West Yorkshire
Fire & Rescue Service

Environmental Sustainability Strategy 2025-28

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Making West Yorkshire Safer
www.westyorksfire.gov.uk

Revision and Signoff Sheet

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Reviewers

Name	Version Approved	Position	Organisation	Date
Alison Davey	1.0	Head of Corporate Services	WYFRS	23/03/2022
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Alison Davey EWG	3.0	Head of Corporate Services Environmental Working Group	WYFRS	22/10/2025

Distribution

Name	Position	Organisation
	All Personnel	WYFRS

Equality Impact Assessment

Are the recommendations within this report subject to Equality Impact Assessment as outlined in the EIA guidance? Yes

(EIA Template and Guidance)

Date EIA Completed: 03/09/2025

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The EIA is available on request from the report author or from diversity.inclusion@westyorksfire.gov.uk

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Introduction

West Yorkshire Fire and Rescue Service (WYFRS) is committed to safeguarding the environment and recognise our responsibilities by managing the impact on the environment and monitoring and improving our systems and processes to prevent unduly affecting the environment. The impact of climate change and the increase in extreme weather conditions, such as heatwaves and flooding, continue to affect the number of environmental incidents we attend. We are committed to balancing the environmental, social, and economic impacts of our activities and will continue to promote environmentally friendly practices.

This Environmental Sustainability Strategy sets out how we will continue to improve the ways in which we use our resources to ensure the least harm to the environment. There are several factors that support the need to have this strategy which include the need to prevent climate change, legislation, and costs.

Our Community Risk Management Plan (CRMP) is a three-year strategy aimed at identifying the key risks and challenges facing the communities of West Yorkshire, alongside our strategies to address them. Our CRMP has seven strategic priorities:

- Provide a safe, effective and resilient response to local and national emergencies.
- Focus our activities on reducing risk and vulnerability.
- Enhance the health, safety, and well-being of our people.
- Prioritise a people first mindset through ethical and professional leadership and management.
- Work with partners and communities to deliver our services.
- Use resources in an innovative, sustainable, and efficient manner to maximise value for money.
- Further develop a culture of excellence, equality, learning, and inclusion.

This strategy supports our Ambition ‘Making West Yorkshire Safer’ and also links with our Community Risk Management Plan to specifically help us work towards our priority ‘Use resources in an innovative, sustainable, and efficient manner to maximise value for money’.

How This Strategy Supports Our Values

WYFRS Core Values

- **Teamwork**: We recognise everyone’s strengths and contributions, working effectively as one team.
- **Integrity**: We are trustworthy, act ethically, treating each other with dignity and respect.
- **Learning**: We learn all the time; we share knowledge and experiences, celebrating success.
- **Responsibility**: We are responsible, work positively and take ownership of the work we do.
- **Communication**: We share clear information, in ways everyone understands, having open discussions.

Core Code of Ethics for Fire and Rescue Services – our five ethical principles:

- **Putting our communities first**: We put the interests of the public, the community, and service users first.
- **Integrity**: We act with integrity including being open, honest, and consistent in everything that we do.
- **Dignity and respect**: We treat people with dignity and respect, making decisions objectively based on evidence, without discrimination or bias.
- **Leadership**: We are all positive role models, always demonstrating flexible and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- **Equality, diversity, and inclusion (EDI)**: We continually recognise and promote the value of EDI, both within the FRS and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

Background

Sustainability is defined as avoidance of the depletion of natural resources in order to maintain an ecological balance. It can also be explained as meeting the needs of the present without compromising the ability of future generations to meet theirs and consists of three principles: economic, environmental, and social.

Climate change is an alteration in global or regional climate patterns and became apparent from the mid to late 20th century onwards when global warming became evident. Climate change is a global issue. The increase in temperatures worldwide has been attributed mainly to raised levels of atmospheric carbon dioxide produced by the use of fossil fuels and emissions of other greenhouse gases.

World governments have recognised the need to act to halt this and nearly all countries in the world are now parties to the United Nations Framework Convention on Climate Change (UNFCCC). The Convention's purpose is to stop human impact on the climate and requires that

the concentrations of greenhouse gases are stabilised, however since it was first agreed in 1992 global emissions have continued to rise. The 2005 Kyoto Protocol to the Framework Convention saw most developed countries agree to legally binding commitments to limit their emissions. In 2015 the United Nations developed the 2030 Agenda for Sustainable Development, containing 17 sustainable development goals shown in Appendix B. The United Nations has identified that between 1998 and 2017, direct economic losses from disasters were estimated at almost $3 trillion and climate-related and geophysical disasters claimed an estimated 1.3 million lives.

In the UK the Climate Change Act 2008 sets a legal framework for the UK to cut greenhouse gas emissions to 80% below 1990 levels by 2050. Due to the rising concern for global warming this was amended in 2019 to legislate a long-term, economy-wide target to reach net-zero greenhouse gas emissions, including methane, by 2050. This act aims to enable the UK to become a low-carbon economy and gives ministers powers to introduce the measures necessary to achieve a range of greenhouse gas reduction targets. More recently the Climate Change Strategy 2021- 2024 presented at COP26 in Glasgow in 2021 and subsequent COP27 (Egypt 2022) and COP28 (UAE 2023) sets out in more detail some of the strategic ways in which the UK will work towards Net Zero by 2050. Much of the work underway in the UK is underpinned by international work done through the United Nations. The Sustainable Development Goals and the Paris Agreement in particular, have provided the basis for work.

ISO 14001 is an internationally agreed and recognised standard for Environmental Management Systems (EMS). An EMS supports organisations in identifying, managing, monitoring and controlling environmental processes. Whilst not accredited, this Strategy aims to clearly document the scope of our environmental work. This Strategy, alongside our Environmental Legal Register and Action Plan, aims to form the basis of our EMS.

Objective

Everyone needs to recognise the environmental challenges that are facing the world such as climate change, resource depletion, availability of natural resources for energy consumption and loss of biodiversity.

Most of the work West Yorkshire Fire and Rescue Service does has some impact upon the environment. Of course, this includes all our operational work, such as attending fires, road traffic collisions and pollution incidents, and dealing with the after effects of these incidents and other events – such as extreme weather conditions. Additionally, we want to raise awareness of environmental issues in other areas of our service: i.e., Transport, Procurement, Estates, DDaT, and support functions all have a part to play in ensuring that we are as environmentally friendly as possible.

Often, we need to work with other organisations to ensure that the best interests of the environment are considered. For instance, West Yorkshire Fire and Rescue Service and the Environment Agency are guided by a signed agreement entitled “Local Working Arrangements”.

We will take account of government legislation relating to environmental issues adapting our procedures to minimise environmental impact. Furthermore, we will also take into consideration the United Nations Sustainable Development Goals (UNSDGs) and look to identify those to which we can contribute. The Environmental Working Group has specifically targeted the following goals:

- 3 Good Health and Well-being.
- 5 Gender Equality.
- 10 Reduced Inequalities.
- 11 Sustainable Cities and Communities.
- 13 Climate Action.

Our aim will be to develop and integrate these goals into our working practices to benefit our local communities and stakeholders.

We will promote this strategy throughout the organisation to encourage more effective, efficient, and environmentally sound activity and minimise wasteful and damaging practices. As outlined in our CRMP our services are funded by taxpayers, and we have a legal duty to ensure that the services we provide offer value for money and meet the needs of an ever-changing society. Implementing smarter working practices and operating in a more environmentally-friendly way often means operating more cost-effectively – saving energy means saving money.

The Environmental Sustainability Action Plan provides details of work we will undertake to improve the management of the Service's environmental impact and will be updated and reported to the Environmental Working Group.

Legislation

In addition to the Climate Change Act 2008 there is a wide range of other legislation that affects our work. Examples of these can be found in Appendix D.

Responsibility for protecting the environment in the UK rests with a number of different organisations at central and local government levels and under the Environment Act 1995 the Environment Agency was set up as the most significant of these agencies in England.

There are duties for fire and rescue services in five areas of environmental legislation: Water quality; Sewage systems; Land and soil; Waste; Nature conservation.

Fire and rescue services can be prosecuted and be liable for clean-up costs if their actions cause or worsen pollution, so it is important for us to be aware of the duties that environmental legislation places on our actions.

Service Delivery

Climate change has a significant effect on the services we provide and how we provide them. We have seen the impacts of prolonged periods of grass fires in recent summers as well as flooding events across many locations within our area. With the recent Environment Act 2021 and subsequent updates, it is imperative that through our CRMP we consider how we can improve and adapt the services we provide to enable us to respond and protect our communities against the threats caused by climate change. To support this, we need to ensure we deliver our services with the least impact on the environment through energy and pollution control and environmental protection measures.

We are committed to working with partners such as the National Fire Chiefs Council (NFCC) (utilising their NFCC Environment Sustainability and Climate Change Toolkit), Environment Agency, Canal & River Trust and the National Trust to prevent emergencies before they can damage the environment and to provide education to the public. We will continue to ensure our staff are well equipped, highly skilled and trained to respond effectively to resolve a wide range of incidents which could impact on the environment.

Through the CRMP we will continue to place resources in locations where they are most needed to react to climate driven emergencies and mitigate the impact to the environment. Local authorities have environmental responsibilities including the impact of smoke from a fire and from vehicle emissions. The statutory requirements for fire and rescue services are set out in the Fire and Rescue Services Act 2004, to take any appropriate action if an incident harms, or is likely to harm, the environment. Our Conservation Guide sets out sustainability guidance for all staff whilst operationally our Environmental Protection Guidance and Environmental Protection Handbook for the Fire and Rescue Service form the basis for how we will look to minimise our environmental impact.

Our Journey to Continuously Improve our Environmental Sustainability Impact

We have been conscious of our impact on the environment for years and have put in place many initiatives to support our contribution to sustainability and environmental impact. In 2007 we set up the Environmental Working Group (EWG). The Terms of Reference and attendance tracking for this group, ensures we have leadership and management commitment, to help champion our Environmental Sustainability Strategy. This ensures EWG meetings are continually attended by managers across the Service who contribute to ongoing work, to ensure the Service is doing what it can to support the environment.

Collaboration and partnership working is at the heart of our environmental journey. Working with both national and regional sustainability groups we have made progress towards our goals by sharing best practices and seeking out collaborative opportunities. Our CRMP highlights the importance of working with partnerships and communities and shows we understand the benefits of collaboration and work closely with partners such as regional fire and rescue services, local authorities, emergency services, health teams, community groups, and voluntary organisations.

A national Sustainability Charter for all UK blue light organisations has been developed by the Emergency Services Environment and Sustainability Group which includes members from UK police, fire, ambulance and other emergency services. In 2022, this charter was signed by WYFRS Chief Fire Officer demonstrating our commitment to embed sustainability considerations throughout our organisation. A signed copy can be found in Appendix E.

Everything we do helps work towards achieving our goals within our CRMP. Our priorities in 'Your Fire and Rescue Service' include a specific priority 'Use resources in an innovative, sustainable and efficient manner'. Our environmental action plan also clearly links with our CRMP demonstrating our commitment to continuously improving our environmental impact. We intend to do this across the strategic areas shown below:

Carbon

Carbon emissions refer to emissions of greenhouse gases which contribute to global warming. This is measured as carbon dioxide equivalent (CO2e), and includes other gases covered by the Kyoto Protocol. Net zero means cutting greenhouse gas emissions to as close to zero as possible, with any remaining emissions re-absorbed from the atmosphere, by oceans and forests for instance. Sustainability is integral to the Service and its performance and can be used to paint an overall picture of how the Service is performing against its goals to become more environmentally friendly. Although operational carbon emissions can be more difficult to quantify and measure, all efforts will be made to mitigate environmental impacts. The Authority will seek to minimise energy use in every area of its work including transport, heating, and lighting. It will continue to improve energy efficiency in all its buildings and to promote renewable energy development.

What we have done:

- Set up an internal engagement group to share ideas on environmental improvements.
- Boiler replacements to change deteriorated, inefficient systems at several sites.

- Biomass Boiler installed at Fire Service Headquarters (FSHQ).
- Solar panels at Halifax, Todmorden, Fairweather Green Fire Stations and FSHQ BA building.
- Embedded in our ways of working, through operations response, incident commanders are trained to reduce environmental impact and damage where appropriate, including steps put in place to mitigate hazardous materials through Hazardous Materials Environmental Protection Officers (HMEPOs) and plume reports.

Targets:

- Generate energy through solar power for direct energy and storage.
- To achieve net zero carbon by 2050.
- Reduce the carbon and energy used in fire stations and other West Yorkshire Fire and Rescue Service buildings.
- Design E-Learning on climate change and carbon literacy to help staff understand the sustainability impacts of their jobs and how they can they minimise their impact.

What we will do:

- Do everything we can where appropriate to reduce fires through our Prevention Strategy and Delivery Plan and aid in reducing greenhouse gas impact.
- Manage carbon emissions by reducing scope 1 (direct) and scope 2 (in-direct) emissions as quickly and as much as possible.
- Use Key Performance Indicators (KPIs) to measure progress and identify areas of success and pinpoint areas where additional support is needed.
- Introduce carbon literacy training to create greater understanding of the need to reduce consumption, carbon emissions and a culture/behavioural change of collective responsibility.
- Protect the environment from harm through ensuring risk reduction activities to reduce the risk from climate related incidents.

Estates

A large proportion of the opportunities for the Service to reduce its carbon footprint comes from how we operate and maintain our estate. We will utilise dedicated expertise to evaluate our estate which will include identifying and improving our energy usage and reduce our energy loss. Condition surveys are being undertaken which will identify building fabric upgrades and asset upgrades to enable further work to be undertaken to reduce our environmental impact. We will encourage initiatives such as increased solar energy on roof spaces and increased use of recyclables. Outlined in our Estates Strategy we will promote environmentally friendly ways of working, reduce waste and raise awareness among staff to both fight climate change and respond more effectively to incidents driven by extreme weather events. It is Estates duty to provide fit for purpose buildings, optimise the size of the estate, reduce carbon emissions, and improve energy efficiency.

What we have done:

- Developed a set of Fire Station Design Principles aimed to minimise environmental impact and incorporate a zoning layout to reduce exposure to contaminants.
- Electrical rewiring scheme at Todmorden Fire Station.
- New welfare/administration building roof upgrade incorporating improved thermal insulation for Rawdon Fire Station.
- Environmental improvements and LED lighting schemes at Odsal, Todmorden, and Cookridge.
- Utilising modern solutions to new builds ensuring they are more environmentally efficient.
- Extensive environmental consultation and progress in plans for the new Fire Service Headquarters.
- Improved drainage at Mytholmroyd Fire Station to stop water exiting the site and reduce flooding.
- Transitioned Bingley Fire Station from gas to all electric.
- Keighley and Spen Valley Fire Station redevelopments.
- New modern and environmentally efficient Headquarters with over 250 solar panels, heat pumps, hybrid ventilation and electric vehicle charging.

Target:

- Aim to source 10% of electric needs from on-site renewables by 2026.
- Ensure all refurbishments include and consider environmental technologies.

What we will do:

- Improve the energy efficiency of all buildings through more efficient heating/cooling and lighting systems.
- Monitor and record energy figures following the implementation of energy efficiency projects and set out a roadmap for decarbonisation across our estate.
- Provide environmental improvements and LED lighting schemes across the estate in line with LED lighting regulations.

Fleet

The Service operates a fleet of around 360 vehicles of varying sizes to cover all activities undertaken. Most of our vehicles are currently diesel fuelled engines which are maintained to high standards and are in service for many years. The use of vehicle tracking reduces the fleet size and monitoring of vehicle idling time reduces unnecessary emissions. In addition, we only deploy HGV vehicles when required which reduces mileage and fuel usage. We will continue to monitor new technology to improve the environmental impact of our fleet.

What we have done:

- Number of charging points expanded on Headquarters site to 17 with open access to WYFRS employees.
- Installed electric vehicle charging points at FSHQ, Leeds and Killingbeck Fire Stations and tracking technology in vehicles to monitor driving efficiency.
- Renewed all front-line appliances to latest euro emissions standard.
- Head of Transport and Logistics is the NFCC lead for fleet and equipment.

Target:

- Extend the use of electric vehicles (EV) through detailed research into EV infrastructure.
- Increase low emission and electric vehicles to 35% of our support fleet by 2028 in line with existing vehicle replacement dates.

What we will do:

- Manage fuel efficiency through intelligent vehicle specification and fleet management.
- Monitor driver behaviour and total emissions through vehicle telematics, including wasted fuel for vehicle idling and implement driver improvement courses where necessary.
- Conduct biannual fleet reviews to ensure efficient fleet usage.
- Continue to modernise fleet vehicles up to the highest emissions standard (euro 6 (e)).
- Identify future requirements for electric powered vehicles and alternative fuel types.
- Research and identify current and future requirements for hydrogen vehicle development.

Travel

We will review current requirements for business travel and seek to reduce the level of travel in addition to exploring low carbon methods of transport. Utilisation of remote working has reduced the need for travel to work, and meetings and local journeys are undertaken in electric vehicles. WYFRS work closely in partnership with the West Yorkshire Travel Plan Network and takes part in the annual travel to work survey. Car sharing will be encouraged throughout the Service. The Authority will seek to reduce its dependence on road transport including journeys to work, business mileage and fleet operation. It will also seek to introduce the use of renewable and cleaner fuels.

What we have done:

- Implemented modern ways of working and policies to enable staff to reduce the carbon impacts from business travel.
- Utilised Microsoft Teams for meetings across all locations.
- Installed telematics across our support fleet to help avoid unnecessary journeys, reduce fuel use and emissions.
- Participated in the Annual Travel to Work Survey since 2007. The survey results provide useful information on, travel to work activity, the impact on the environment, as well as providing year on year comparison figures.

- Implemented programmes to support staff to adopt more sustainable modes of transport and reduce their impact on local air quality.

Target:

- Reduce unnecessary travel and subsequent carbon emissions.
- Monitor and record Service business miles and reduce where appropriate.

What we will do:

- Promote meetings to be held via Teams to decrease use of cars and travel reducing mileage.
- Continue to promote hybrid working and car share where appropriate.

Technology

New technology has a significant role in developing and streamlining working practices which will have a positive effect in reducing our carbon footprint. Flexible working arrangements will support this. As outlined in our Digital and Data Strategy technology provides more efficient and environmentally friendly ways of working, maximising our investment in technology to provide value for money and better supporting our staff, partners, and communities.

What we have done:

- Implemented hybrid and flexible working hours.
- Implemented the new Microsoft SharePoint system to reduce the need for printing and filing.
- Adopted ICT system improvements to reduce paper usage and wastepaper.
- New print solution has been live since April 2023 across stations reducing the need to print, saving 3.1 trees worth of paper during its three-month trial.
- Through our procurement process we have made significant progress with suppliers towards sustainable devices with timeout/inactivity functions to minimise power consumption.
- We continue to recycle older laptops and IT equipment for use in schools and those no longer operational are stripped for parts and recycled.

Target:

- Reduce the need for printing and other manual/labour intensive exercises in line with the Digital and Data Strategy 2025-2028 to improve process automation.
- Review and improve the power efficiency of our data centres through innovative technology and energy use monitoring.
- Implement and analyse carbon reporting tools on printers across our various sites.

What we will do:

- Continue to provide technology which supports flexible working and digitise processes to reduce the need for manual processes and paper wastage.
- Encourage the reuse and repurpose of materials and equipment such as gifting laptops and used equipment to local charitable establishments and councils.
- Roll out new laptops across the Service using reduced packaging and better, more efficient, battery life devices.

Procurement

Sustainable procurement involves procuring supplies, services and works with appropriate consideration (at the planning stage) to the Public Services (Social Value) Act 2012 and inherent environmental, economic, and social factors. The Procurement Strategy aims to protect the natural environment and accordingly our contract specifications and operating procedures aim to ensure appropriate safeguards and avoid any harmful consequences. Where possible, we will source from ethical, as well as sustainable providers, and use our buying power to influence improvements across markets that we use. By doing so the hope is to reduce the amount of waste going to landfill by encouraging re-cycling of reusable materials and minimise waste generally by encouraging staff, stakeholders, and suppliers to consider whether a product or service is required before they buy. Linking with our CRMP and our commitment to delivering the best affordable service, environmental sustainability cost saving initiatives, positively impact and support the Service in optimising resources, improving efficiency and maintaining high standards of service.

What we have done:

- Social value and sustainability are now a standard question within the quality element of all tender processes.
- The procurement strategy includes specific reference to sustainability and social value.
- Procurement process includes request for tenders to include company's approach to sustainability.
- New waste disposal contracts procured to ensure ethical and compliant disposal of waste across the Service.
- Amended our Procurement Approval Document to include: A brief scope of the project, any parameters in and outside of scope, expected outcomes/outputs to be achieved, including social value outcomes, savings, greater efficiency, living wage, and environmental considerations.

Target:

- By 2026, our supply chain will have a demonstrable commitment to our carbon neutrality target.

- Provide improved sustainable goods and services to WYFRS and also adopt practices that minimise suppliers environmental impact and deliver community benefits in relation to their own operations and throughout their supply chain.
- Comply with Government requirements such as the assessment of Suppliers' Net Zero Carbon Reduction Plans.

What we will do:

- Continually improve the social value obtained from the public money we spend.
- Measure and understand the environmental/sustainability impact of our supply chain.
- Ensure compliant procurement processes which include enhanced considerations regarding sustainability.
- Consider and utilise collaborative framework agreements where suitable for WYFRS.

Waste and Recycling

We will reduce the volume of waste which is sent to landfill in conjunction with waste contractors and user dashboards to monitor waste and will continue to increase the volume of waste recycled, alongside considering the whole life impact of items we purchase and use. The Authority will minimise production of waste by avoiding wherever legitimately possible purchasing products with excessive waste, and by ensuring reuse, repair, and recycling. The Authority's Waste Management Policy and Waste Management Procedure details the corporate arrangements and responsibilities for the management of waste.

What we have done:

- Implemented mixed recycling bins at all locations separated and recycled by contractor.
- Continuous recycling performance figures monitored and published.
- Recycling of paper and cardboard and other materials at all locations in line with local council waste collection schemes.
- Recycling textiles and books to raise funds for The Fire Fighters Charity.
- Calderdale District collaborate with Calderdale Council Bike Library scheme lending out refurbished bicycles to people in the Calderdale District.
- Introduction of new foam compliant to British Standards, ensuring it is environmentally friendly and does not contain contaminants.

Target:

- To provide more effective waste disposal and recycling both domestically and operationally.
- Reduce total tonnage of general waste by 10%, increase recycling rates to 50%, reduce paper use by 10%.
- Conform with all new simpler recycling legislation by 2026.

What we will do:

- Encourage the reuse and repurpose of materials and equipment whenever it is safe and reasonably practicable to do so.
- Promote recycling initiatives with Service staff through training, awareness, and competition.
- Continue to monitor and improve recycling performance figures.
- Continue to monitor and maintain the Environmental Legal Register as part of our Environmental Management System.

Utilities

We monitor and manage the use of all utilities; gas, water, and electricity across all our locations and encourage reduction in use to protect the environment in addition to lowering of costs.

What we have done:

- Usage of gas, water and electricity continues to be monitored across all sites on a weekly basis.
- Installed LED and/or PIR activated lighting systems at several locations.
- Electrical rewiring at several locations to improve efficiencies.

Target:

- To monitor and reduce utilities usage.
- Reduce overspend on utilities across the service.

What we will do:

- Monitor use of gas, water, and electricity across all locations.
- Stations and District Managers to continue to monitor, review, manage and share best practices surrounding usage.
- Promote ways to improve awareness of every individual's responsibility to reduce utilities usage through communication and competition.

Communication

We will provide opportunities for our staff to take part in promoting environmental initiatives via the Environmental Working Group, Staff Suggestion Scheme, and normal day to day management within teams. We will continue to develop and utilise the Intranet to promote the environmental and sustainability work carried out throughout the Service and provide regular updates on the success of the strategy via Service communication channels.

What we have done:

- Environmental Sustainability Strategy and Conservation Guide updated 2025.
- Recycling and utilities articles published regularly.

Target:

- To provide information to staff regarding environmental sustainability initiatives.
- To encourage staff to promote initiatives across the Service.
- Provide Carbon Literacy training to all staff by 2027 to improve understanding of the climate emergency and their role in tackling it.

What we will do:

- Provide regular staff updates on environmental sustainability including the use of staff newsletters.
- Research the possibility of implementing sustainability e-learning training to raise awareness and empower staff to make eco-conscious choices.
- Effectively communicate our Environmental Sustainability Strategy and enable staff to contribute to sustainability ambitions within their role.

Wellbeing

The wellbeing of our staff is of the upmost importance. Employee wellbeing is a term that describes how a person's job and/or the organisation they work for, affects their overall health and happiness. When an organisation prioritises wellbeing, their teams are likely happier and experience less stress. Embedding sustainability and wellbeing initiatives at all levels of the organisation can help ensure sustainability plays a central role in our organisational culture. Furthermore, biodiversity initiatives support human and societal needs, including food and nutrition security, energy, development of medicines and pharmaceuticals and freshwater, which together underpin good health. It also supports economic opportunities, and leisure activities that contribute to overall wellbeing.

What we have done:

- Introduction of Cycle to Work Scheme, which allows the purchase of bikes at a reduced price (through tax savings) via a salary sacrifice scheme to encourage staff to keep active and healthy.
- Social Values reporting.
- Green space and wildflower garden designed around wellbeing incorporated into the new headquarters as well as other environmentally friendly initiatives such as onsite beekeeping.
- Environmental investment into the new FSHQ and concept design including improved air quality, natural lighting and ergonomic design aimed to have a positive impact on staff well-being.
- Protected characteristic working groups.

Target:

- Reduce staff turnover and number of sick days across the Service.
- Enhance staff engagement by showcasing the Service commitment to sustainability, enabling staff to feel a sense of purpose and contribution, which will lead to greater job satisfaction and overall well-being.
- All new station builds and redesigns to be made to the same specifications and where possible consider concepts such as natural lighting and ergonomic design to have a positive impact on staff wellbeing.

What we will do:

- Protect and promote the health, safety, and wellbeing of our staff.
- Develop a diverse and inclusive workforce, serving diverse communities.
- Develop an Employee Value Proposition statement to help embed our values surrounding the environment and sustainability with our employees.
- Where possible, plant native, insect encouraging species across our estate to create biodiverse microsystems that encourage flora and fauna to thrive.
- Promote cycle to work scheme to reduce annual mileage and subsequent emission.

Biodiversity

Fire and Rescue Services in England are public bodies, so they must comply with the Natural Environment and Rural Communities Act 2006, which requires them to consider biodiversity in their operations and planning. The Wildfire Framework for England outlines how fire services help protect people, property, and natural habitats from wildfires. It promotes coordination between government departments and stakeholders to safeguard biodiversity during fire incidents. Raising awareness about wildfire risks and promoting responsible behaviour helps protect biodiversity.

What we have done:

- Implemented wildlife gardens at Silsden and Ilkley Fire Stations.
- Entered on to The British Hedgehog Preservation Societies Hedgehog Heroes Roll of Honour**.**

Target:

- To promote and protect all aspects of the environment including wildlife and their habitats across our estate.

What we will do:

- Promote and investigate biodiversity initiatives to support wildlife within our estate.
- Strengthen links with other local Authorities to collaborate on environmental and climate related issues.

- Create a Beekeeping Sports and Social Club section and construct WYFRS beehives at FSHQ.

Water

Further developing our understanding of our overall consumption of water, including from firefighter training activity, and embedding measures to reduce water wastage and consumption will assist the Service in local climate change related risks and effectively support our communities at various phases during extreme weather events. The Authority will minimise water consumption in all its buildings and on its land. It will seek to implement measures to reduce pollution entering wastewater and to recycle water wherever possible. Whilst duty is placed on the organisation to mitigate damage from water application, it also recognises that consumption is required at operational incidents. It is essential that this is closely monitored and managed following operational incidents and efforts made to reduce the impact of plastic waste, usage, and any potential environmental damage.

What we have done:

- Regularly monitor and evaluate levels of water usage across all our sites.
- Improved drainage at Mytholmroyd Fire station.

Target:

- Research to quantify water used fighting fires.
- A further reduction in water consumption figures by 10% annually through minimising water usage where possible.
- Aim for a 5% reduction in water use on stations by 2026.

What we will do:

- Further develop understanding of our overall consumption of water, including from firefighter training activity, and embedding measures to reduce water wastage and consumption.
- Use technology to reduce water consumption within our estate.

Action Plan

Our Environmental Sustainability Action Plan, in Appendix A, provides details of work we aim to undertake to improve the management of the Service's environmental impact. The plan will be dynamic, being updated and reported to the Environmental Working Group.

Each action has been allocated a Responsible Officer who will provide an update of progress against each action at the Environmental Working Group meetings.

Monitoring & Review

Environmental Working Group

The Environmental Working Group will meet regularly to:

1. Provide advice and guidance to the Fire Authority in all matters concerning environmental issues in line with our 10 environmental commitments as detailed in Appendix C.
2. Monitor and record any environmental issues relating to any operational incident of note.
3. Monitor and record usage information for the main utilities covering Electricity, Gas and Water and seek ways to reduce utilities usage across the service.
4. Monitor and update the environmental licence register to ensure it continues to be fit for purpose and legal.
5. Monitor, record and encourage recycling initiatives across the service.
6. Offer staff a forum to raise concerns regarding environmental issues.
7. Review the membership of the group on an annual basis.

Fire Authority

All reports submitted to each Fire Authority and sub-committee meetings include the need to consider the environmental implications of the work being reported.

The Environmental Working Group activities are reported to the Finance and Resources Committee on an annual basis.

Appendix A - Environmental Sustainability Strategy 2025-28 - Action Plan

Action	Objective	UNSDGs	CRMP Alignment	Responsible Person
Carbon				
Use Key Performance Indicators (KPIs) and expand on and develop use of carbon calculator to measure progress, and identify areas of success and pinpoint areas where additional support is needed	To more accurately measure carbon emissions and monitor performance towards our goals	7 11 12 13	6	Head of Corporate Services
Introduce carbon literacy training to create greater understanding of the need to reduce consumption, carbon emissions and a culture/behavioural change of collective responsibility	To improve knowledge service wide	3 4 12 13	6 7	Head of Corporate Services
Manage carbon emissions by reducing scope 1 and scope 2 emissions as quickly and as much as possible	Reduce emissions and work towards net zero carbon by 2050	7 11 12 13	5 6	Head of Estates
Decarbonisation Surveys and Grant funding	Implement some of the results of the decarbonisation surveys, explore funding streams linked to projects and planned programme, funding stream announcements expected summer / autumn 2025	11 13	6	Head of Estates
Do everything we can where appropriate to reduce fires through our Prevention Strategy & Delivery Plan and aid in reducing greenhouse gas impact	Reduce carbon emissions and damage to the environment where possible at operational incidents	3 4 11	1 2 5 6	Operations Response AM

Protect the environment from harm through ensuring risk reduction activities to reduce the risk from climate related incidents	To reduce impact on the local environment	11 12 13	1 2 6	Operations Response AM
Estates				
Improve the energy efficiency of all buildings through more efficient heating/cooling and environmental improvements and LED lighting schemes across the estate in line with LED lighting regulations	Upgrade inefficient boilers replacing with A rated gas boilers or air source heat pumps if feasible. Upgrade the boiler controls to ensure boilers are working at optimal capacity. Upgrade existing lighting for energy efficient LED lighting linked to PIR sensors across the estate	7 9 11 12 13	6	Head of Estates
Monitor and record energy figures following the implementation of energy efficiency projects and set out a roadmap for decarbonisation across the estate	To improve methods of recording, analysing and improving energy usage and carbon emission	7 11 12	6	Head of Estates
Refurbishments and redevelopments	Ensure all refurbishments include and consider environmental technologies and building fabric improvements to lower energy usage	9 11	6	Head of Estates
Fleet				
Monitor fleet vehicle use with telematics data to reduce emissions	Produce reports on driver behaviour and vehicle idling	11 12	6 7	Head of Transport and Logistics
Investigate alternative fuel types	Identify future requirements for electric powered vehicles and alternative fuel types	11 12 13	6	Head of Transport and Logistics
Continue to modernise fleet vehicles up to the highest emissions standard (euro 6 (e))	Renew all front-line appliances by 2026 to latest euro emissions standard	11 12 13	6 7	Head of Transport and Logistics

Manage fuel efficiency through intelligent vehicle specification and fleet management	Increase low emission and electric vehicles to 35% of our support fleet by 2028 in line with existing vehicle replacement dates to reduce fuel usage and emissions	11 12 13	6	Head of Transport and Logistics
Expand the use of electric vehicles and charging	Research into the development of EV charging infrastructure and roll out EV charging in line with the fleet strategy across the estate	7 9 11 17	5 6 7	Head of Estates
Travel				
Continue to promote hybrid working and car share where appropriate	Reduce business miles across the Service	3 10 13	3 6	Head of Corporate Services
Technology				
Digitise or completely remove paper archives to aid in the conversion to digital means of filing	Reduce paper usage across the Service	9 12	6	Head of Corporate Services
Review and improve the power efficiency of our data centres through innovative technology and energy use monitoring	To reduce energy usage and consumption through reduction of power usage	9 11 12 13	6	Head of Digital, Data and Technology
Implement and analyse carbon reporting tools on printers across our various sites	To monitor and improve CO2 usage	11 12 13	6	Head of Digital, Data and Technology
Research and implement scheme to donate used equipment to local charitable establishments	To support local communities and encourage the reuse and recycling of old equipment	11 12 16 17	5 6	Head of Digital, Data and Technology
Procurement				
Ensure compliant procurement processes which include enhanced considerations regarding sustainability	An increased focus on ensuring we have in place an ethical and environmentally aware and proactive supply chain. Continue to effectively promote, develop and ensure compliance with policy, legislative and regulatory requirements in regard to	8 10 11	6	Head of Procurement

	procurement and supply chain management			
Place increased emphasis on our supply chain to improve sustainability objectives	Provide improved sustainable goods and services to WYFRS and also adopt practices that minimise suppliers environmental impact and deliver community benefits in relation to their own operations and throughout their supply chain. Develop, promote and communicate effective procurement strategies including ethical, sustainable, environmental and social value across the organisation	9 11 13	6	Head of Procurement
Whole life costing policy compliance	To ensure value for money in goods purchased but also maintenance, reuse and disposal etc	8 12	6	Head of Procurement
Measure and understand the environmental/sustainability impacts of our supply chain	To ensure that sustainability enhancements and targets both internally and with the supply chain support continuous improvement	4 9 11 13	6	Head of Procurement
Consider and utilise collaborative framework agreements where suitable for WYFRS	To ensure existing arrangements are used where value for money and efficiencies are achieved	8 11 17	5	Head of Procurement
Waste and Recycling				
Continue to monitor recycling performance figures and promote recycling initiatives through training and awareness	To provide more effective waste disposal and recycling and reduce the amount of waste sent to landfill in line with new	12 13 14 15	6 7	Head of Estates & Head of Corporate Services

	simpler recycling legislation			
Investigate improvements to waste data recording to align with carbon calculating	To improve accuracy of waste and carbon emission figures	7 11 12 13	5 6	Head of Corporate Services
Promote initiatives to minimise the use of single use plastic	To reduce waste and impact on the environment	6 12 14 15	3 6	Head of Corporate Services
Encourage the reuse and repurpose of materials and equipment whenever it is safe and reasonably practicable to do so	To reduce waste and encourage social value returns	11 12	6	Head of Transport and Logistics & Head of Digital, Data and Technology
Utilities				
Monitor use of gas, water and electricity across all locations and promote ways to improve awareness of individuals responsibility through communications and competition	To monitor and report to aid reductions in usage	4 11 12 13	6 7	Head of Corporate Services
Stations and District Managers to continue to monitor, review, manage and share best practices surrounding usage	To monitor and reduce usage	4 11 12 13	6 7	Operations Response AM
Communication				
Provide regular staff updates on environmental sustainability	To encourage staff to promote initiatives across the Service	4 11	5 7	Head of Corporate Services
Effectively communicate the Environmental Sustainability Strategy and enable staff to contribute to sustainability ambitions within their role	To provide information to staff regarding environmental sustainability initiatives	4 11 16	3 5 7	Head of Corporate Services
Wellbeing				

Protect and promote the health, safety and wellbeing of our staff	To create a healthy working environment for all staff	1 2 3 6	3	Head of Occupational Health, Safety & Wellbeing
Promote our cycle to work scheme to reduce annual mileage and subsequent emissions	To promote the health, safety and wellbeing of our staff and reduce our impact on the environment	3 11 13	3	Head of Occupational Health, Safety & Wellbeing
Develop a diverse and inclusive workforce, serving diverse communities	To improve diversity and inclusion service wide	5 8 10 16	3 4 7	Head of People and Culture
Develop an Employee Value Proposition statement to help embed our values surrounding the environment and sustainability with our employees	To ensure staff are well trained and knowledgeable to aid in wellbeing and reduce their day to day environmental impact	4 11	3 4 7	Head of People and Culture
Biodiversity				
Promote and investigate biodiversity initiatives to support wildlife within our estate	To promote and protect all aspects of the environment including wildlife and their habitats across the estate	14 15	3 6	Head of Corporate Services
Water				
Further develop understanding of our overall consumption of water, including from firefighter training activity, and embedding measures to reduce water wastage and consumption	To ensure water consumption is used in a responsible way	6 12 14	6	Operations Response AM
Further develop and use technology to reduce water consumption within our estate	To reduce water consumption across the Service	6 13 14	6 7	Head of Estates

Appendix B - The United Nations Sustainable Development Goals

1. No poverty.
2. Zero hunger.
3. Good health and wellbeing.
4. Quality education.
5. Gender equality.
6. Clean water and sanitisation.
7. Affordable and clean energy.
8. Decent work and economic growth.
9. Industry, innovation, and infrastructure.
10. Reduced inequalities.
11. Sustainable cities and communities.
12. Responsible consumption and production.
13. Climate action.
14. Life below water.
15. Life on land.
16. Peace, justice, and strong institutions.
17. Partnerships for the goals.

Appendix C - Our Environmental Commitments

Commitment 1

We aim to comply with, and observe the spirit of, all environmental legislation, regulation, and other requirements.

West Yorkshire Fire and Rescue Service is governed by legislation which means we must operate in a way which is sympathetic to the environment. This legislation includes:

- The Fire and Rescue Services Act 2004.
- The Civil Contingencies Act 2004.
- The Water Resources Act 1991.
- The Groundwater Regulations 2009.
- The Environment Act 2021.

In all our activity, we intend not only to fulfil our legal obligations, but also to promote clearly and actively, a positive attitude to the environment.

There are already examples of where our Operational Guidance Procedures make clear reference to the impact we have upon the environment.

Commitment 2

We want to ensure that everyone at West Yorkshire Fire and Rescue Service considers the impact their work has upon the environment.

We have made this document available throughout our organisation. Obviously, we aim – as a minimum - to fulfil our legal obligations. Beyond that, we also actively encourage all Service personnel to think in terms of how energy can be saved in a way that is not harmful to the business.

Commitment 3

We will review what we do, both operationally and non-operationally, to identify areas where we can operate in a more efficient, effective, and environmentally friendly way.

This commitment works on two levels. Firstly, whenever a strategy or procedure is reviewed, we will ensure that all environmental considerations are included within it. Secondly, we will ensure that operational debriefs specifically consider whether individual operations were carried out with the highest regard for the environment. The findings of each debrief will be used to inform future operational guidance and future versions of the Environmental Sustainability Strategy.

Commitment 4

We will develop an accompanying guide on Energy Conservation, to act as a guide for good practice throughout the organisation.

To support this strategy, we have developed a guide which will include a list of simple and practical steps to provide savings on water, heating, and lighting. It is intended that this guide will be implemented by all personnel at their workplace to support effective use of resources.

Commitment 5

We will continue to look outside of our own organisation for ideas.

We will continue to research environmentally beneficial solutions which are cost-effective and practicable. We will work with partner organisations to find examples of good, effective practice which we can implement throughout the Service.

Commitment 6

We will encourage our business partners - including contractors and suppliers - to operate in a way which is consistent with our Environmental Sustainability Strategy.

We will explore ways in which we can ensure that our business partners are aware of our Environmental Sustainability Strategy and that our interaction with them supports the attitudes and beliefs which are at the heart of our strategy.

Commitment 7

We will formally evaluate this strategy initially after 12 months, and then every three years, or whenever we think there might be any significant improvements to make to the strategy.

We will review this document after 12 months to ensure it is fit for purpose. We will use it to help us plan for the future and incorporate new initiatives, to help us to continually improve. The strategy will include both long and short-term actions and related targets for the coming years.

Commitment 8

We will review the successes and areas for improvement of the strategy annually.

Each year, we will review how well we have done and identify key achievements and areas where we feel we can improve. We will make our findings available upon request and communicate them throughout the organisation.

Commitment 9

We will continue with a cross-directorate Working Group to consider environmental issues.

The working group will be made up of managers from all directorates. Each manager will be responsible for reporting on the environmental performance of their directorate. The group will meet regularly and will be used as a learning resource, with the opportunity to share examples of good practice. It will report on major environmental issues and our effective environmentally friendly activities and performance to the Finance and Resources Committee.

The group will be chaired by the Head of Corporate Services, and nominations for contributors will be sought from each department.

Commitment 10

We will set ourselves targets for reducing the amount of energy we use.

Each year we will set ourselves quantifiable reductions in energy use, and we will monitor progress against these targets.

Appendix D - Legislation

The Fire and Rescue Services Act 2004

This lists the principal functions of fire and rescue services as fire safety; firefighting; rescuing people in road traffic collisions; and responding to emergencies. It also includes the statutory requirement for fire and rescue services to take any appropriate action if an incident harms, or is likely to harm, the environment, but it does not contain a specific duty or requirement to protect the environment. There are, however, duties for fire and rescue services in five areas of environmental legislation: Water quality; Sewage systems; Land and soil; Waste; Nature conservation.

The Fire and Rescue Services (Emergencies) (England) Order 2007

The Order places a duty on fire and rescue services (in England) to have the capability to remove chemical, biological, radiological, nuclear, and explosive contaminants from people at an emergency. There is also a duty to contain water used for decontamination for a reasonable time. Fire and rescue services must take steps to prevent or limit environmental damage when decontaminating people.

The Civil Contingencies Act 2004

The Act sets out the duties of certain organisations and as Category 1 responders, fire and rescue services are part of the multi-agency response to civil emergencies. Our role under the act is to save life, and to protect property and the environment. To be an 'environmental emergency' an incident must be one of the following:

- Contamination of land, water, or air with a harmful biological, chemical, or radioactive substance.
- Flooding.
- Disruption or destruction to plant life or animal life.

The Environmental Permitting (England and Wales) Regulation 2010

Under these regulations it is an offence to cause or knowingly permit the release of pollution to ground or surface waters. This is unless the release is allowed by an environmental permit or exemption. To cause, must involve an active operation or the failure to act. To knowingly permit involves the failure to prevent pollution where there is knowledge of it occurring. The regulations do allow a defence where fire and rescue service actions cause pollution, but strict criteria must be met:

- A discharge is made in an emergency to avoid danger to human health.
- All reasonably practicable steps were taken to minimise pollution.
- The relevant environment agency is informed of the incident as soon as possible.

The Environmental Damage (Prevention & Remediation) (England) Regulations 2015

These regulations state that fire and rescue services must take steps to prevent or reduce environmental damage. They must notify the appropriate regulator of:

- Damage to a site of special scientific interest.
- Damage to species and habitats outside SSSIs that are protected by EU legislation.
- Serious long-term damage to ground or surface water (that results in a decline in water status under the Water Framework Directive).
- Contamination of land by substances or organisms that cause significant risk to human health.

In normal circumstances there is no defence against a breach of the regulations. However, there are three exemptions to the regulations, these being damage caused by:

- Acts of terrorism.
- Exceptional natural phenomena if the operator took all reasonable precautions to prevent them.
- Activities which have the sole purpose of protecting against natural disasters, and activities which have the main purpose of serving national defence or international security.

The regulator may require fire and rescue services to carry out preventive and remediation measures. It may also be necessary to pay costs for any environmental damage caused. For protected sites and species, a fire and rescue service may be liable if damage is deliberate or is caused by negligence.

The Water Industry Act 1999

This Act states it is an offence to release polluting material into a sewer without having consent from the sewerage company, therefore they must be informed when accidental releases occur.

Firewater run-off (including foam) or a spillage must be contained on site and where this is not possible, early contact should be made with the Environment Agency to identify the best option for minimising the environmental impact. If firewater has already entered the foul sewage network, the sewage operator must be informed so they can assess the risk to the treatment process.

If the Environment Agency and FRS believe that the foul sewerage system is the best disposal option, they must contact the sewerage undertaker as soon as possible to seek approval to do so, or to warn of contaminants in the sewerage system.

The Water Resources Act 1991

This Act regulates water resources, water quality and pollution, and flood defence.

Part 2 of the Act provides the general structure for the management of water resources.

Part 3 explains the standards expected for controlled waters; and what is considered to be water pollution.

Part 4 provides information on mitigation through flood defence.

The Groundwater Regulations 1998

These regulations relate to the prevention of risks to groundwater from certain substances, labelled as List 1 and List 2.

The Environment Agency is empowered to prosecute any unauthorised disposals.

The Environment Act 2021

This Act states the legal requirements for:

- Targets, plans and policies for improving the natural environment.
- Statements and reports about environmental protection.
- The Office for Environmental Protection.
- Waste and resource efficiency.
- Air quality.
- The recall of products that fail to meet environmental standards.
- Water.
- Nature and biodiversity.
- Conservation covenants.
- The regulation of chemicals.
- Any connected purposes.

The Climate Change Act 2008

Sets out legally binding climate targets for the UK with key features including:

- Net Zero Target: Originally aimed for an 80% reduction in greenhouse gas emissions by 2050 (compared to 1990 levels) but was updated in 2019 to a 100% net zero target.
- Carbon Budgets: Introduced five-year carbon budgets to cap emissions and guide progress toward long-term goals.
- Independent Oversight: Established the Committee on Climate Change (CCC) to advise the government and monitor progress.
- Adaptation Planning: Requires the government to assess climate risks and publish a National Adaptation Programme every five years.
- Policy Powers: Enables the creation of trading schemes, waste reduction incentives, and other measures to cut emissions.

Simpler Recycling Guidelines

Sets out ways in which to standardize waste collection across England, making it easier for households and businesses to recycle correctly

Appendix E – Emergency Services Environment and Sustainability Group Charter

EMERGENCY SERVICES ENVIRONMENT AND SUSTAINABILITY GROUP

ESESG Sustainability Charter

The Emergency Services Environment and Sustainability Group (ESESG) includes members from UK Police Forces, Fire & Rescue Services, Ambulance Services and other Emergency Services who meet to share best practice and discuss emerging technologies, government policy and legislative requirements.

This Sustainability Charter has been developed for members to pledge their support to work towards a set of common goals and aspirations, embed sustainability within their own organisations, and achieve national and international sustainability objectives. It will also enable members to identify positive effects on sustainability within their communities and manage any negative effects and risks.

All members shall consider the Sustainability Charter aspirations in the development and delivery of their own policies and strategies. It is acknowledged that members are at different stages of their sustainability journey and will have different priorities depending on their core business activities and regional issues.

This Charter has adopted the United Nations Sustainable Development Goals to provide a consistent framework with consideration to all areas of sustainability. Key goals are linked under the People, Planet and Public Purse headings to enable all members to identify relevant areas of sustainability and incorporate these back into their own organisations.

For ESESG sustainability means:

Reducing the negative impacts associated with our operations, whilst working towards positive and long-lasting outcomes for our planet, the people within our organisations, the communities we serve and the public purse.

Our organisation recognises that all emergency services have the potential to affect the local and global environment, society and the wider economy. We also recognise that climate change and global trends will continue to have an impact on the demands placed upon our emergency services. We need to be proactive in recognising these impacts to continuously provide an efficient and effective service, and therefore aspire to:

People

- Take action in our local areas to contribute to the transition to more sustainable cities and communities.
- Proactively manage our resources as communities change and develop to continue to be receptive to their needs.
- Provide our staff with the tools and resources required for them to make informed sustainable decisions both in the workplace and at home.
- Provide a safe and healthy working environment and improve wellbeing for all staff.
- Continue to improve equality, diversity and inclusion in our organisations and in the communities we serve.
- Reduce the harmful emissions associated with our operations, to improve local air quality, reduce pollution and enhance the wellbeing of our communities.

EMERGENCY SERVICES ENVIRONMENT AND SUSTAINABILITY GROUP

Planet

- Work towards net zero carbon emissions through improving the energy efficiency of our estate and sustainable business and personal travel.
- Improve resource efficiency and adopt circular economy approaches to reduce waste and save money.
- Restore and enhance local biodiversity through considered management of our estates.
- Adapt to inevitable climate change through proactively managing our ability to respond to extreme weather events and changes to service demand.
- Take action to avoid or mitigate pollution of water courses.
- Minimise our reliance on fossil fuels by actively seeking to generate renewable energy at our sites, and through the adoption of greener technologies and fuels for our fleet.

Public Purse

- Use our spending power to promote and adopt sustainable procurement practices
- Proactively manage the opportunities brought by new technologies to maximise financial budgets.
- Proactively prosecute wildlife crime.
- Support our staff and local supply chains to develop and maintain the skills needed to meet our organisational needs and sustainability goals.
- Maximise Social Value contributions through the contracts we procure.

By signing this Charter

West Yorkshire Fire and Rescue Service

is agreeing to embed sustainability considerations throughout our organisation. We will measure and monitor progress and will strive to continually improve.

Signed:

NAME: John Roberts **TITLE:** Chief Fire Officer **DATE:** 21/12/22

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