



# **ENVIRONMENTAL POLICY**

Version:	1.0
Effective From	24.11.2023
Author:	Practice Governance and Training Sub-Committee
Review date:	24.11.2024

# Contents

<b>Introduction</b>	<b>1</b>
<b>Staff and Volunteers' rights and responsibilities</b>	<b>1</b>
<b>Cruse Scotland's responsibilities</b>	<b>2</b>
Structure of response	2
Our people	2
Relationships	2
Online	3
Materials	3
Travel	3
Estates	3
<b>Changes sheet</b>	<b>4</b>

## Introduction

This policy sets out Cruse Scotland's commitment to respond to the deepening climate crisis, helping our team respond to and reduce our contributions to climate change.

This would be the premier environmental policy for the organisation, understanding that although Cruse Scotland's remit does not directly cover the response to climate crisis, there is a deep connection between global warming and unexpected deaths from natural disasters. Cruse Scotland recognises that trying to reduce the impact of the organisation on the planet is paramount.

## Staff and Volunteers' rights and responsibilities

Cruse Scotland recognises that the climate crisis is everyone's responsibility and will help to support staff, volunteers and trustees to mitigate their impact where possible whilst maintaining the primary objectives of the organisation.

Cruse Scotland hopes to address impact on the environment from a position of education, positive meaningful change, and active engagement.

It is key that we remain mindful of one another's understanding and beliefs whilst making positive change, and all staff and volunteers are offered support if they feel affected by the changes enacted from this policy. We continue to expect everyone in the organisation to conform to acceptable standards of behaviour towards fellow team members, irrespective of status.

## **Cruse Scotland's responsibilities**

The board of Cruse Scotland agrees with this policy statement and will uphold the organisation to meet these standards.

The board will endeavour for an Annual Climate Impact and Action Report to be set out at the Annual General Meeting regarding the carbon footprint of the organisation, including estimates of energy usage.

The report will also track the actions to mitigate Cruse Scotland's impact on the environment, with actions denoted at each of the yearly updates, building on ideas from the staff, volunteers, and board members. The ideas included in the initial report are those gathered from the staff team meeting held on 26 July 2023, which include a wide range of considerations to explore which could enable the organisation to deliver environmental objectives.

This report will include a table of ideas for mitigating impact, with the first report issued on the date of this policy going live. The change log will then have each consideration assigned to appropriate staff or committee best suited to investigate suitability of this change idea, enact the change and report back.

## **Structure of response**

Cruse Scotland recognises the road to climate change mitigation is long and challenging, with some impact inevitable. The organisation can begin to target areas where we can limit our contribution to environmental damage, set out below. These will, however, be directly approached with action plans as part of the Annual Climate Impact and Action Report.

## **Our people**

Cruse Scotland will endeavour to utilise people local to the area for all activities to include client services, training, fundraising to support the reduction of travel. The use of online meetings and home working should be considered where appropriate.

Cruse Scotland will endeavour to create 'Climate Champions'. These would be self-selected members who are willing to engage in localities to help promote changes suggested, along with providing more area or service specific ideas for change. Recruitment of Climate Champions will include staff, volunteers, trustees, and former clients. Climate Champions will have informal meetings with one another, and invitations should be considered to committee level when discussing the changes, they would be key in enacting. Climate Champions will follow initial agreement of this policy and it will be renewed annually.

## **Relationships**

Cruse Scotland will consider exploring the climate credentials and impacts of its partners, investments, and pension providers.

## **Online**

Cruse Scotland will consider the impact of its website and online services, considering green alternatives for hosting, and reducing broadcast emailing where not required.

## **Materials**

Cruse Scotland will reduce the use of single-use plastics and waste products, ideally utilising re-usable or washable items for food, drink, and clothing. Where refuse is produced, as much as possible, will be recycled to limit landfill and pollution.

Cruse Scotland commits to reduction in use of paper, considering digital information sharing where possible. Where unavoidable or considered appropriate, all paper products used should be recycled.

Cruse Scotland recognises that delivery and transport of products is a very large contributor to our carbon footprint and commits to the use of local suppliers where possible, using alternatives with efficient infrastructure to reduce impact of delivery if unavoidable.

## **Travel**

Cruse Scotland recognises that travel and transport are integral to service provision but will consider the use of transport alternatives to reduce impact of travel.

Cruse Scotland will endeavour to provide information for public transport links to each service location for clients, volunteers, and staff. In addition to the promotion of public transport, guidance will also be provided to enable staff and volunteers to support car sharing initiatives and the use of bikes.

## **Estates**

Cruse Scotland will consider our energy sources as an important element of our environmental impact, ideally choosing renewable sources where possible. Where Cruse is not the estate owner, we should advocate for renewable sources to be considered, whilst also lobbying for improved recycling and green options.

Estates and buildings should consider heating efficiency, particularly in control of heating and power use, particularly when premises are vacated. Use of soft furnishings could improve heating efficiency, and exchanged or reused furnishings should be considered to reduce the environmental cost.

## Changes sheet

Date	Change Details	Author
16.11.2023	Creation of Policy	John Fyfe Fiona Arnott-Barron
25.07.2025	Reformatted document to 2025 house style	Ed Strutt