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Issue No: 02
Issue Date: January 2025
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Document Owner: HR

CHEC

Environnent Social & Governance

(ESG) Policy

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1. Introduction

1..1 At CHEC, we are committed to making a positive impact on our environment, social, and governance practices. Our Environmental, Social and Governance (ESG) policy outlines our dedication to promoting responsible and sustainable operations while ensuring high-quality healthcare services. By integrating environmental, social, and governance considerations into our daily practices, we aim to contribute to a healthier and more inclusive future for our community and beyond.

2. Purpose and Scope

2.1 The purpose of this ESG policy is to establish a framework that guides our hospitals and wider estate in achieving environmental sustainability, fostering social responsibility, and upholding strong governance principles.

Through this policy, we seek to outline our commitment to waste management, sustainable travel, energy efficiency, learning and development, charitable initiatives, colleagues' attraction and retention, equality, diversity, and inclusion, as well as effective corporate governance. By adhering to these principles, we aim to enhance the well-being of our stakeholders and contribute positively to the broader society.

2.2 The policy encompasses our relationships with patients, colleagues, visitors, suppliers, and the wider community.

3. Definitions

3.1 The following terms are used in this document:

ESG: Environmental, Social, and Governance, a comprehensive approach that integrates environmental sustainability, social responsibility, and effective corporate governance into an organisation's practices.

Waste Management: The systematic handling, segregation, disposal, and recycling of different types of waste materials to reduce environmental impact.

Sustainable Travel: Practices that promote environmentally friendly modes of transportation, such as public transit, cycling, and carpooling, to reduce carbon emissions and congestion.

Energy Management: The efficient and responsible use of energy resources, including the adoption of energy-efficient technologies and practices.

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Learning & Development & Education: The continuous process of enhancing skills, knowledge, and competencies through training, education, and professional development.

Charitable Initiatives: Voluntary actions aimed at supporting and contributing to the well-being of local communities and organisations through philanthropic efforts.

Staff Attraction & Retention: Strategies and practices aimed at attracting and retaining skilled professionals within the organisation.

Equality, Diversity & Inclusion: The promotion of fair treatment, diversity, and inclusivity among all colleagues, patients, and stakeholders, regardless of their background.

Quality of Service: The consistent delivery of high-quality healthcare services that meet or exceed established standards.

Compliance: Adherence to legal and regulatory requirements governing healthcare operations and other relevant laws.

Risk Management: The proactive identification, assessment, mitigation, and management of potential risks to ensure the safety and well-being of stakeholders.

Corporate & Clinical Governance: The system of rules, practices, and processes by which an organisation is directed and controlled to ensure transparency, accountability, and ethical behaviour.

4. Policy

Environmental (E):

Our deep-rooted commitment to environmental sustainability passes every aspect of our operations, underpinning our responsibility as custodians of the planet.

Minimising Environmental Impact: We are dedicated to addressing climate change and reducing our ecological footprint. This includes efforts to minimise paper usage, promote recycling practices, measuring of our general and clinical waste, and adopt sustainable products.

We positively encourage digitalisation, reduce printing, and prioritise eco-friendly procurement. In partnership with our sustainability partners, we are also developing means to change all our utilities providers to those that use sustainable energy only.

Biodiversity Conservation: Recognising the importance of biodiversity, we are committed to conserving and promoting it within our premises and the broader environment. We protect natural habitats, landscape with native plants, manage invasive species, reduce light pollution, and educate colleagues, patients, and visitors about biodiversity's significance.

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Sustainable Resource Use: Efficient resource utilisation is central to our environmental goals. We focus on reducing energy consumption, optimising heating levels, considering energy efficient, equipment, exploring renewable energy sources, and educating colleagues and patients on energy conservation.

Sustainable Development: We believe in sustainable development that balances present needs with those of future generations. This involves using fuel-efficient vehicles for patient transportation, reducing fuel consumption in our fleet, maintaining vehicles efficiently, exploring low-emission alternatives, monitoring our sustainable efforts, and actively seeking opportunities to offset our carbon footprint.

Green Culture: CHEC are committed to achieve net zero in line with the NHS requirements by 2040 for its direct carbon emissions. Fostering a green culture is integral to our sustainability efforts. We involve colleagues in sustainability implementation, collaborate with stakeholders for improved environmental performance, commit to reducing our CO2 footprint, recognise and celebrate green achievements, educate patients and visitors on sustainability, and embrace innovation and research in sustainable healthcare solutions.

CHEC continue to review Fleet management policies and processes to ensure that all vehicles being used are the most efficient and environmentally friendly they can be.

Reporting: CHEC's completion of both a SECR (Streamlined Energy and Carbon Reporting) and CRP (Corporate Responsibility Policy) demonstrates a strong commitment to ESG (Environmental, Social, and Governance) principles. By disclosing energy usage and carbon emissions through SECR, CHEC showcases transparency and accountability in its environmental impact. Simultaneously, the adoption of a CRP underscores a comprehensive approach to corporate responsibility, affirming the company's dedication to sustainable business practices, ethical conduct, and social responsibility. These initiatives signal CHEC's proactive stance in aligning its operations with ESG goals, fostering trust among stakeholders and contributing positively to a sustainable future.

Social (S):

Our social commitments embody a comprehensive approach, catering to the well-being of our colleagues, patients, and the wider community, mirroring our unwavering dedication to social prosperity. CHEC has continued to demonstrate is unwavering commitment to L&D, community charities, colleagues' attraction & retention, and equality diversity and inclusion.

Learning, Development & Education: Nurturing a culture of continuous learning is pivotal to delivering world-class healthcare. By facilitating access to pertinent training, workshops, and educational resources, we empower our colleagues to stay abreast of medical advancements, directly enhancing patient outcomes.

Charities: Our outreach extends to our local community, demonstrated through active engagement with local charities. Through support for health-related initiatives and community projects, we actively contribute to individual well-being and the collective health of our community. CHEC have

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chosen two charities to support that link in directly with its operations, both in terms of ophthalmology and endoscopy. "Fight for Sight" and "Bowel Cancer UK" receive donations following fundraising projects. We are also passionate on how we can support our patient demographic of typically more elderly. We partner with Age UK and enable our colleagues to partake in their Telephone Friendship Service.

Staff Attraction & Retention: Our commitment to excellence revolves around our people. At CHEC, we offer enticing compensation packages, avenues for career progression, profit schemes, codes of conduct, and foster a supportive work environment, cultivating a dedicated and satisfied workforce that drives our success. We have attained for three consecutive years being a Great Place to Work.

Equality, Diversity & Inclusion: Our dedication to equality is deeply rooted in our belief that healthcare should be accessible to all. By championing diversity and cultivating an inclusive workplace, we forge an environment where every individual feels respected and valued, resulting in enhanced patient care. Proactive initiatives are at the forefront of our mind with regard to diversity hiring opportunities and long-term unemployment opportunities. With our inclusion partners we aim to build on strong foundations of recruiting from diverse backgrounds.

Health, Safety and wellbeing: CHEC obtained Thrive at Work accreditation, which demonstrates a commitment to employee well-being We have an external provider, which provides free confidential support to colleagues for a period of a number of months if they need to reach out at any point in their life. Along with a HR department and Health and Wellbeing champions who are available to colleagues' staff as and when required, in addition to our supportive management team.

CHEC have introduced a brand-new Health and Safety management system, and all managers now have the opportunity to raise any concerns, risks and hazards to Facilities management via an online portal. Yearly assessments are conducted at all hospitals to ensure the ongoing safety of all our colleagues in both and clinical and administrative setting.

Governance (G):

Our robust governance framework exemplifies our pledge to ethical practices, compliance, risk management, and the delivery of exceptional care, all within the UK healthcare context.

Quality of Service: Patient-centric care is at the forefront of all that we do, through ongoing quality assessments, feedback analysis, and adherence to stringent care standards, we ensure every patient receives top-tier care and a positive healthcare journey. CHEC creates Annual Quality Reports, available on our website to ensure its colleagues and patients have a transparent review of its performance. JAG and ISO accreditations further display CHEC's vision and belief for continued improvement and progression.

Compliance: Upholding legal and regulatory benchmarks is central to our ethos. Our steadfast adherence to compliance safeguards ethical healthcare delivery, maintains patient confidentiality, and ensures adherence to UK healthcare laws and regulations. CHEC have demonstrated this ethos first hand with the introduction of Mock CQC inspections, H&S inspections, RFT audit procedures as well as Oliver McGowan Training schemes.

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Risk Management: Proactively identifying and mitigating risks is paramount to ensuring the safety of our patients, colleagues and visitors. By implementing robust risk management strategies, we fortify our resilience against potential disruptions, placing safety at the core of all our endeavours. Our measures have included but are not limited to Data gathering systems, Patient Safety Incident Response Framework, Health and safety systems, and Safety accreditations.

Corporate Governance: Our governance structure is characterised by transparency, accountability, and efficient oversight. Through our ESG committee, we ensure the transparent execution, monitoring, and reporting of our environmental, social, and governance initiatives.

5. Duties and Responsibilities

Chief Executive Officer	The Chief Executive Officer has overall responsibility for the strategic direction and operational management, including ensuring that CHEC process documents comply with all legal, statutory, and good practice guidance requirements.
Chief People Officer	The Chief People Officer leads the ESG agenda, regarding strategic objectives, prepares reports and ensures compliance. process.
SLT and SMT	Will ensure ownership and delivery of the relevant objectives under the ESG agenda year on year to deliver our commitment in line with NHS investment to achieve net zero by 2040 or its direct carbon emissions.
All Staff	All colleagues, including temporary and agency colleagues, are responsible for: • Compliance with relevant process documents. Failure to comply may result in disciplinary action being taken. • Co-operating with the development and implementation of policies and procedures and as part of their normal duties and responsibilities. • Identifying the need for a change in policy or procedure as a result of becoming aware of changes in practice, changes to statutory requirements, revised professional or clinical standards and local/national directives, and advising their line manager accordingly. • Identifying training needs in respect of policies and procedures and bringing them to the attention of their line manager. • Attending training / awareness sessions when provided.

6. Implementation

6.1. This policy will be available to all colleagues for use in relation to the specific function of the policy.

6.2. All directors and managers are responsible for ensuring that relevant colleagues within their own directorates and departments have read and understood this document and are competent to carry out their duties in accordance with the procedures described.

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6.3.   It may be necessary to develop specific implementation plans.

7.   Training Implications

7.1.   The sponsoring director will ensure that the necessary training or education needs and methods required to implement the policy or procedure(s) are identified and resourced or built into the delivery planning process. This may include identification of external training providers or development of an internal training process.

8.   Related Documents

Carbon Reduction Plan – This can be found on the Intranet.

Streamlined Energy and Carbon Report - This can be found on the Intranet.

ESOS Report – This can be found on the Intranet.

For ease of reference for reviewers or approval bodies, changes should be noted in the 'document history' table on the front page of this document.

NB: If the review consists of a change to an appendix or procedure document, approval may be given by the sponsor director, and a revised document may be issued. Review to the main body of the policy must always follow the original approval process. (This paragraph to be included in all policies)

Archiving

The Governing Body will ensure that archived copies of superseded policy documents are retained in accordance with Records.

Management: Code of Practice for Health and Social Care 2016. (This paragraph to be included in all policies)

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9. Document Owner and Approval

Amanda Williams is the owner of this document and is responsible for ensuring that this policy is reviewed by the due date.

A current version of this document is available to members of staff on the CHEC intranet.

10. Change history record.

Issue	Description of Change	Approval	Date of Issue
1.0	Initial issue	Policy Committee	30th October 2023
2.0	Review and updated	CPO	23rd January 2025

EQUALITY IMPACT ASSESSMENT FORM

PART A - INITIAL SCREENING FORM

Section One	
Name of proposal, policy, service review or report *(referred throughout as proposal)*	**Environmental Social Governance Policy**
Directorate / Service carrying out the assessment	HR
Name and role of person undertaking this EIA	Amanda Williams, Chief People Officer

Give an overview of the aims, objectives, and purpose of the proposal:

ESG is a strategic initiative that is part of the overall business strategy, and this policy supports the commitment to achieve net zero by 2040 for its direct carbon emissions and demonstrates corporate social responsibility and robust corporate and clinical governance.

Section Two		
Equality Groups:	**Could the proposal have a positive impact**	**Could the proposal have a negative impact**
People of different ages.	Yes	

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People with disability (incl. sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people.	Yes	
People of different Race (including culture, nationality/national origin, ethnic origin/race, skin colour).	Yes	
People of different religions & beliefs.	Yes	
People of different sexual orientation (inclusive of LGBTQ+ groups) and marriage/civil partnership.	Yes	
People experiencing multiple needs such mental health problems and or anxiety.	Yes	
Refugees and asylum seekers.	Yes	
Human Rights breaches.	Yes	

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Section Three			
Is this proposal a major change in terms of scale or significance for CHEC? Is there a clear indication that, although the proposal is minor it is likely to have a major affect for people due to their protected characteristic?			
Yes	X	**No**	
High risk:		Low risk:	X

Section Four	
It this proposal is low risk please give evidence or justification for how you reached this decision:	
This Policy is to ensure compliance with clinical risk and therefore supports all people.	

Sign off that this proposal is low risk and does not require a full Equality Impact Assessment:

EAI Reviewer Signed:

Amanda Williams

Chief People Officer

Date: **23rd January 2025**