

BARTON HILLS MEDICAL GROUP

Green Plan and Sustainable Development Policy

Net Zero

Version	Date issued	Next review date	comments
1	25/09/25	25/09/26	New policy from practice index

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1 Introduction

1.1 Guidance statement

Green Plans are a means for an organisation to set out the carbon reduction initiatives it has in place and to detail the subsequent initiatives that are aligned to national priorities in delivering a net zero NHS.

This policy details how this organisation will support the [Greener NHS National Programme](#). All staff are expected to support the drive to delivering a net zero NHS.

What is net zero?

Net zero is an internationally agreed goal for avoiding worsening global heating in the second half of the 21st century. As a concept, net zero aims to balance the quantities of greenhouse gases (also referred to as carbon emissions because they mostly comprise carbon dioxide) released into and removed from the atmosphere,⁶ ie, to achieve carbon neutrality or net zero.

1.2 Status

In accordance with the [Equality Act 2010](#), we have considered how provisions within this policy might impact on different groups and individuals. This document and any procedures contained within it are non-contractual, which means they may be modified or withdrawn at any time. They apply to all employees and contractors working for the organisation.

2 Green plans

2.1 Developing a Green Plan

[NHS England](#) explains that each Integrated Care System (ICS) is to develop its own Green Plan based on the strategies of its member organisations. To help to support this requirement, this organisation will maintain a Green Plan.

To support organisations to write a Green Plan, NHS England has published [How to produce a Green Plan: A three-year strategy towards net zero](#) which explains how this organisation should construct its Green Plan. Section three of the publication details guidance on the chapters of a Green Plan that this organisation will adhere to.

2.2 Additional resources

A range of additional resources to help this organisation to develop and maintain its Green Plan is available on the [Greener NHS Programme's FutureNHS workspace](#) (login required). [NHSE Delivering a Net zero NHS.pdf](#)

Sustainable development

2.3 Overview

To support its Green Plan, the organisation has produced a sustainable development management plan (SDMP) which sets out its objectives for sustainable development and detailing how it will meet those objectives. An example of a SDMP can be found at [Annex A](#).

Annex A – Example SDMP

Introduction

This SDMP will provide guidance for all staff, illustrating the approach this organisation will take to enhance its performance, with a particular focus on environmental performance.

Sustainable development can be [defined as](#) development that meets the needs of the present generation without compromising the needs of future generations to meet their own needs.

The responsibility for delivering this SDMP rests with all members of the team.

Objectives

To minimise the impact its services have on the natural environment by improving systems and processes, this organisation will continue to:

- Minimise carbon and greenhouse gases
- Ensure the efficient use of water and improve local biodiversity
- Improve energy efficiency
- Use resources sustainably, reduce waste and increase recycling
- Achieve sustainable procurement
- Enhance workforce wellbeing
- Improve sustainable travel and logistics
- Adopt sustainable premises strategies

Progress to date

As an organisation, we have:

- Reduced carbon emissions by circa 15%
- Improved energy efficiency by reducing electricity and water usage
- Participated in a local waste reduction initiative
- Introduced and supported a cycle to work scheme for staff
- Installed EV charging points for use by staff and patients
- Maximised the use of video conferencing to minimise travel by staff

Action plan

To continue the organisation's commitment to sustainable development, an action plan has been produced (see below). This shows the planned areas for action, including target dates.

Objective	Details	Target date	Action by	Date completed	Comments
Reduce carbon emissions	Decarbonise electricity supply by moving towards a green energy supplier and increasing the provision of on-site renewables				Liaise with local ICB and council to determine if there are any approved suppliers
Energy efficiency	Promote responsible energy use through staff awareness projects and training Replace traditional lighting with energy efficient LED versions				Consider linking in with PCN member practices to share ideas
Water usage	Introduce automatic taps to help to reduce water usage				Use approved supplier
Waste segregation	Consider the whole-life cycle of a product, including its final disposal, in our decision-making process for the standardisation of clinical and non-clinical products, most particularly when choosing disposable products over reusable alternatives Further develop our work on waste segregation, conduct audits to identify areas for improvement				Liaise with PCN member practices to see if any have recommendations
Sustainable travel	Provide bicycle storage facilities, to encourage more staff to use the cycle to work scheme				Research the cost of e-bike storage

Sustainable procurement	Improve supply chain management by working with local organisations and suppliers				Ensure suppliers offer value for money and follow sustainable practices
Staff wellbeing	Conduct staff satisfaction surveys to determine areas for improvement that will lead to reduced absence rates and minimise work-related stress				Lunchtime learning sessions on various topics such as wellbeing and managing yourself are available
Premises	Implement energy efficiency measures into the planned refurbishments				Source quotes for solar panels to generate on-site energy