

Green Plan and Sustainable Development Policy

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1 Introduction

1.1 Policy statement

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

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

1.2 Status

The organisation aims to design and implement policies and procedures that meet the diverse needs of our service and workforce, ensuring that none are placed at a disadvantage over others, in accordance with the Equality Act 2010. Consideration has been given to the impact this policy might have regarding the individual protected characteristics of those to whom it applies.

This document and any procedures contained within it are non-contractual and may be modified or withdrawn at any time. For the avoidance of doubt, it does not form part of your contract of employment. Furthermore, this document applies to all employees of the organisation and other individuals performing functions in relation to the organisation such as agency workers, locums and contractors.

2 Green plans

2.1 Developing a Green Plan

[NHS England](#) explains that each Integrated Care System 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 which 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).

3 Sustainable development

3.1 Overview

To support its Green Plan, this organisation has produced a sustainable development management plan (SDMP) which sets out its objectives for sustainable development and details how it will meet those objectives.

Annex A – 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 our 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 our 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 our commitment to sustainable development, an action plan has been produced (see below). This shows our 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	30/04/2025	MG	DD/MM/YY	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	30/04/2025	MG	DD/MM/YY	Consider linking in with PCN member practices and neighbouring GP Federations to share ideas.
Water usage	Introduce automatic taps to help to reduce water usage	30/04/2025	MG	DD/MM/YY	Liaise with Local Authority whom are the landlords. Discuss with hosting practices.
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	30/04/2025	MG	DD/MM/YY	Liaise with PCN member practices, host practices and local GP federations to see if any have recommendations.

	Further develop our work on waste segregation, conduct audits to identify areas for improvement				
Sustainable travel	Provide bicycle storage facilities to encourage more staff to use the cycle to work scheme	30/04/2025	MG		Research the cost of e-bike storage too.
Sustainable procurement	Improve supply chain management by working with local organisations and suppliers	30/04/2025	BD	DD/MM/YY	Ensure suppliers offer value for money and follow sustainable practices
Staff wellbeing	Conduct staff satisfaction survey to determine areas for improvement that will lead to reduced absence rates and minimise work-related stress	30/04/2025	JK-H	DD/MM/YY	Lunchtime learning sessions on various topics such as well-being and managing yourself are available
Premises	Implement energy efficiency measures	30/04/2025	All	DD/MM/YY	Use of power and ensuring office equipment and computers are turned off when not in use.