industrial levels and climate risks are increasingly apparent. The target to achieve a 75 per cent reduction in greenhouse gas emissions by 2030 and net zero by 2050, demonstrates a clear commitment by South Yorkshire Police to lead on this critical issue for the environment and the people of South Yorkshire.

**Intent:** Take urgent action to combat climate change and its impacts.

**Target:** Reduce greenhouse gas emissions by *75 per cent by 2030 and net zero by 2050*.

**Target:** Play an active role in supporting South Yorkshire to respond to the climate emergency.



## Peace, justice and strong institutions

When we look at the full title of this SDG it becomes clear why this was selected by our staff: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels. Whilst this is intrinsic to our core aims and values, we are simply, explicitly committing to ensuring sustainability is considered in all that we do.

**Intent:** Ensure sustainability is considered in everything we deliver.

**Target:** Embed the use of the Sustainability Spectrum (Appendix B) across South Yorkshire Police and report our progress annually.

**Target:** Embed sustainability in the governance and reporting processes to Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services.



## Partnerships for the goals

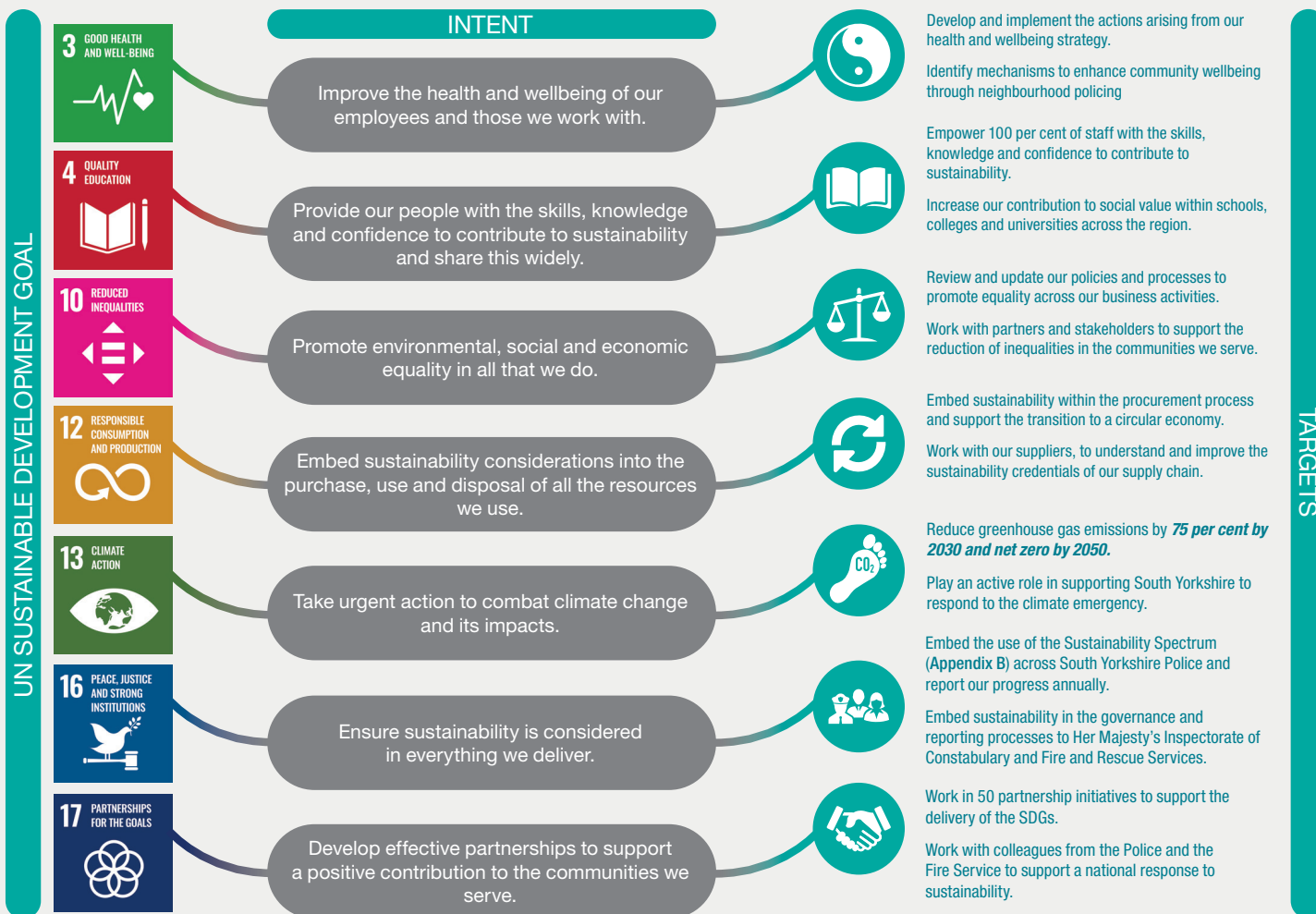
Partnerships have always been a cornerstone of how South Yorkshire Police seeks to add value within the region; and indeed, within the context of this strategy, it is a fundamental prerequisite of achieving the targets we have set. Working with colleagues, the community, and regional stakeholders will amplify the positive impact we have and enable us to achieve outcomes we cannot deliver in isolation.

**Intent:** Develop effective partnerships to support a positive contribution to the communities we serve.

**Target:** Work in 50 partnership initiatives to support the delivery of the SDGs.

**Target:** Work with colleagues from the Police and the Fire Service to support a national response to sustainability.

# Targets at a glance



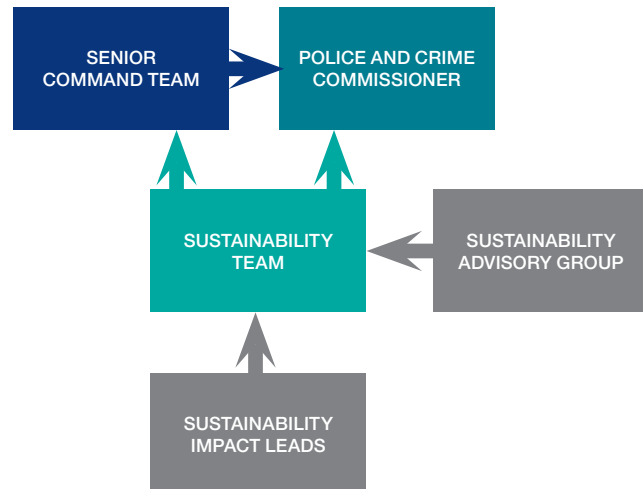
# Making it happen

## Governance

This strategy is sponsored by Stephen Watson QPM, Chief Constable and Dr Alan Billings, South Yorkshire Police and Crime Commissioner. To deliver this strategy and the commitments we have made we have reviewed our governance and reporting process. The force's Sustainability Advisory Group (SAG) will oversee the development of policies and practices for sustainability. This will be complemented by the newly identified Sustainability Impact Leads who will formulate plans and lead the implementation of sustainability within their teams and catalyse action. They will be supported and guided by the sustainability team. Progress against the Sustainability Spectrum within teams will be included as part of our regular reporting.

The SAG will convene quarterly to provide guidance that supports the delivery of the strategy, removes barriers to success, and promotes the positive impact of the strategy. The SAG brings together key individuals from across the force to ensure the formulation and annual review of this strategy's implementation plan. Specifically, the SAG will:

- ▶ Set and monitor appropriate targets for sustainability performance.
- ▶ Ensure the plan's initiatives, timescales and required resources are consistent with the priorities of this strategy and with wider South Yorkshire Police policy.
- ▶ Recommend changes to the plan, policy or practice wherever appropriate.
- ▶ Consider and promote improvements to the force's sustainability priorities and ambitions.



## Reporting

Charged with day-to-day responsibility for delivering the implementation plan, the Sustainability Manager will report to the Senior Command Team (SCT) on a quarterly basis. The SCT will provide scrutiny of progress and approve the annual sustainability report. The Police and Crime Commissioner will review progress on an annual basis. Progress against the achievement of the Sustainability Spectrum will be monitored via the force Organisational Infrastructure process; whereby each district and department across the force is required to support a quarterly review of their own delivery and this will include sustainability. This performance data will be monitored via the Senior Command Team (SCT) and Joint Independent Audit Committee (JIAC).

## Implementation

The implementation of this strategy will be coordinated by our sustainability team, which will work with colleagues across the force to achieve the targets identified against our priority SDGs. As part of their role, the sustainability team will ensure:

- ▶ An implementation plan is developed to deliver the strategy.
- ▶ The appropriate resources, advice and expertise are available to support staff across the force.
- ▶ The Sustainability Spectrum ([Appendix B](#)) is used to support the integration of sustainability into core business.

We would like to thank all of those who have helped shape this strategy, your commitment, advice and guidance has been invaluable.

We look forward to working with colleagues from across the force to embed sustainability in all that we do.

## Appendix A: The UN Sustainable Development Goals



## Appendix B: The Sustainability Spectrum

The Sustainability Spectrum will be used to guide and support the implementation of sustainability across South Yorkshire Police to embed sustainability in all that we do. This will allow each team/district/department to customise and contextualise their individual response to sustainability whilst undertaking a shared journey.

Teams will be supported to, where relevant, reflect the priority Sustainable Development Goals (SDGs) across their work. However, we also recognise that due to the diverse nature of the work undertaken by South Yorkshire Police there will be other Sustainable Development Goals that we contribute to, beyond our materiality assessment.

