



STAFFORDSHIRE
POLICE

Sustainability Strategy

September 2025 - September 2028



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Introduction



Becky Riggs,
Acting Chief Constable, Staffordshire Police

Climate change is one of the greatest challenges facing the world today. Its effects are far-reaching, impacting communities, economies and the way we deliver public services - including policing. The College of Policing has identified climate change as one of the ten most significant challenges for policing over the next decade, so we must be ready to respond to the evolving risks it presents.

We have both a moral and legal obligation to reduce our environmental impact, and we are committed to playing our part in tackling climate change and protecting the environment for future generations. Over the next three years, we will take meaningful steps to reduce our carbon footprint, improve our sustainability practices and embed environmental responsibility into everything we do.

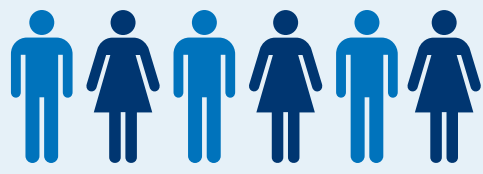
This strategy sets out our ambition and the practical actions we will take to meet that commitment. All of the recommendations are built around the four pillars of our policing plan, and aim to ensure sustainability is not a standalone issue, but is integrated into to how we operate as a modern, forward-thinking police service.

We recognise that this strategy must be dynamic. As the environmental landscape continues to change, so too will our approach. Our commitment is not just to meet targets, but to foster a culture of sustainability across our organisation. Together we can build a more sustainable future. One that ensures our communities remain safe and confident for years to come.



About Staffordshire Police

About Staffordshire

 **1.15m**
people

375,220
households 

 **1,049** square miles

30

Motorways
64.5 miles

A roads
543.5 miles

Minor roads
3,895.5 miles

Officers and staff

 **1,974**
Officers

170
PCSOs

1,619
police staff

157
Special
Constables

105
volunteers




Over the past year there were:

 **215,057**
calls to 999

 **300,102**
calls to 101

 **61,913**
online contacts

 **5,019**
missing person reports

 **1,794**
police complaints

253,797
incidents

85,999
crimes

10,383
repeat offenders

58,017
motoring offences



15,312
counts of anti-social behaviour

17,176
arrests

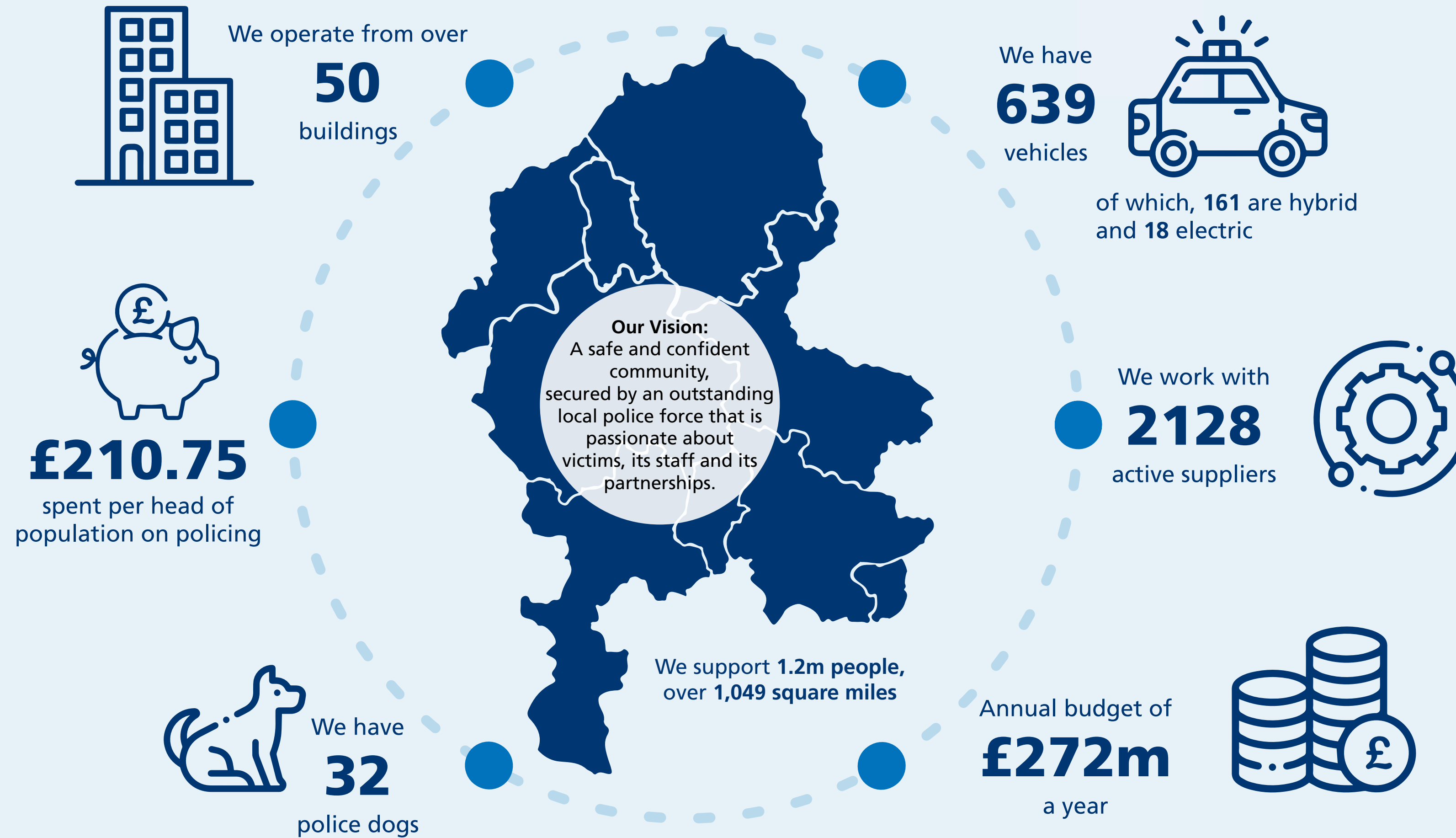
6,139
people stopped and searched

 **82%**
of victims of crime
satisfied with the way the
incident was investigated

54,786
crime victims
referred to the
Victim Gateway



About Staffordshire Police



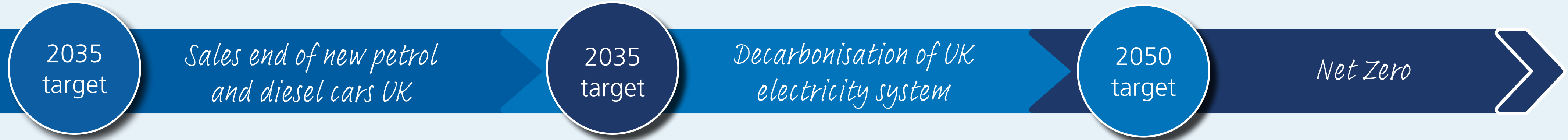
Our roadmap towards net zero

10 IMMEDIATE PRIORITY AREAS

2025-2028 target

<p>Empower, educate and equip our staff to continue to reduce what we buy and reuse what we have</p>	<p>Utilise renewable energy sources where possible and invest in renewable projects to future-proof the force</p>	<p>Partnership working to improve learning and funding opportunities</p>	<p>Following the establishment of our baseline footprint, track emissions each year to legally report</p>	<p>Transition to a 50% HEV and BEV fleet</p>
<p>Ensure that sustainability initiatives align with the ESG Sustainability Charter and are affordable, practicable, realistic and achievable</p>	<p>Work alongside all our suppliers to ensure they have a sustainability strategy and are able to provide a carbon footprint report each year</p>	<p>Improve our current recycling schemes to include consideration of the circular economy and end-of-life disposal in all areas of business</p>	<p>Ensure that capital project and revenue schemes use the triple bottom line concept and whole life cost analysis to deliver sustainability targets</p>	<p>Develop a Climate Adaption Plan to mitigate the risks of climate change to Staffordshire Police</p>

OUR JOURNEY TO 2050



Our vision

A safe and confident Staffordshire, secured by an outstanding local police service that is passionate about serving the public, caring for its people and working in partnership.

An outstanding local police service that cares.

Our sustainability focus

Ensure Safe & Confident Communities

- Embed sustainability initiatives into our local policing model
- Reduce our environmental impact to improve the communities we serve
- Listen to our communities, be transparent and involve our communities in our sustainable journey
- Help reduce the demands on operational policing and the policing budget through sustainable initiatives
- Develop a county Climate Adaption Plan to help reduce crime and ensure that the most vulnerable in our communities are protected

Deliver what matters to victims and our communities

Develop an Exceptional Workforce

- Work with welfare to use sustainable initiatives to enhance the wellbeing of our staff
- Enhance the working environment through sustainable initiatives
- Engage and empower staff to be sustainable leaders
- Create a positive sustainable environment to attract and retain staff and be an employer of choice
- Design a sustainability training package to develop engaged, modern and empowered leaders
- Be innovative in our sustainable journey to assist our workforce
- Create a culture which is fair and listens to everyone's voice

Respect, inspire and support each other

Develop Active and Productive Partnerships

- Maximise collaboration and work with our partners to achieve our Net Zero goals
- Work with academia to promote innovative ideas for sustainable community goals
- Work with partners to achieve best value for money in the journey to Net Zero
- Build resilience and preparedness to respond effectively to climate change challenges

Think and act collaboratively – do more together

Build an Outstanding Organisation

- Promote a reduce, re-use, repair, recycle and respect of the resources we have
- Support the efficiency programme through sustainable initiatives
- Provide the right sustainable estate, fleet, equipment and support services
- Provide our colleagues with the knowledge and equipment to be sustainable and achieve Net Zero
- Use data, information and digital technologies to improve our efficiency and sustainable footprint

Be efficient and effective in all we do

Our values



Caring



Collaborative



Accountable



People

We'll continue to:

Take action in our local areas to contribute to the transition to more sustainable cities and communities.

Develop effective partnerships to support a positive contribution to the communities we serve.

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.

What's new?

Take action in our local areas to contribute to the transition to more sustainable cities and communities.

Work with Partners and the community to develop mutually beneficial sustainable initiatives

Work with our partners to develop a Climate Adaption Plan for Staffordshire

Use the Climate Adaption Plan to help reduce the operational pressure on the force and direct resources where needed

Work with The national Environment and Sustainability Group to help develop new tools and identify best practice

Work with Occupational health to help promote sustainability well being initiatives

Work with the EDI team to promote sustainability days through a joint events calendar to serve all our staff

Utilise a carbon consultant to develop a Carbon Management Plan (CMP) to identify opportunities to decarbonise our estate



Place

We'll continue to:

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 adopt greener technologies and fuels for our fleet.

What's new?

Development a Carbon Management Plan to ensure a robust estate which is fit for the future

Work with our new FM provider to reduce waste, minimise spend on waste and generate an income from waste

Work with SCC council Local Nature Recovery team to plot our green areas and look to improve the biodiversity of these

Once developed, use the Climate Adaption Plan to work with partners to mitigate the risks of extreme weather on service demand

Work with partners to identify risks and mitigate pollution across the county

Seek new technologies to enhance and support our decarbonisation plan



Public Purse

We'll continue to:

Use our spending power to promote and adopt sustainable procurement practices

Proactively manage the opportunities brought by new technologies to maximise financial budgets.

Support our staff and local supply chains to develop and maintain the skills needed to meet our organisational needs and sustainability goals.

Share data and knowledge so that our progress can be understood and others can benefit from our successes.

Continue to work with academia and ESG to promote the work we are undertaking and share best practice

Maximise Social Value contributions through the contracts we procure.

What's new?

Develop a Social Value template aligned to the priorities of the policing plan

Work with teams to proactively look at digitalisation that offers value for money and improves operational effectiveness

Identify "green crime" trends and be proactive in prosecuting these

Use the Social Value template to promote sustainability to our staff and suppliers and work with them to achieve our sustainability goal

Ensure that targeted social value is input into all tenders and that we realise the benefits from these





Operational

- Ensure staff have the right uniform and equipment to be efficient and effective
- Ensure that all waste products from operational activity minimises landfill deposits
- Use digital solutions to support smarter and more sustainable working
- Promote sustainable business travel and accommodation
- Support staff to have more agile / hybrid working options
- Use the Climate Adaption plan to identify operational pressures and mitigate these
- Continue to engage with our teams regarding the challenges they face





Estates

- New build and refurbishment projects will be developed wherever possible on the basis of low carbon design with the objective of achieving reductions in carbon emissions
- All projects will consider utility costs and implement reduction measures - solar panels, soakaways, intelligent LED lighting and heating systems and improved insulation
- Future proof consideration on all Estate projects
- Make full and effective use of existing land and buildings to reduce energy demand
- Deliver an EPC 'A' rated new firearms facility at HQ
- Monitor the impact of agile and hybrid working on the utilisation of the estate portfolio
- Continue to review opportunities to use shared facilities with other emergency services and public sector organisations
- Review opportunities to improve the building energy management systems to monitor and efficiently control the estate's facilities
- Utilise the Carbon Management Plan to understand the full cost of estate decarbonisation to deliver our carbon reduction ambitions
- Improve and develop our waste management systems to support our recycling and circular economy goals



Fleet

- Implement full rollout of telematics to assess utilisation across all fleet
- Engage with staff to promote best practice of fleet usage and assist in fuel reduction and optimal use of fleet fuel cards
- Investigate alternative sustainable forms of travel eg; bikes, e-bikes and use of public transport
- Review opportunities to enhance the implementation of 'fuel efficiency' driver training
- Continue to use DDaT and agile working principles to reduce business and commutable travel
- Implement sustainable best practice for the disposal of fleet parts and equipment
- Review cycling provisions and welfare facilities at operational premises and promote options for sustainable travel
- Continue to promote the zero emission vehicle options available via the 'Salary Sacrifice Car Scheme'
- Transition to a 50% HEV and BEV fleet
- Continue to diversify our fleet and implement our mobility solutions to meet different operation needs



Procurement

- Work alongside all suppliers, to ensure they have a sustainability strategy and are able to provide a carbon footprint report each year
- Ensure all our suppliers work with us to reduce our carbon emissions in the delivery of the service they provide
- Maximise social value contributions through the contracts we procure.
- Reduce purchase of stationery and paper by a further 15% by September 2028
- Investigate opportunities for bulk purchasing to improve buying power and reduce costs
- Close working with estates partners to maximise decarbonisation opportunities
- Work with our supplies to reduce 'shared' Scope 1, 2 and 3 emissions



Conclusion and commitment

As we look to the future, our sustainability strategy reflects not just a plan but a promise to our people, our communities and our planet. We recognise that sustainability is a continuous journey and we are committed to learning, evolving and innovating over the next three years with this strategy.

By setting clear goals, fostering collaboration and integrating sustainable practices into every aspect of our operations, we aim to drive long-term impact and shared value. We will measure our progress transparently, hold ourselves accountable and remain open to feedback and change.

Together with our stakeholders, we can build a more resilient, equitable and sustainable future for Staffordshire Police and the communities we serve.





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