

# EMPLOYEE ENGAGEMENT AT EDINBURGH LEISURE



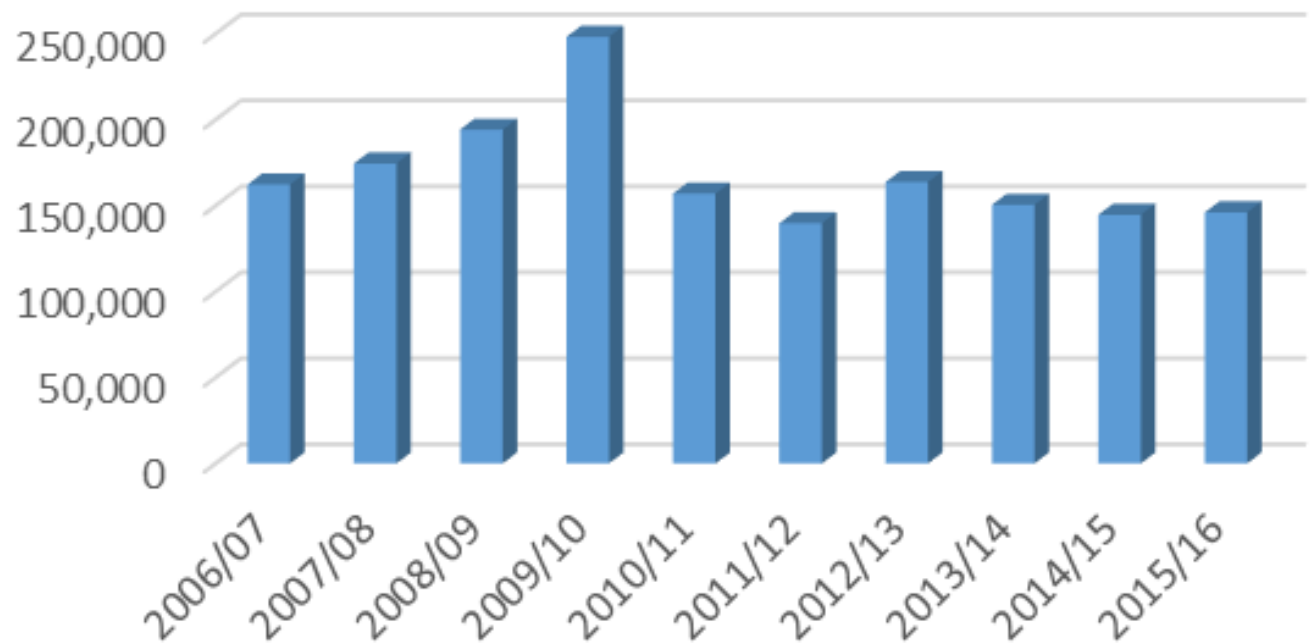
# EDINBURGH LEISURE

- We are a charity that manages the Council's leisure facilities
- 5 million customer visits per year
- We want to make a positive difference across the city by helping people get active to protect their health and wellbeing

# HISTORY

- Edinburgh Leisure needed to reduce their energy and water usage
- Hired Energy and Sustainability Manager in 2009

## Edinburgh Leisure Water Consumption cum



# THE FIRST GREEN PLAN

- Energy monitoring
- Targets set
  - Reduce CO2 by 5% per annum
  - Increase recycling to 80% in 2016
  - 3 year plan
- Senior Management buy in

# OUR GREEN PLAN

- 18 Green Champions
- 10 sections
- Points range from 10 to 120 per action



## EDINBURGH LEISURE GREEN PLAN 2016-17

Our operations at each of our sites will impact adversely on the environment and this Green Plan sets out a few simple changes that we can make to reduce this impact to a minimum.

The plan contains 10 sections, but not all will be relevant to all of our centres. Each section has points allocated to it which give an indication of how damaging they are to the environment if we don't implement them. The total 'damage' for 2016-17 has been assessed as 1200.

As each section is implemented the points are deducted from the total, recording the reduction in damage to the environment. Regular league tables will be produced by our Energy and Sustainability Officer to encourage competition between the different sites, to inspire innovation and sustainability and record our progress to becoming a more sustainable business.

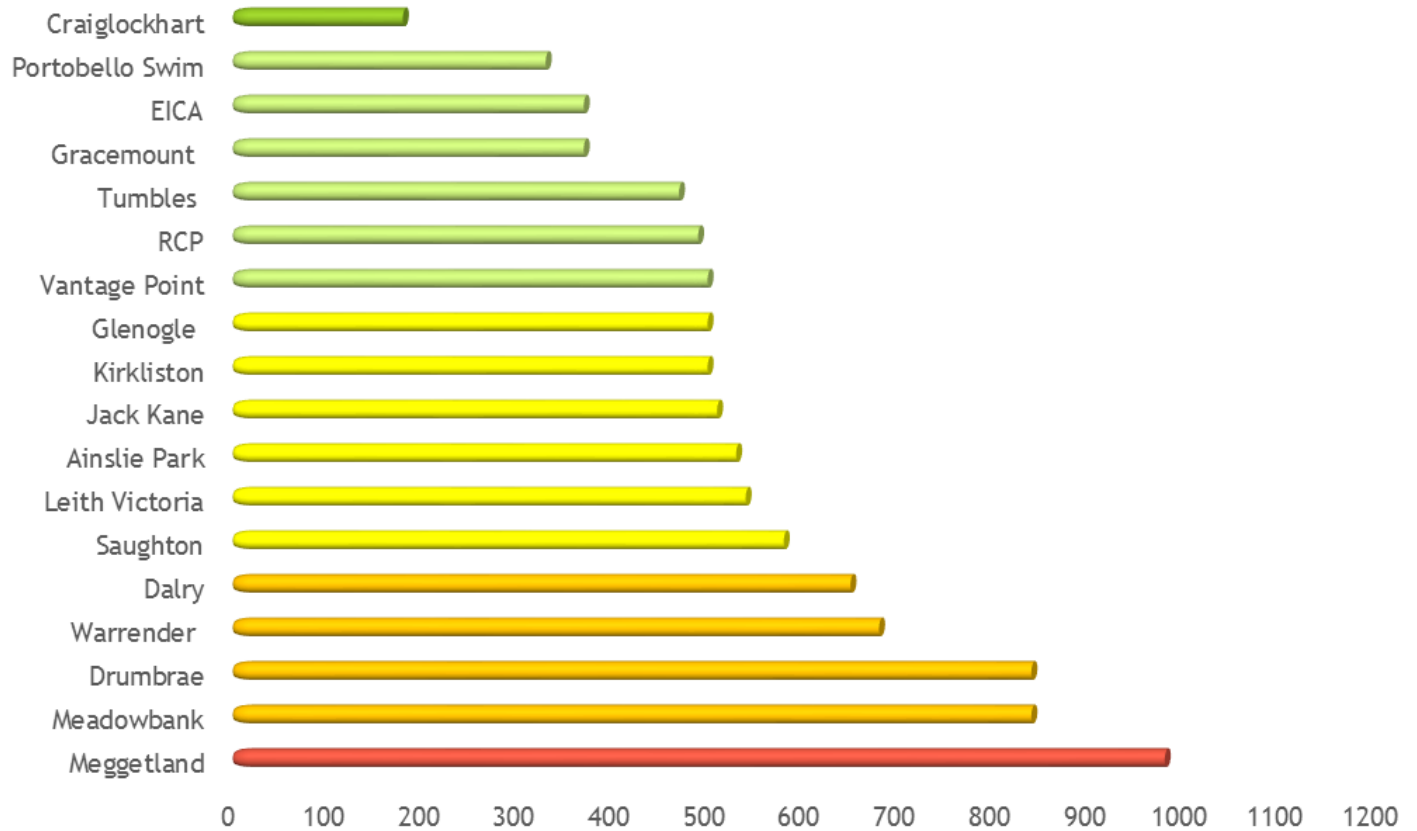
Edinburgh Leisure	
Environmental Rating	Score
A	0 - 100
B	100 - 300
C	300 - 500
D	500 - 700
E	700 - 900
F	900 - 1100
G	1100 - 1200

Visit our website for more information:

<http://about.edinburghleisure.co.uk/what-we-do/energy-and-sustainability/>

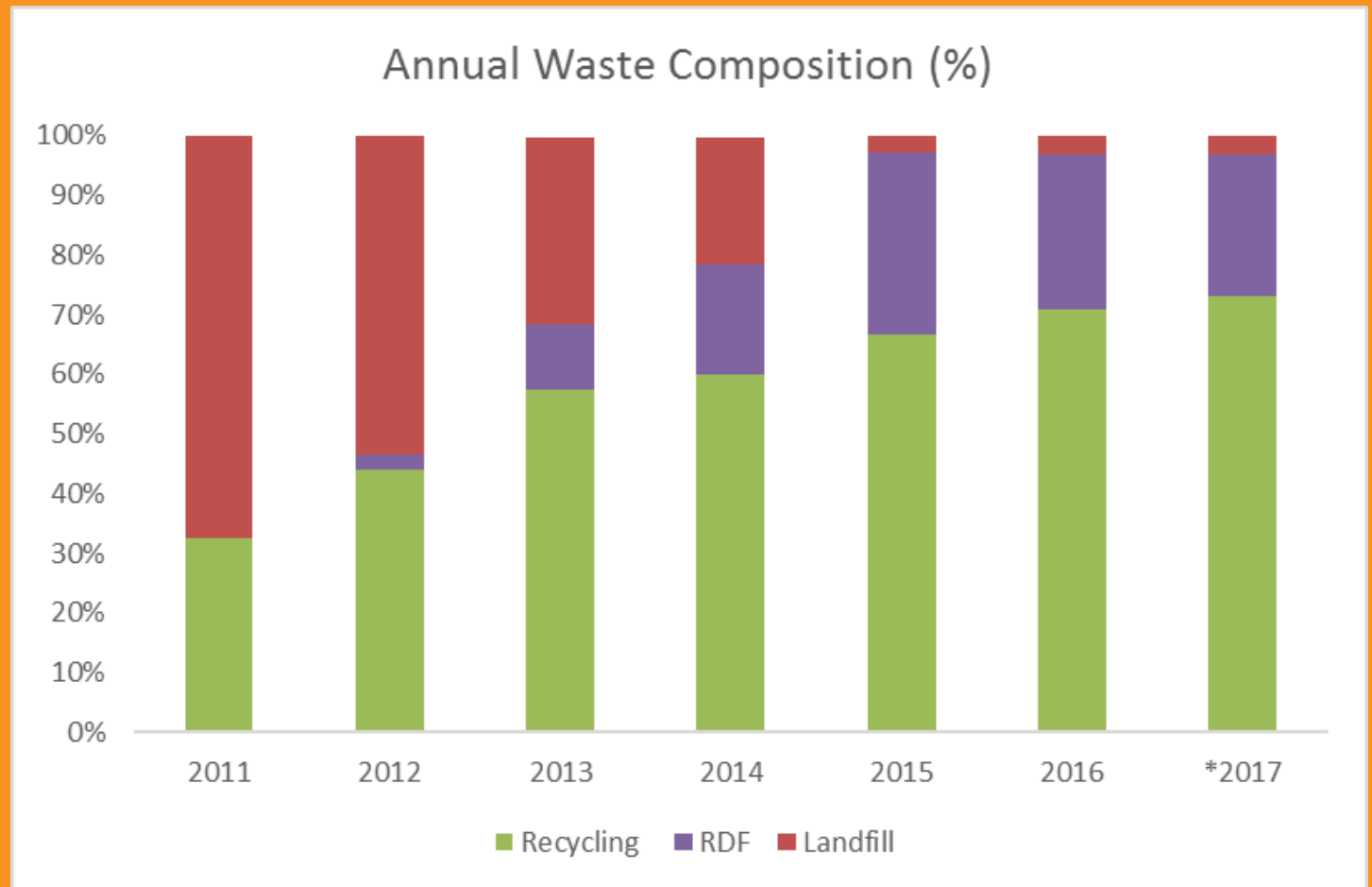
# LEAGUE TABLE

March 2017 Green Plan League Table



# RECYCLING PROGRESS

- Increased recycling from 26% in 2011 to 74% in 2017





# RECYCLING

- Achieved by:
  - Engaging staff through training
  - Funding for segregated bins totalling £16,000 from Zero Waste Scotland
  - Ensure staff monitor bins periodically



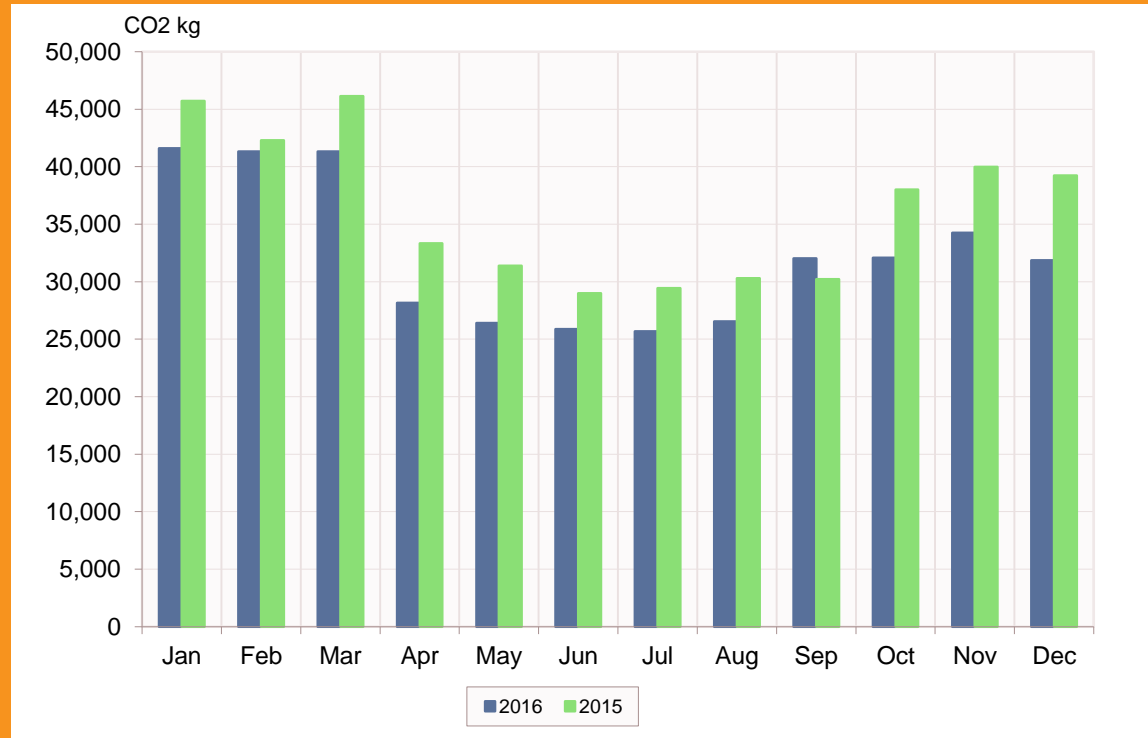
# GREEN TEAMS

- Green Champions are not alone!
- 10% staff on the Green Team
- Successful way of motivating staff
- Craiglockhart is great at this!



# CRAIGLOCKHART'S SUCCESS

- Reduce CO2 emissions by 8% 2015-16



- Increased recycling from 30% to over 80%
- Removed plastic cups – 250,000 cups saved!

# How?

- Made it fun!
- Volunteers
- Found out the key drivers
- Didn't overload them with work
- Senior management buy in
- Encouraged innovation to keep momentum



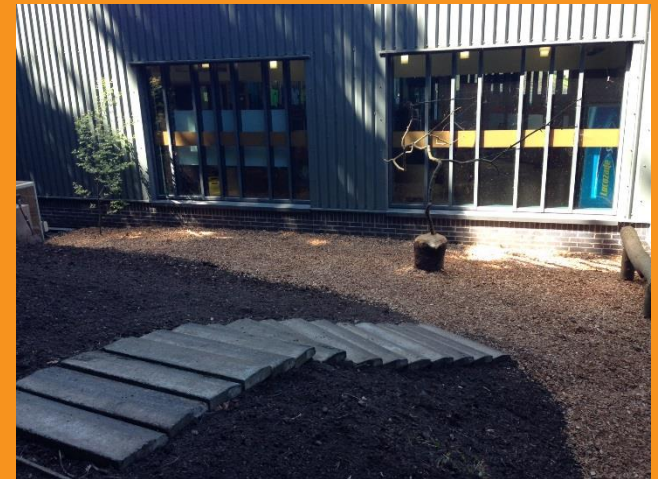
# TEAM DAY



Before



After



# VIBES AWARD

- Craiglockhart chosen to represent Edinburgh Leisure
- Straight forward application
- Audit in September
- Award ceremony in November



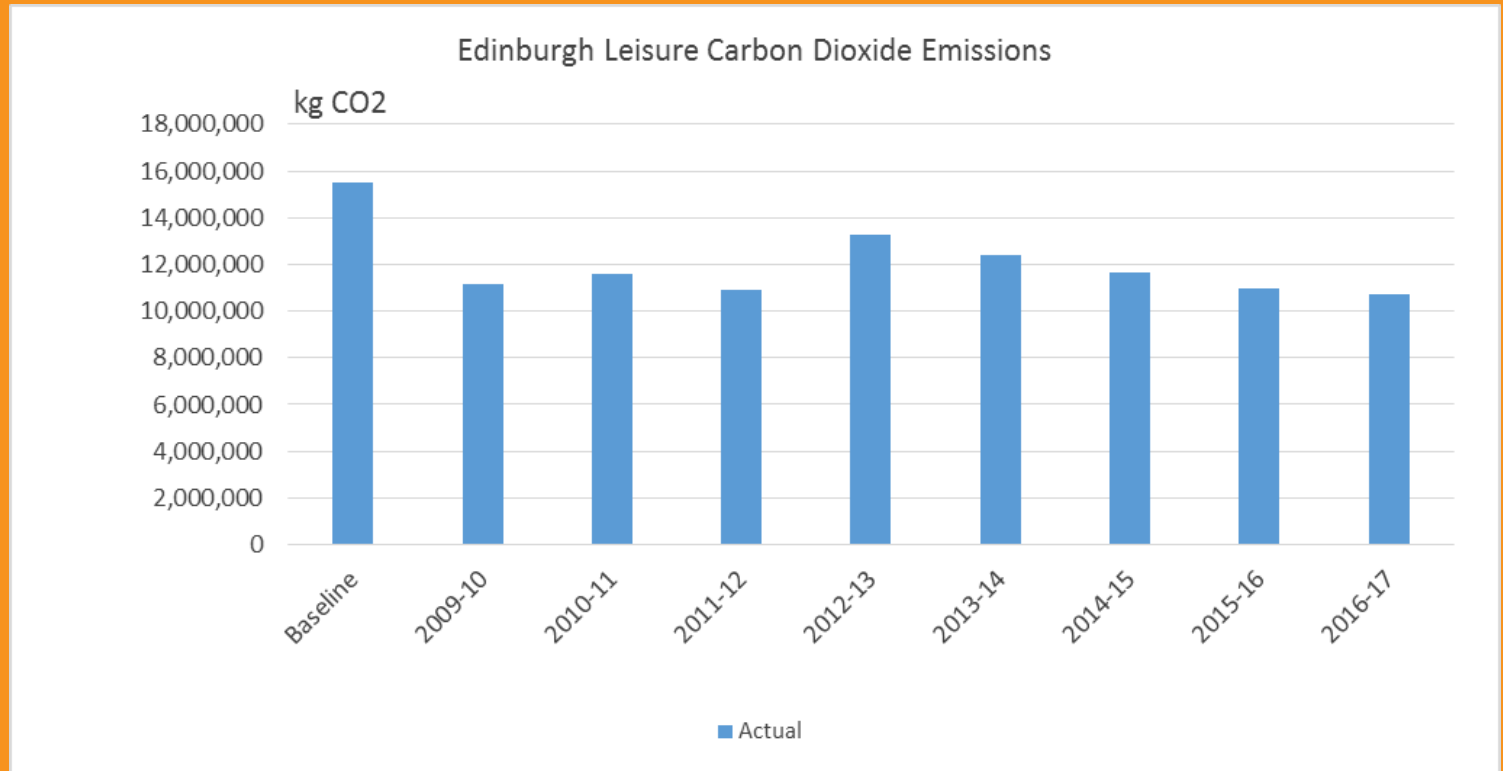
# BENEFITS OF VIBES

*Demonstrated to senior management that when benchmarked against other leading Scottish businesses that we are at the forefront of sustainability*

- Opportunity to have our successes recognised
- Customers-supportive and encouraging
- Motivate others - internally and externally

# MOST IMPORTANTLY

## Reduced our impact on environment



CO<sub>2</sub> Emissions: Reduced by 4.5 million kg's from our baseline



# QUESTIONS?

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