

Environmental & Ethical Policy - The Redland Green Club



Statement of Intent:

We are committed to being a sustainable and ethical club. Our aim is to improve the impact from our operations on the planet, and the people and animals on it.

We will assess the environmental and social impacts of our activities, and set targets and objectives to improve them. We will respond to the Bristol One City Climate Change Ask by declaring an ambition to become Net Zero by 2030. This Policy will be reviewed annually.

We will:

- Maintain an Advisory Group to work with the club on the best ways to operate according to the Policy.
- Continually improve environmental and ethical performance by monitoring progress against targets and objectives on a regular basis.
 - Comply with and when possible exceed relevant environmental legislation/regulation.
 - Prevent pollution and minimise impact on the local environment.
 - Reduce the use of energy, water and other resources.
 - Promote the use of renewable energy where possible.
 - Minimise waste by reduction, reuse and recycling methods.
 - Reduce the use of single use plastic.
- Identify and provide appropriate training, advice and information for staff and encourage staff and club members to develop new ideas and initiatives.
 - Provide sufficient facilities to promote sustainable transport.
- Work with suppliers to encourage good environmental and ethical standards.
 - Investigate responsible and ethical procurement options
- Protect nature and improve wildlife habitat within the grounds of the club and in collaboration with Bristol City Council and Redland Green Community Group.

Review:

The Policy and associated Action Plan will be reviewed on an annual basis by the Advisory Group, to include a member of the Board.

It is the responsibility of the Board to ensure adherence to the Policy and the associated Action Plan.

Increase energy efficiency and reduce reliance on fossil fuels



Area	Action	Who's Responsible	When	Progress / Comments
Conduct a review of energy use	Determine what types of lighting is in use in the Clubhouse	Adie Butcher	Mar-22	Completed
	Assess energy use through the use of meters and the data sent by energy providers	Adie Butcher	May-24	
Conduct a feasibility study on the use of renewable energy	Apply for a free Carbon Survey provided by the SW Combined Authority	Rita Bourn	Sep-22	Completed
	To investigate the use of solar panels to provide energy and/or air source heat pump for the heating and hot water systems	All	Apr-23	
	Investigate the installation of solar panels on the club's flat roof	All	Apr-23	
Implement energy saving methods to reduce the carbon footprint and energy costs for the club	Investigate how and when to insulate the roof to avoid energy loss	All	Apr-23	
	Install a chiller timer which will switch off the basement cooling system overnight	Adie Butcher	Aug-23	Completed
	Install Wox meters to monitor energy use on the bar refrigerators. Will be used as timers to turn on and off at set times throughout the day.	Adie Butcher	Sep-23	Completed
	Install PIRs in the toilets	Adie Butcher	May-23	Completed
To transfer to LED lighting in the clubhouse and on the tennis courts	Investigate the availability of a Grant towards the cost of LED Floodlights on the Courts 3-5.	Rita Bourn	Jul-23	Completed
	Update: Grant awarded in July 23			
	Installation of LED floodlights on all tennis courts completed	Adie Butcher	Oct-23	Completed
	Install LED lights in the Clubhouse	Adie Butcher/Dave Evans	Nov-23	Completed
Consider the use of renewable energy, and any means of reducing the club's carbon footprint in any development plans	Be involved in relevant planning meetings relating to the development of the club.	Dave Evans/Sally Chan Adie Butcher	Ongoing	
	Promote an understanding of environmental and ethical issues throughout the club, and an enthusiasm to progress towards Net Zero together	All	Ongoing	

Reduce the use of Water



Area	Action	Who's Responsible	When	Progress / Comments
Reduce the amount of water used in the showers	Investigate the cost of installing low flow or aerated shower heads	Adie Butcher	Jan-23	Completed
	Investigate the feasibility of installing the shower regulators.	Rita Bourn/Adie Butcher	Sept 22	Completed
	Update: Advice from ex-director responsible for maintenance, that the water flow in the showers can not be reduced further.			
	Investigate the use of timed showers	Adie Butcher	Jan-23	
Reduce the water in toilets	Install cistern displacement devices (CDD) in all toilets, to reduce the volume of water used for each	Rita Bourn		Completed Feb-22
Consider installing waterless urinals	Investigate the cost , installation, maintenance and cleaning of waterless urinals.	Dave Evans/Adie Butcher		-
	Update: Cost is approx. £150 + labour. If on a water meter, the annual saving could be approx. £300 pa			
	Review water bills	Dave Evans/Adie Butcher		Completed Feb-23
	Waterless urinals installed	Dave Evans/Adie Butcher	Nov-23	Completed Oct-23
Water Taps	Automatic Sensor taps to be investigated	Dave Evans	Apr-22	Completed Jun-22
	Update: Cost is approx. £130, but not all taps are mixer taps.			
	2 kitchen mixer taps to be fitted with a "Kitchen Stream" to reduce water use by packing the stream with tiny soft bubbles.	Dave Evans/Adie Butcher		Completed Dec-22
Rainwater Capture System	Explore installation of non-potable water use as part of the redevelopment	All		Ongoing
	Install water butts to capture rainfall and investigate the possibility of using the roof of the new shed at the back of the clubhouse	Adie Butcher	Jan-23	
	Update: one water butt has been installed. No identified practical location for 2nd water butt.			
Plants	Investigate the use of drought tolerant plants as replacement for the planters	All	Sept 23	Completed
	Replace plants with drought tolerant plants where possible	All		
	Mix and irrigate the soil in the planters with SwellGel Water Storage Granules (available from Bristol Water)	Rita Bourn		Ongoing every Spring
Explore methods of utilising the existing water supply more efficiently and of reducing the unnecessary use of water	Ask Future Leap to assess the use of water, and submit a report as to how unnecessary water usage can be saved, and existing water supply be fully utilised.	Sally Chan/Adie Butcher	Apr-23	

Minimise waste by reduction, re-use and recycling methods



Area	Action	Who's Responsible	When	Progress / Comments
Recycling	Introduce a scheme to collect and re-use old tennis balls and communicate this to staff and members	Adie Butcher	Feb-22	Completed Mar-22
	Update: Initially, tennis balls given to local charity shop. Tennis balls now sent to Recycaball for monetary return.			
	Review, on a regular basis, current practice with recycling	Adie Butcher	Nov-22	Ongoing
	Rename recycling bins with clear labels	Adie Butcher	Jan-23	Completed Mar-22
	Send regular email reminders re:good recycling practice to staff and members	Adie Butcher		Ongoing
	Remind staff and members of good recycling practice on the rolling screens at the club.	Julian Baginni	Jul-23	Completed Jul-23
	Regular reminders to staff and members on good recycling practice via social media, newsletters and posters.	All	Ongoing	
Waste reduction	Remove single use coffee cups and replace with reusable alternatives for those that want a takeaway coffee/tea	Adie Butcher	Nov 23	Completed

Reduce the use of single use plastics



Area	Action	Who's Responsible	When	Progress / Comments
Single use plastics	Review, on a regular basis, the current use of single use plastics	Adie Butcher		Ongoing
	More plastic recycling bins to be purchased and clearly labelled.	Adie Butcher	Nov 22	Completed
	Investigate alternatives to plastic water bottles	Adie Butcher	Mar-24	

Promote responsible and ethical procurement



Area	Action	Who's Responsible	When	Progress / Comments
Review, on a regular basis, all bar and catering supplies to ensure they align with our values.	Update: Coffee beans are part of Rainforest Alliance; local beer sourced; local companies supported as part of the Members' Benefit Scheme.	Adie Butcher		Ongoing
Review, on a regular basis, all other supplies to ensure they align with our values		Adie Butcher		Ongoing
Investigate the inclusion of more healthy options available at the bar.	Assess the healthy options currently available vs the non healthy options, and whether the inclusion of more healthy options would meet the needs of the members.	Arabel Bailey	Feb-23	

Prevent Pollution



Area	Action	Who's Responsible	When	Progress / Comments
Deter drivers from leaving their engines running	Put up signs by court 1 instructing drivers to not leave their engines running,	Adie Butcher	Oct-23	Completed

Ensure all staff are aware of the Policy and its implications



Area	Action	Who's Responsible	When	Progress / Comments
Provide training, information and advice for staff on the Policy.	Circulate the Policy to all staff.	Adie Butcher		Ongoing
	Provide information on the Policy in staff induction training.	Adie Butcher		Ongoing
	Provide information on the Policy in relevant training days/meetings.	Adie Butcher		Ongoing

Involve staff and club members in the development of new ideas and initiatives



Area	Action	Who's Responsible	When	Progress / Comments
Ensure staff and the Club's Board and the sub-committees discuss and feedback on the Policy and Action Plan.	Ensure that the Policy is an agenda item for Board, sub-committee and staff meetings.	Sally Chan/Adie Butcher/ Dave Evans		Ongoing
	Provide opportunities for the staff and members to make suggestions on existing or new initiatives.	All		Ongoing
Involve, and inform, staff and members in the Policy, and achieving targets set in the Action Plan	Circulate a questionnaire to identify views of staff and members, as well as to seek new ideas and involvement.	Sally Chan/Adie Butcher	Sep-22	Completed
	Circulate a further questionnaire in Mar/Apr 24 to seek new ideas and members' involvement.	Sally Chan/Adie Butcher	Mar/Apr-24	
	Write quarterly updates on environmental and ethical issues. Circulate to members and staff.	Adie Butcher/Rita Bourn		Ongoing
	Insert updates on environmental and ethical issues in the club's newsletters, social media postings,	All		Ongoing
	Have a suggestion box clearly available for any new ideas relating to environmental and ethical issues within the club.	Adie Butcher		Ongoing
	Consider joining the Pledgeball/LTA Scheme, whereby the Club makes pledges to reduce its carbon footprint and joins a competitive league of tennis clubs.	Sally Chan		Feb-23

Provide sufficient facilities to support sustainable transport



Area	Action	Who's Responsible	When	Progress / Comments
Investigate feasibility of installing electric car charging points	Investigate the feasibility of installing EV charging points. Update: Car drivers are likely to have short journeys to the Club. The Advisory Group agreed EV charging points were not appropriate at this stage, but they are part of the overall Club development plan.	Advisory Group	Feb-22	Completed
Ensure sufficient number of cycle racks	Regularly review the need for further cycle racks, and install accordingly.	Board	Dec-23	Completed
Provide space for the drop-off of electric scooters	Update: A drop-off is already at the junction of Redland Road and Redland Green. No further action required.	Advisory Group	Feb-22	Completed

Protect nature and enhance wildlife habitats



Area	Action	Who's Responsible	When	Progress / Comments
Landscaping, planting and maintenance of the Club's land - the Advisory Group to be involved in any decision making	Board/Manager to consult the Advisory Group of any planned or proposed changes to the Club's land which could have a detrimental effect on nature.	Board/Adie Butcher		Ongoing
	Advisory Group to consult with the Board/Manager on the effects any changes may have on nature and suggest alternative approaches where appropriate.			
Collaborate with Redland Green Community Group (RGCG) to protect nature and improve wildlife habitats on land adjacent to Redland Green Park.	To meet with the Redland Green Community Group (RGCG) to discuss planting a native wildlife hedge along the perimeter of court 8, to provide a wildlife habitat and a natural screen for tennis players.	Rita Bourn	Oct-22	Completed Nov-22
	Approval for wildlife hedge requested from the the Board	Rita Bourn		Completed Apr-22
	Rita Bourn agreed to become the Club's representative on the RGCG	Rita Bourn		Completed Nov-22
	Plant native wildlife hedge along the perimeter of court 8 with the assistance from RGCG	Rita Bourn	Mar-23	Completed Feb-23
Establish a native wildflower meadow on each side of the wildlife hedge	Strim the area and remove the cuttings	Adie Butcher	Autumn 2023	Completed Oct-23
	Sow native wildflower seeds and provide protection against wood pigeons	Rita Bourn	Nov/Dec 23	

Comply with relevant environmental legislation and regulation



Area	Action	Who's Responsible	When	Progress / Comments
<p>Be aware of current and relevant environmental legislation and regulation</p>	<p>Identify current legislation and regulation.</p> <p>Update: the following were identified and checked through: Environmental Act 2021 Producer Responsibility Obligations (Packaging Waste) Regulations 2007 (SI2007/871) Waste Electrical and Electronic Equipment Regulations 2013 (SI 2013/3113) Waste Batteries and Accumulators Regulations 2009 (SI2009/890)</p>	<p>All/Board</p>		<p>Ongoing</p>
<p>Review Club practices and policies to ensure that the Club is compliant with the legislation and regulations.</p>	<p>Review completed.</p> <p>Update: The Club's activities are compliant with the legislation and regulations. Noting that among the fiduciary duties company directors have a duty to promote the success of the company (section 172, Companies Act 2006).</p> <p>In carrying out this duty section 172 requires directors to consider the impact of the company's operations</p> <p>We will check the heating is turned off when leaving the building and consider turning off boilers when the club is unoccupied.</p> <p>We will review the clubhouse layout to ensure heating surfaces are not obstructed.</p> <p>We will sequence boilers, ensuring that the minimum number of boilers are firing at any one time. If there are multiple boilers, we will consider turning off all but the smallest one.</p> <p>We will turn off heating boilers in the summer.</p> <p>We will block off and remove redundant fireplaces, flues, stacks, exhaust vents and chimneys.</p> <p>We will identify draught-proofing needs and take action.</p> <p>We will draught-proof all external doors and internal doors that separate cold and warm areas (e.g. entrances).</p> <p>We will check the thermostat is in the right location.</p> <p>We will replace older or inaccurate controls with smart thermostats offering remote control.</p> <p>We will reduce heating times when we anticipate low occupancy or greater outside air temperatures.</p> <p>We will install thermostatic radiator valves (TRV) to maintain a constant, self-regulating room temperature.</p> <p>We will install cavity wall insulation and insulate solid walls and roof spaces where appropriate.</p>	<p>All/Board</p>		<p>Ongoing</p>
<p>Maintain the required minimum energy efficiency standard for a commercial property.</p>	<p>Current minimum standard achieved.</p> <p>Update: The government intends to raise the minimum energy efficiency standard for commercial properties from the current E rating to C rating by 2027 and B rating by 2030.</p>	<p>Dave Evans/Adie Butcher</p>	<p>Apr-22</p>	<p>Completed</p>