

Environmental Legislation Discussion

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Environmental Fines

- Average fines have increased
 - £23.7K in 13/14 up to £145.5K 17/18
- ESOS fines being issued – Environmental Agency fine list published
- Prosecuting waste crime in particular is now profitable for UK government
- Households will be fined up to £400 if their waste is fly tipped (**know your supplier!**)
- Proceeds of crime – when an individual has profited of illegal actions – money is taken back from them
- Enforcement undertaking – money is voluntarily given to environmental schemes rather than given fine - £2.2M in 2018
 - United Utilities Water Limited - operating without or other than in accordance with a permit (water discharge activity) - **£232,000** split between Community Forest Trust and Mersey Rivers Trust
 - Wessex Water Services Limited - failure to comply with a permit condition (water discharge activity) - **£975,000** split between Dorset Waste Partnership, Dorset Litter Free Coast and Sea Project, Purbeck District Council and Swanage Town Council and Durlston Country Park and Nature Reserve

Environmental Fines

- Thames Water - £20M – record fine
 - Series of offenses – leaks of untreated sewage – killing birds and fish and impacting residence and farmers
- Tesco - £8M – largest fine for single incident of pollution
 - Leakage of fuel from petrol station into river – killed fish and forced locals to leave their homes
- Company directors are now being prosecuted with provision for custodial sentences
 - 22 prosecutions in 2017/18
- Network Rail
 - £12k - Japanese knotweed – contaminated private land
 - £10k to each house + £6k to clear up - Japanese knotweed impacted surrounding land property value

Environment Legislation

- Packaging waste: producer responsibilities – requires certain businesses handling packaging (producing or selling packaged goods) to comply to certain recycling and recovery targets
 - targets for 2017-2020 all show noteworthy increase, with average of 22%
 - E.g. increasing wood recovery from 22% in 2017 to 48% in 2020
- EU Circular Economy Package
 - UK has signed up
 - Ambitious – e.g. by 2030 ‘all plastics packaging should be recyclable’
 - Reduce landfill to maximum of 10% of municipal waste by 2035
- New resources and waste strategy – packaging retailers to cover net costs of household waste recycling management
 - currently pick up around £70M a year
 - Could be increased to cover total cost to local councils (£500M to £1B)

Environment Legislation

- Clean Air Strategy – comes after plan in 2017 was ruled illegally poor for the 3rd time by the High Court.
 - Removes diesel from aviation, rail etc by 2040
 - Clean air zones
- Zero avoidable waste target by 2050 – all avoidable plastic by 2042
- May be on brink of new **Environmental Act** but unclear – has gone quiet
- **UK Government 25 year plan** – lots of proposals but not enacted

Streamlined Energy & Carbon Reporting

- Takes effect from **1st April 2019**
- Climate Change Levy (CCL) Increases – increases 45% for electricity and 67% for gas
 - Gov estimates = medium company - £20 – 25 k extra , large company £60k plus
- Replacement of Mandatory Greenhouse Gas Reporting (MGHG)
 - First reports must be published in 2020 within annual reports
 - LLPs (who are not required to publish an annual report) must prepare a new report called “the Energy and Carbon Report”.
- Company or LLP qualifies if satisfies **two or more** of the following requirements: (exempt if use <40MWH of energy)
 - **Turnover £36 million or more**
 - **Balance sheet total £18 million or more**
 - **Number of employees 250 or more**
- ESOS unchanged (Deadline 5th December 2019) – new guideline is out
- No currently defined fines for SECR

Streamlined Energy and Carbon Reporting (SECR)

- **Those already in MGHG reporting / FSTE main market**
 - Report their global greenhouse gas (GHG) emissions and an intensity ratio. (Scope 1 and 2 and business travel via rental and employee owned cars)
 - Report global energy use (energy, fuel and grey fleet)
 - Report energy efficiency action taken alongside the methodology used to calculate the new and existing disclosure requirements.
 - could potentially be moving towards reporting progress on ESOS or replacing ESOS
- **Other large entities / LLPs**
 - Report their UK energy use and associated greenhouse gas emissions for gas, electricity and transport fuel
 - Report an intensity ratio and information relating to energy efficiency action
- From year 2 must include the previous year's data
- Enforced by The Conduct Committee of the Financial Reporting Council

Brexit

- 11pm 29th March will enter No Deal unless changed...*or will it?*
- EU withdrawal act revokes European Communities Act
 - All laws under it are revoked
 - Frantically transferring them to the withdrawal act
 - Copy and paste – same names just under different jurisdiction (~7,900 Statutory Instruments)
 - Could cause confusion (eg. **REACH** – our version is called REACH and theirs REACH EU but they will refer to it as just REACH)
- ‘Deal’ - Transition period of 21 months – till 31 Dec 2020
 - During this time must implement EU directives
- REACH – has 2 years ‘grandfathering’ all data and reports then must complete again
 - Will likely cost £400m to test everything again
 - 80% UK chemicals go to EU – client company will likely have to take up the cost so will just switch to EU supplier

Brexit

- Scottish Parliament not ratified English version of EU Withdrawal Act
 - Added that will keep pace with EU laws and changes
 - Looking to go independent and re-join EU?
 - Legislation between England and Scotland will diverge
- New Environmental Regulator?

Resources

- List of Enforcement Undertakings accepted by the Environment Agency:
<https://www.gov.uk/government/publications/the-environment-agencys-use-of-civil-sanctions/enforcement-undertakings-accepted-by-the-environment-agency>
- ESOS Guidance Document:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/777363/Complying-with-the-Energy-Savings-Opportunity-Scheme.pdf
- https://www.carbonfootprint.com/esos_energy_savings_opportunity_scheme.html
- <https://www.carbonfootprint.com/secr.html>

The Importance of Staff Engagement in Sustainability

Theory and Practical Suggestions

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The Goal is to...

... engage staff and change behaviours – and make the changes that **last well beyond the duration of the campaign**



Why is Staff Engagement important?

- Legislative Drivers
 - SECR (Streamlined Energy and Carbon Reporting)
 - ESOS (Energy Savings Opportunity Scheme)
 - CDP (Carbon Disclosure and Reporting)
 - Waste
 - Packaging
- Customer & Stakeholder Expectation
- Staff Expectations
 - Help attract
 - Help retain

Better Staff Engagement can be a cost effective way to reduce your environmental impacts and costs (e.g. Energy, Waste, etc.)

Staff Engagement should be easy...

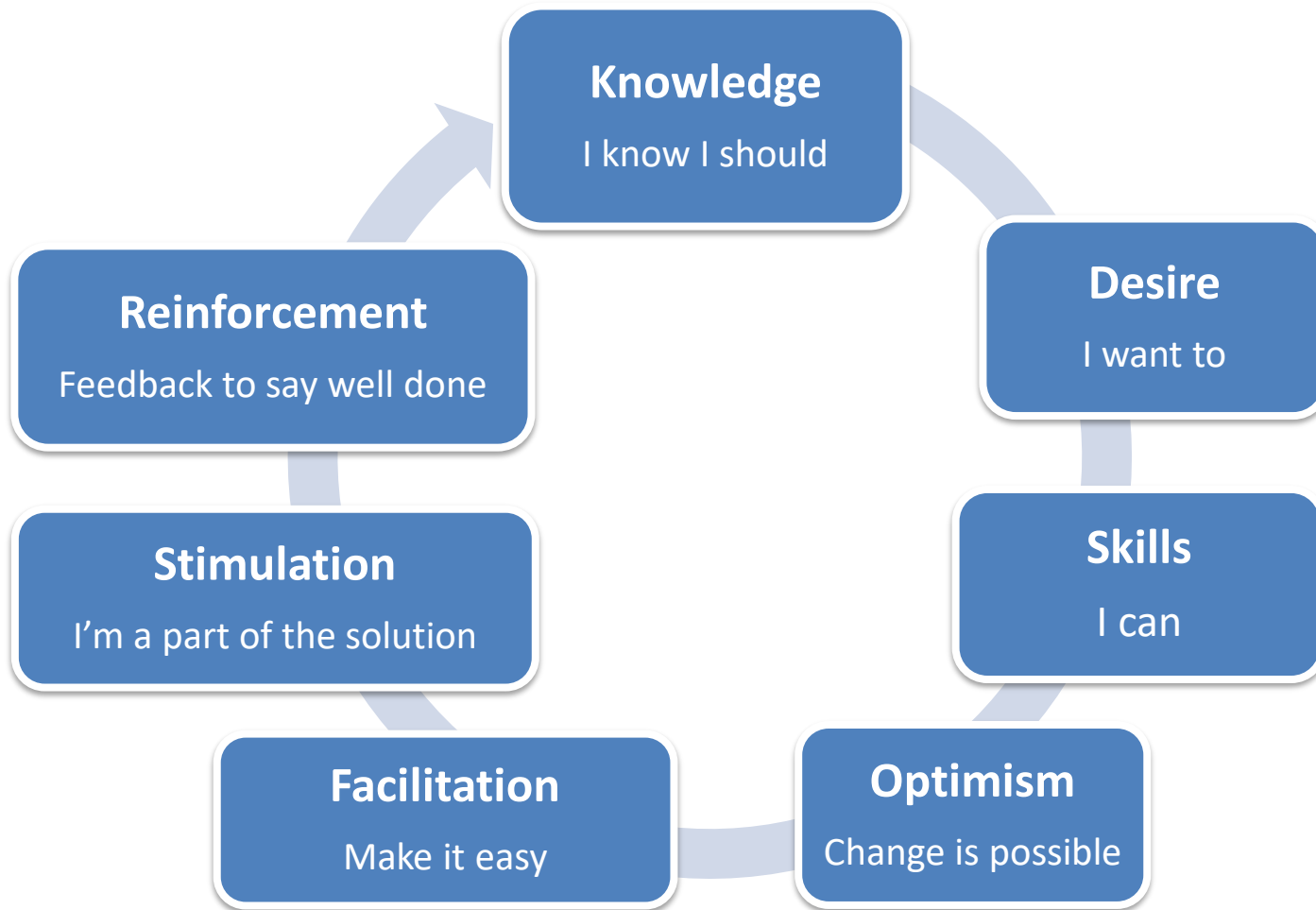
- Most of us are good at doing our bit at home already
- We are being bombarded by the media on environmental issues
 - Climate Change (extreme weather, record temperatures etc. etc.)
 - Plastic pollution – Blue Planet II
 - Air quality
- People are becoming increasingly aware of costs (e.g. switching energy providers etc.)
- Your staff are more aware of the key issues than ever before

It should be easy...



But why isn't it...?

7 Steps to Behavioural Change



Ref: Robinson model of behavioural change, 1998

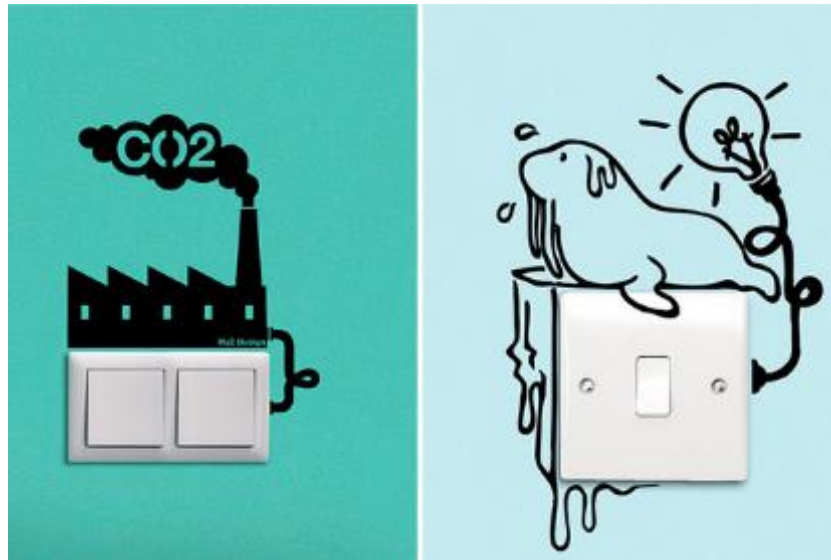
What is the company strategy?

- Understand and agree why is it important?
- What are the organisations major environmental impacts
- Define long term goals and outcomes you want to achieve
- Get Senior Management Support (budgets – time and cost)
- Who is leading it & who is going to make it happen
- Understand the likely barriers to change



Quick and Easy things to try

- “Subliminal” communications / Nudge Theory
 - Posters
 - Better labelling and be creative and fun
 - Turn it off stickers
 - Pester Power (kids)



Bigger communications

- Communicate Goals and Progress
 - Staff briefings
 - Company wide news letters
 - Notice boards
 - Intranet
 - Internet & social media



Invite suggestions from staff

- Make it easy for staff to contribute ideas
- Get those that suggest the ideas to help implement them
- Reward the best ideas



Get staff involved in green CSR events

- Reward staff for their positive contributions
- E.g. Help with tree planting at a local school



League tables

- In general, people are naturally competitive
- Consider small prizes & awards & celebrations
- Remember to keep it fun
- Site vs site - department vs department
- Some things to compare
 - Recycling rates
 - Energy usage
 - Carbon emissions
 - Fuel consumption (for drivers)

Other things..

- Policies, Process & Procedures (e.g. ISO 14001 certification)
- Green Champions
- Working Groups & Green Committees
- Staff Appraisal Goals
- Social Marketing (Twitter and Facebook etc.)
- Policies & Procedures
- Get staff to vote on which carbon offsetting options to support

Make use of technology to compliment and help change behaviours

- For example:
 - PIR Light Sensors
 - Building Management Systems
 - Vehicle Telematics
 - Pull Printing



Summary

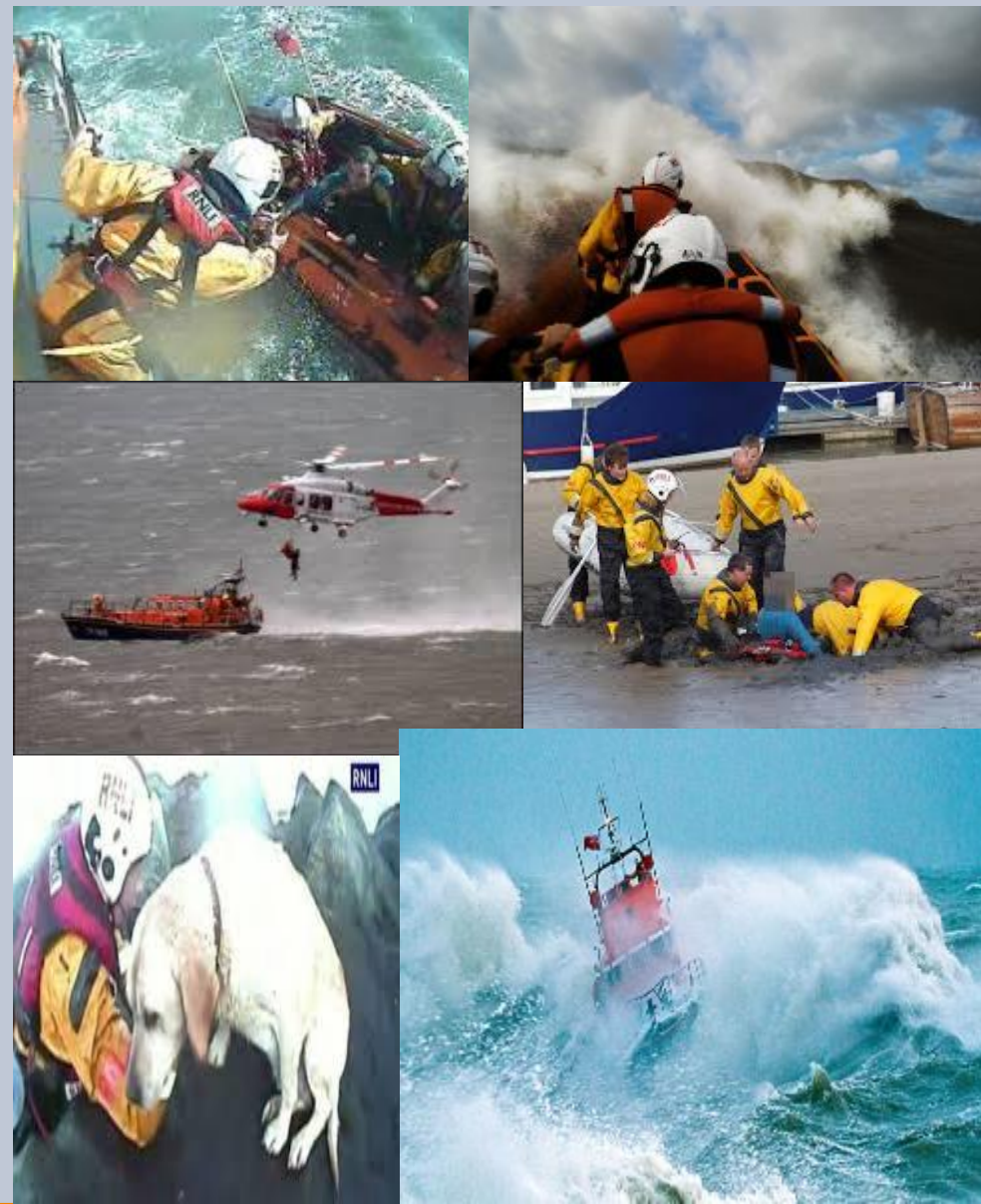
- There are lots of reasons to engage staff in your organisations sustainability journey
- Set the strategy
- Work on internal and external communications
- Invite staff to be involved
- Implement
- Reward the best contributions and performance
- Keep it fun & fresh!



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Behaviour Change



What we do...





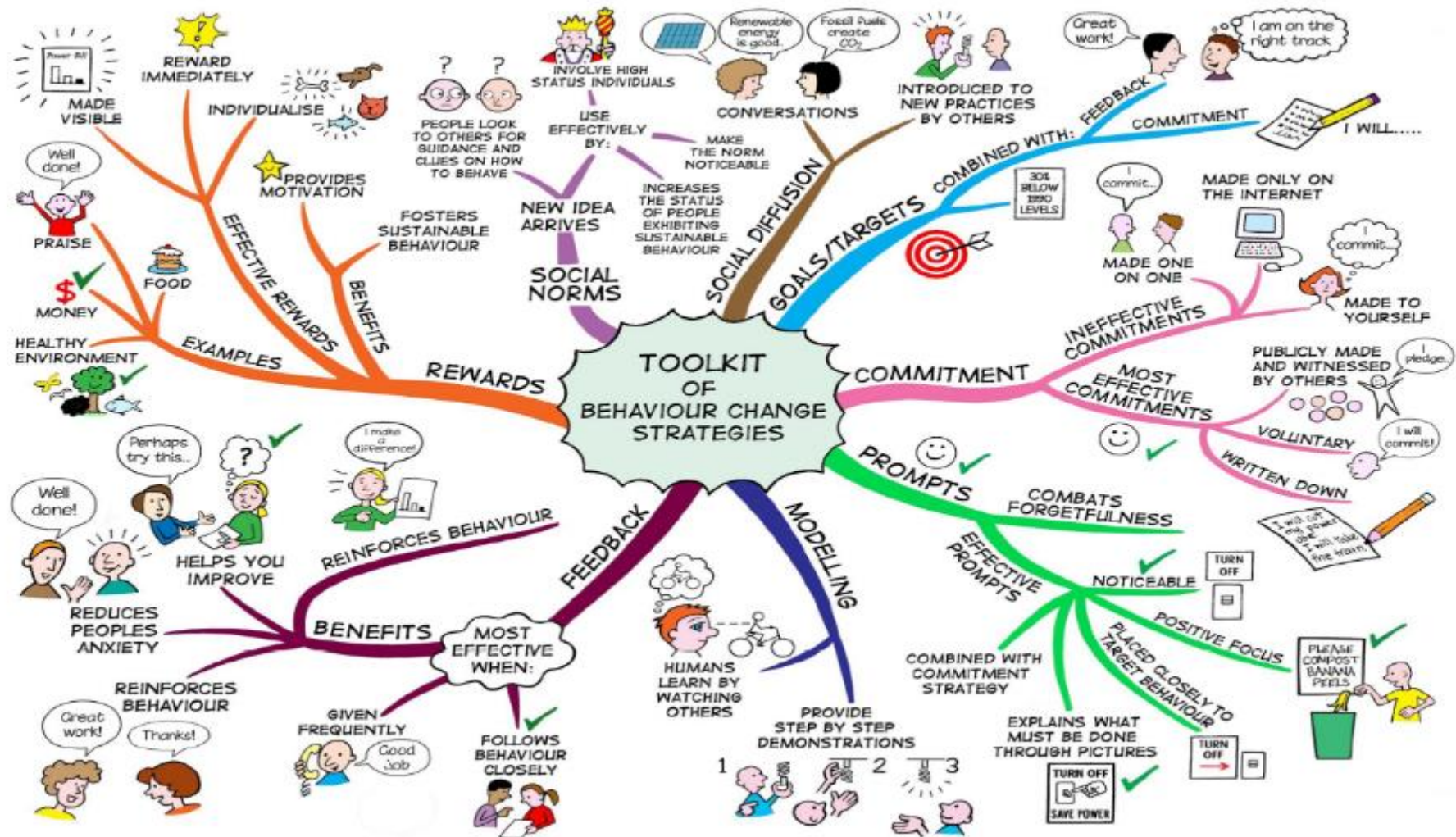
Behaviour Change

- 1. Understand the context of the change**
- 2. What is the behaviour you want and what is the current behaviour?**
- 3. What is the change and how might/will it be achieved?**
- 4. What are the motivators and barriers?**
- 5. Who are the influencers?**
- 6. How will you know when it is working?**



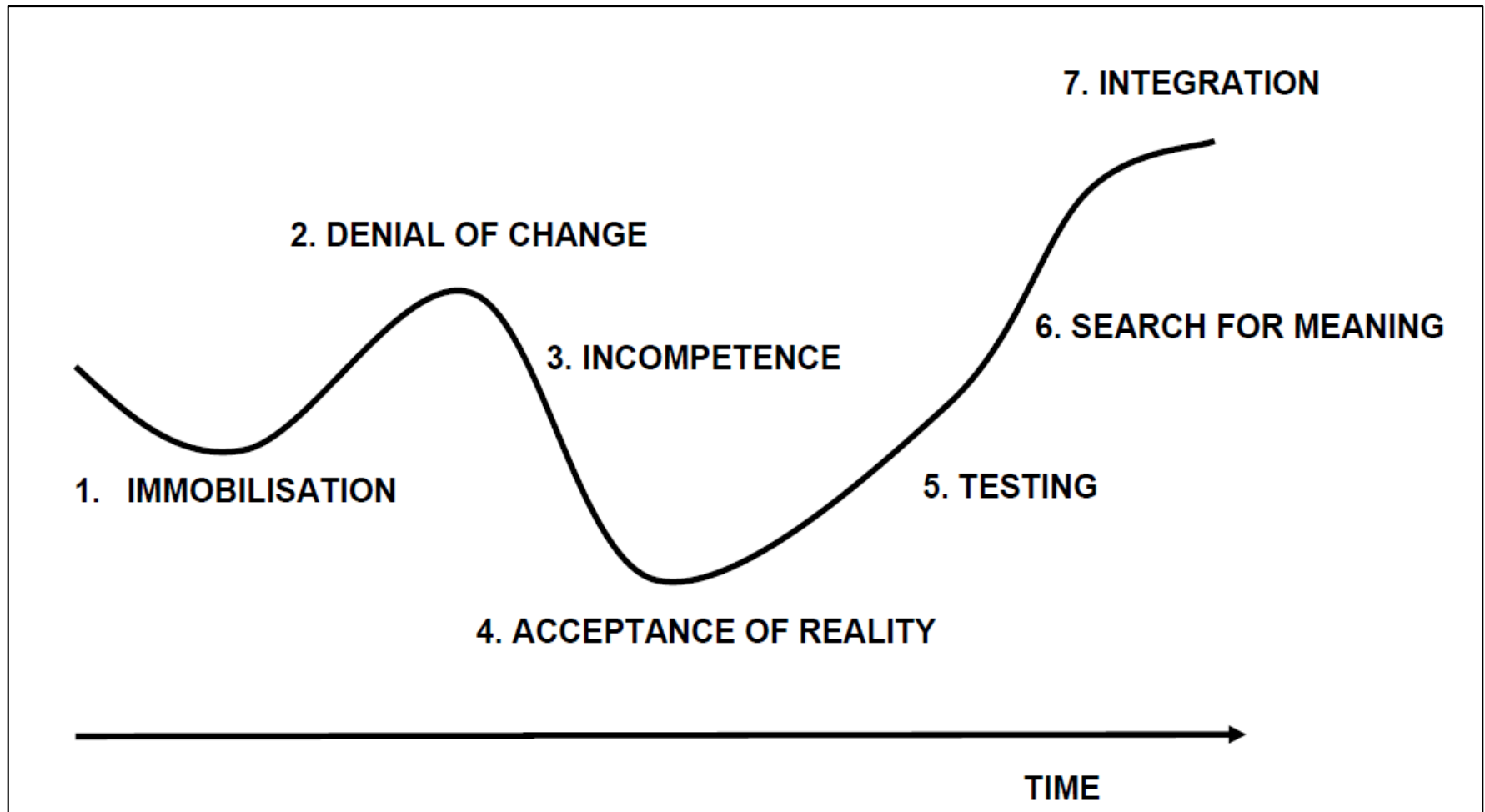
Social Capital Context







Lewis and Parkers Transitions Curve (Based on the Kubler Ross Curve)





Change

Vision

Skills

Incentives

Resources

Action
Plan

Confusion

Skills

Incentive

Resources

Action
Plan

Anxiety

Vision

Incentive

Resources

Action
Plan

Resistance

Vision

Skills

Resources

Action
Plan

Frustration

Vision

Skills

Incentive

Action
Plan

Treadmill

Vision

Skills

Incentive

Resources



Change drivers	Change Blockers	Key Issues
Vision	Confusion due to	Leaders do not own the sustainability vision or strategy so are not clear about what it says or means or is trying to achieve.
Skills	Anxiety due to	Lack of competency and literacy in sustainability and lack of time spent in leadership competency upskilling.
Incentive	Resistance due to	Little buy in or incentive to set or deliver sustainability objectives and no pressure to evidence or report performance. Unwilling to identify and accept accountability or responsibility.
Resources	Frustration due to	Perception that there is a lack of resources, budget or time available to deliver sustainability objectives. Cost saving focus driving short term decision making.
Action plan	Treadmill due to	No clear action plans in place, sustainability not included in Continuous Improvement or Programme and Projects process.



THE DROWNING CHAIN



Lives are
at risk
because ...



preventing
drowning is
not a priority

places are not safe/
people are isolated

people cannot – or do
not – behave safely

people cannot
look after – or
save – themselves

RISK

so, if we
work
together
to ...



highlight the
problem

reduce dangers

raise awareness

supervise
and save

ACTIVITY

that
means ...



drowning
prevention
policies are
introduced

measures are
in place to
mitigate hazards

people want to
manage risks and
behave more safely

fewer incidents
– and people are
saved if they
do happen

OUTCOME



- 6 The Drowning Chain
- 8 Reaching our lifesaving outcomes
- 10 Lifesaving outcome 1: Communities are empowered
- 12 Lifesaving outcome 2: Places are safer
- 14 Lifesaving outcome 3: People behave safely
- 16 Lifesaving outcome 4: People are supervised and rescued when needed
- 18 Critical dependencies



PEOPLE BEHAVE SAFELY

TARGETED INTERVENTIONS ARE IN PLACE TO HELP THOSE MOST AT RISK

Based on best practice from other successful risk reduction campaigns such as Fire Kills and DfT road safety initiatives.

SUPPORTING OBJECTIVE 7

Behaviour change interventions are in place which target high risk activity groups.

RATIONALE

A hyper-targeted approach to identifying and reaching those most at risk.

SUPPORTING OBJECTIVE 8

Governing bodies and authority groups take responsibility for helping their activity communities behave safely.

RATIONALE

The RNLI is not the right voice to speak to all audiences and does not own the long-term solutions to everything.

SUPPORTING OBJECTIVE 9

Partnership working is reducing risk of drowning through suicide and self-harm.

RATIONALE

The RNLI has a collaborative role to play in protecting those at risk from suicide and self-harm.



Angling

We love angling! Around 1M people around the UK coast are already hooked. And while it's almost impossible to predict your next catch, it can be even harder to predict the sea. Here's our advice to help you plan your next trip safely.

[GET ANGLING ADVICE >](#)

Bodyboarding

Bodyboarding is an easy, fun way to enjoy the waves. Check our top tips to make sure you stay safe.

[GET BODYBOARDING ADVICE >](#)

Coastal walking

The coasts of the UK and Ireland are a ramblers dream. Stay safe while exploring and dog walking.

[GET COASTAL WALKING ADVICE >](#)

Commercial fishing

Commercial fishing is a hazardous business. Check our advice to help you stay safe on the job.

[GET COMMERCIAL FISHING ADVICE >](#)

Surfing

Following basic surfing etiquette and safety tips helps to make the surf a safer and fun place for everyone.

[GET SURFING ADVICE >](#)

Yacht sailing and motorboating

Sailing and motorboating can be a lot of fun and is a way of life for some. Stay safe on the water with our tips.

[GET BOATING ADVICE >](#)



Kayaking and canoeing

Whether you're a novice or a seasoned pro, our kayaking and canoeing safety tips will help you to paddle safe.

[GET KAYAKING ADVICE >](#)



Kitesurfing

From surfing the waves to mastering tricks, with the right tuition anyone can enjoy kitesurfing safely.

[GET KITESURFING ADVICE >](#)



Stand up paddle boarding

Stand up paddle boarding or SUP can be enjoyed by the whole family. Paddle safely with our SUP safety tips.

[GET SUP ADVICE >](#)



Scuba diving

With the right training, experience, equipment and conditions, scuba diving in the UK and Ireland can be phenomenal.

[GET SCUBA DIVING ADVICE >](#)

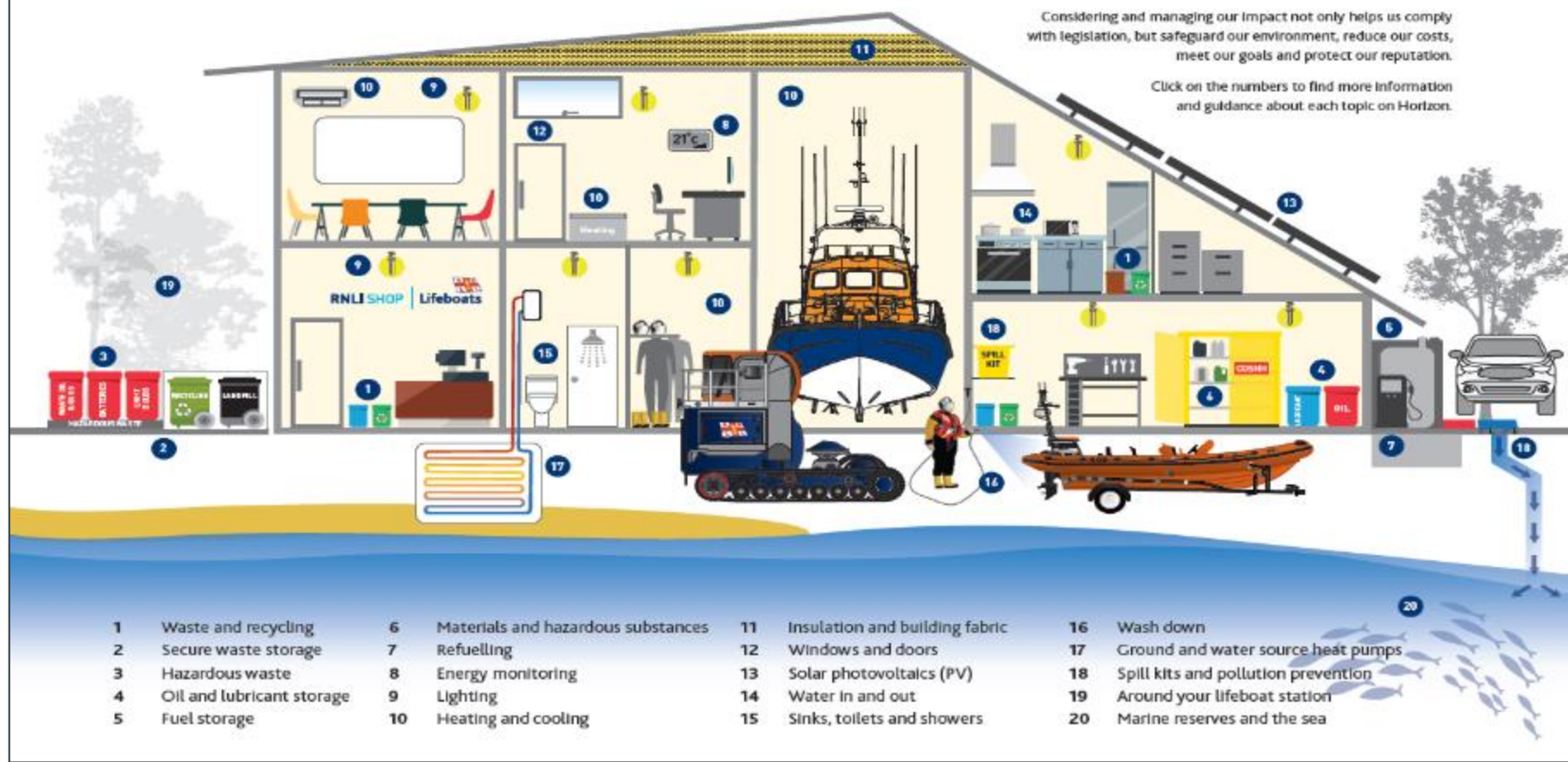


20 WAYS TO GREEN YOUR LIFEBOAT STATION

This diagram shows ways that lifeboat station activities can create environmental risks (such as pollution) and opportunities (such as energy saving).

Considering and managing our impact not only helps us comply with legislation, but safeguard our environment, reduce our costs, meet our goals and protect our reputation.

Click on the numbers to find more information and guidance about each topic on Horizon.



Living life above the line





Key things:

1. Understand the motivations of those you want to influence and how they take in information.
2. Work with and through respected influencers.
3. Have KPIs / measures of progress and don't be afraid to admit defeat and try something else.
4. Give feedback.
5. Be quick to praise and slow to blame.



Thank you for listening



How businesses can help increase Biodiversity

Sustainability Business Network

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What is Biodiversity

The variability among living organisms from all sources including,, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species , between species and of ecosystems."



Cove Brook



Rowhill Nature Reserve



Biodiversity within Rushmoor, Hart and Surrey Heath

Thames Basin Heaths SPA

Nightjar



- ❖ The Thames Basin Heaths Special Protection Area stretches across three counties Surrey, Hampshire and Berkshire.
- ❖ The SPA is designated under The E.C Birds Directive for its ground nesting birds

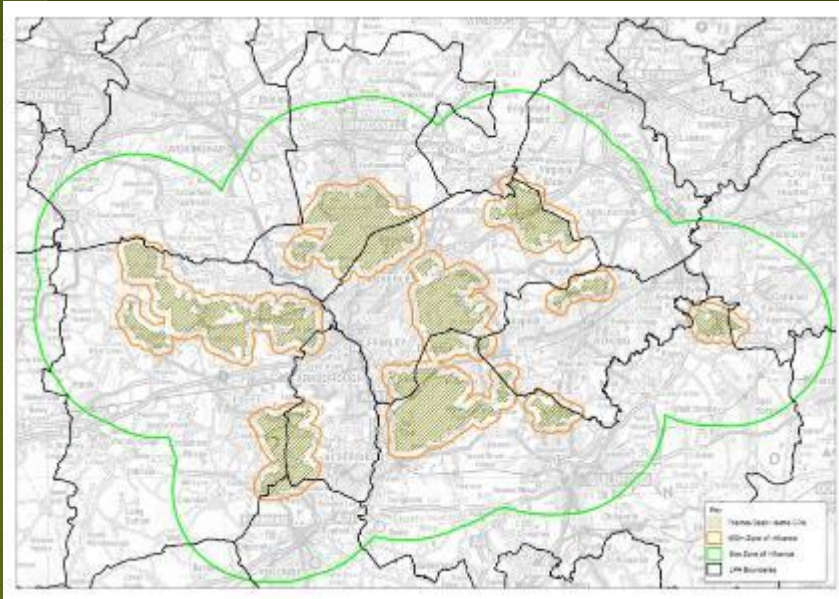
Dartford Warbler



Woodlark



Recreational Pressure



- ❖ In the early 2000's severe declines in populations were recorded.
- ❖ Declines were due to human disturbance affecting breeding success

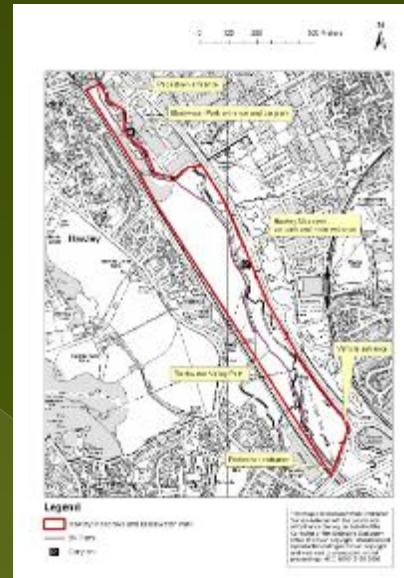
The Thames Basin Heaths SPA Delivery Framework 2009

- ❖ 400m buffer around the SPA sites;
- ❖ Contributions or onsite Sustainable Alternative Natural Greenspace (SANGS) - 8ha/1000 people for all residential development within a 5km radius of the SPA sites;
- ❖ Strategic Access Management and Monitoring (SAMM);

Rushmoor SANGS



Bramshot Country Park



Rowhill Nature Reserve



Southwood Country Park

Hawley Meadows and Blackwater Park

Wellesley Woodlands



Basingstoke Canal SSSI



The route of the
Basingstoke Canal

❖ An important linear corridor connecting Hart, Rushmoor, Guildford, Surrey Heath, Woking, Runnymede



Flora Interest



Fringe Water Lily

❖ **The Basingstoke Canal is botanically the most species-rich aquatic system in England with 106 species recorded.**



Water Soldier

Dragonflies and Damselflies



The Brilliant Emerald Dragonfly



The Hairy Dragonfly

❖ 24 of the 42 resident British species of dragonfly and damselfly occur on the Canal, making the SSSI one of the most important sites for odonata in Britain



The Downy Emerald Dragonfly

Sites of Interest for Nature Conservation (SINCs)



SINCs within Rushmoor

- ❖ **There are 36 SINCs covering 475ha with habitats ranging from small roadside verge sites to large areas of heathland and grassland habitats.**
- ❖ **Many of the SINCs within Rushmoor are within the urban area and prone to recreational pressure and vandalism**
- ❖ **Some of the SINCs are unmanaged and biodiversity is declining**

How Can Businesses Help protect the designated sites



Sponsor a project within the Basingstoke Canal SSSI.



Brickfields Country Park SINC

❖ Sponsor the management of your nearest SINC.

- ❖ **Ensure no development within the TBH 400m buffer.**
- ❖ **Support your local community group through funding, free staff time and/or free resources.**



Rushmoor Urban Wildlife Group

Provide paid leave for employees to participate in conservation workgroups.

The Green Infrastructure



- ❖ **Rushmoor is urban incorporating Farnborough, Aldershot and North Camp**
- ❖ **Legislation requires Local Authorities to create a connected Green Infrastructure network to ensure that :-**
 - ❖ **the urban population have contact with nature;**
 - ❖ **biodiversity is able to move safely between larger sites;**
- ❖ **The Green Infrastructure should incorporate and create:-**
 - ❖ **Designated sites;**
 - ❖ **Linear corridors - canals, rivers, major transport routes and road verges;**
 - ❖ **Urban green corridors**
 - ❖ **Parks and open spaces;**
 - ❖ **Stepping stones**
 - ❖ **Gardens;**

Incorporating Biodiversity into Businesses

Green and Brown Roofs & Walls



Extensive Green Roof

- ❖ Provide habitat stepping stones through the urban environment for invertebrates and birds
- ❖ Provides insulation within the winter months and cools the building within the summer months



Extensive Brown Roof

- ❖ Particularly beneficial on large buildings such as office blocks, industrial units and Public buildings



Green Wall

Green Corridors and Stepping Stones



- ❖ **Provide essential oasis to wildlife within the urban environment**
- ❖ **Provide a pleasant environment for workers relieving stress and providing opportunities to experience nature**
- ❖ **Provide connecting habitats between designated sites and/or open spaces**

Wildflower seed mix: £4 per m²

Wildflower turf: £12.50 per m² plus vat and delivery

Providing a home for species

Hibernacula and log piles, long grass habitat and hedgerows



Holes in boundaries, short grass, nut and fruit bearing hedgerows



Bird boxes, baths, hedgerows and feeding stations



Bat lofts, boxes Bricks linear corridors and hedgerows

Hedgehog boxes, wood and leaf piles, compost heaps hedgerows and long grass



Nectar bars, ponds no pesticides or herbicides



Ponds, long grass, log Piles, scrub and hedgerows



Insect boxes, Log piles, loggaries, leaf litter, long grass and no pesticides or herbicides

**Small enhancements £15 - £30
Hibernacula - £50 - £75
Hedgerows & Ponds £400 - £600**

Any Questions