

## Case Study

### Hampshire and Isle of Wight Fire and Rescue Service



#### Positive outcomes of sustainability training for the organisation

Hampshire and Isle of Wight Fire and Rescue Service used their My Journey [Workplace Travel Grant](#) to fund sustainability training for key staff. We talked to Ellie Croft, their Energy and Sustainability Officer, about how the training has benefited the organisation.

Ellie chose the [IEMA](#) (Institute of Environmental Management and Assessment) for the training, which is the professional body for environmental and sustainability issues. She was introduced to them during a My Journey [Workplace Travel Network](#) meeting.

#### About the course

The course itself - 'Environmental Sustainability Skills for the Workforce' - is accredited and described as offering “a practical introduction to environmental sustainability, ensuring learners are equipped with the knowledge, understanding and motivation to make a positive difference within their organisation.” Ellie outlines what she and her colleagues liked about the course content:

“As well as the fact that it is accredited training, we particularly liked the fact that the course content included information about global, large scale environmental and sustainability trends, as well as focusing on what an organisation such as ours can do on a practical level.”

The course was undertaken online, but Ellie describes it as both enjoyable and engaging. It covered four major topics, interspersed with activities and networking in breakout rooms. The post course exam was completed in their own time in order to achieve the accreditation.

#### The business case for sustainability

Ellie says that doing the sustainability training has supported the business case for sustainability within the organisation, as they are able to publicise the number of employees that are accredited in sustainability skills.

The Senior Projects and Maintenance Manager and the Head of Property and Facilities also attended the training alongside Ellie. Ellie found it useful to have her managers in the training with her, as they walked away with a greater understanding of how to drive sustainability within the organisation. She says:

“Having the right people in the training was key – I’ve seen a change in how they approach sustainability issues.”



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#### **Learning from other similar organisations and networking**

Ellie says that a key benefit of attending the training was the opportunity to network with other similar organisations. She says:

“Networking on the day provided a sounding board for some of our ideas, and we got to hear others’ ideas and challenges, as well as their solutions to our shared challenges. We’ve also made contact with some of the other Fire Services that were referenced in the course, to learn from what they’ve done in our own sector.

#### **Broadening their definition of sustainable development**

Another positive outcome of attending the sustainability training that Ellie has identified, is that it has started a conversation within the organisation on how to broaden their definition of sustainable development in Fire and Rescue. Whereas previously they were focused mostly on sustainable transport, they are now considering a programme of works, rather than projects in isolation.

#### **Staff engagement**

Following the course, Ellie says they are looking in more depth at their staff engagement and “bringing everyone along with us for the journey”. They have developed their internal intranet pages on Sustainability and Energy. She says:

“It’s a growing and exciting area for us, so we wanted to make sure that the information on our projects, our carbon footprint, sustainable travel (e.g. cycle to work scheme, cycle routes) is available to our general staff and is engaging for them.” She has received some great positive feedback on the new content.

#### **Funding the training with a My Journey Workplace Travel Grant**

Using the My Journey Workplace Travel Grant to part fund the training was decisive in allowing it to go ahead. It also meant that Ellie could ensure the right people attended. She says:

“Without the grant, it would have been very unlikely that I would have been able to do the training at all. I was able to register myself and two key decision makers and, because they’ve had a really positive experience on the course, they’ve made training a priority for this year! We are now looking to apply to get funding for further members of the team to do the training”

If you would like to share your success story about promoting and encouraging the use of active and sustainable travel in your organisation, or if you have question about this case study please email [workplaces@myjourneyhampshire.com](mailto:workplaces@myjourneyhampshire.com)