

**Herts Sports & Physical  
Activity Partnership  
23 February 2023**

# **Delivering environmentally sustainable and resilient public leisure facilities**

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# Introduction

Freedom Leisure is a not-for-profit leisure trust, formed on 01 April 2002. We currently manage over 110 facilities across 24 councils ranging from local community swimming pools, regional leisure centres and theatres to major tourist attractions.

Our core business of supporting healthy lifestyles goes **beyond people fitness, extending to our communities and the environment.**

We acknowledge we have a **responsibility** to take action and a great **opportunity and platform** to influence positive change.

We are **committed** to playing our part in contributing to the global target and in March 2022 we launched our **Environmental and Sustainability Commitments targeting net zero** across operations by 2030.

We are proud we **acted early** and we are proud of our energy reduction achievements. We are now accelerating our **decarbonisation measures.**

We will **focus on reduction** before offset.

We have a determination to act and we acknowledge we **cannot do this alone.**

This is a **collective journey with our partners** in the public sector, our colleagues, our customers and our suppliers.



# Our Priorities

## CARBON & ENERGY MANAGEMENT



- Working towards Net Zero Carbon emissions from our operations
- Decarbonising our supply chain
- Offsetting strategy for residual carbon

## RESOURCES & MATERIAL MANAGEMENT



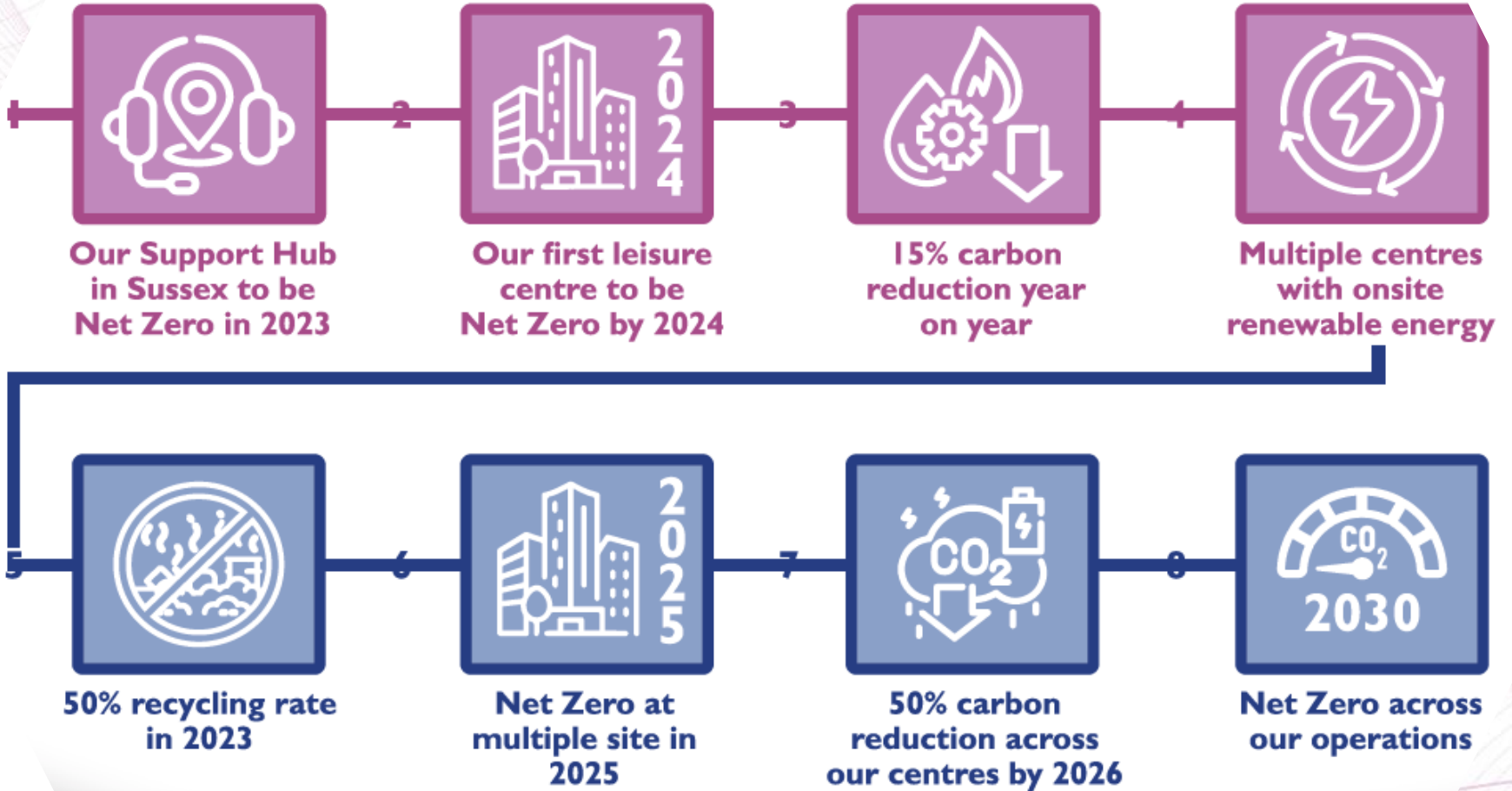
- Waste management
- Reducing consumption of resources
- Procurement practices

## EMBEDDING THE CULTURE



- Staff training
- Measurement & monitoring
- Marketing & Communication
- Supporting green practices and lifestyles

# Our Journey to Net Zero



# Headline Commitments



## Zero Waste

To landfill at all sites



## -5%

Reduction in water consumption year-on-year



## Net Zero

At our support office & multiple centres by 2025



## 50%

Carbon reduction by 2026 (2019 base year)



## 100%

Recycling solutions for all packaging materials



## Renewable Energy

Onsite renewable energy generation at 50% of centres



## 100%

Colleagues completing Environmental Awareness training



## External Accreditation

Of our environmental management system across the whole organisation

## Decarbonising Leisure Centres Case Study: Stour Leisure Centre, Ashford

Constructed in 1972 and extended in 2006.

No renewable energy on-site, CHP beyond economic life and inefficient gas boilers and air conditioning units

Grant value  
£ 1,740,000

Annual Saving  
£100,462

Annual Gas Savings  
3,180,000 kWh (99%)

Annual electricity savings  
236,000 kWh (9%)

Annual CO2 savings  
657 tonnes

### Energy Saving Measures

- New ASHPs
- Replacement AHU fan motors and controls
- Installed low energy lighting and sensors
- New solar PV panels
- Pool Pump and dosing system upgrades
- Pool cover



## Low Carbon and Low Energy Strategy

Low and Zero Carbon Technologies and the current cost structure of utilities – electricity is circa 4 to 5 times more expensive than gas.

Be Lean – Use less energy

Be Clean – Supply energy efficiently

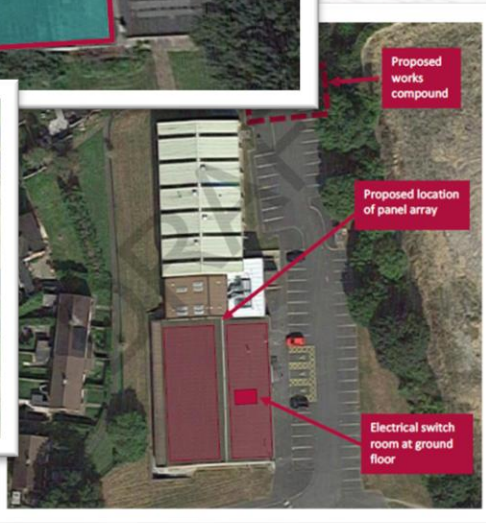
Be Green – Use renewable energy

### Current PV Solar Projects

Project Value £ 500,000

Grid Offset 307,000 kWh

Carbon Savings 40,890 kg/Co2e



## Energy Conservation Measures

**38** tonnes of carbon /year saved by reviewing sauna operating hours

Reduced by 535 hours / week across 24 sites

£ 90k saving in utility costs / annum

**7.6** tonnes of carbon saved at one site by installing inverters

1.5 year payback on £5,895 investment

Lowered energy consumption of pool circulation pumps by 27% during day and 48% when pool is closed

**5** kg of carbon per hour saved by changing floodlights to LED.

Lower maintenance costs and improved quality of lighting on playing area

62% reduction in energy consumption



**Non-Negotiables**

**Trials and Case Studies**

**Energy Housekeeping**



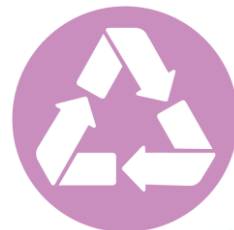
# Resource and Material Management

**Working with Procurement and Catering to slim down packaging and products and use only recyclable packaging**

**Remove non-recyclable products from our supply chain by 25% year on year**

**Responsible Plastic Management – support and accreditation**

**Specific reuse and recycling solutions for high volume waste streams outside of mainstream service offerings e.g. coffee grounds, disposable coffee cups and pool waste.**



**Working with our Waste Service Provider on data quality**

**Low grade paper towel replaced with washable towel**

**Incentives for green behaviour / practices for colleagues and customers**

**QR codes / App for reward programmes**

**Engaging with water authority on sustainable drainage, and recycling rain water**

**Environmental performance and sustainability commitments now a criteria in the procurement process - suppliers and contractors**

**Engagement with our main suppliers and contractors**



# Embedding environmental sustainability

**100%** staff completing the Environmental Awareness module

Environmental Development Workshops with specific groups e.g. Technical Managers and Teams

Carbon Literacy training for technical, and regional environmental teams

Energy performance League table

Environmental performance monitoring through scorecards

Utility Management Workshops

Engagement with council partners  
Climate and Energy Teams

Marketing and PR

Providing support for a green lifestyle, bicycle racks, green travel advice, EV charging stations

Potential funding - network

Tools for support and planning (EMAP)

Environmental sustainability is an aspect of the Project approval process

**100%** sites audited per annum – environmental & sustainability impacts

Internal newsletters and social platform

Environmental Notice Boards in every centre



**Become part of our Sustainability Champions Network**

Do you have a keen interest & enthusiasm for sustainability & the environment?  
Do you want to play a meaningful role in our Net Zero journey?

Our Sustainability Champions Network will collaborate on projects and promote environmental and sustainability initiatives, encouraging effective resource use and accelerating our environmental efforts.

**How do I join?**  
If you would love to be part of this network, please email [environment@freedom-leisure.co.uk](mailto:environment@freedom-leisure.co.uk) with your name, job title, and a brief description of why you are interested in joining the network. Please speak to your line manager before signing up.

**Closing date: 21 October 2022**

Our Support Plan in place by 2023  
Our first business centre to be Net Zero by 2024  
125 carbon reduction projects in place  
Multiple centres to make renewable energy

100% recycling rate by 2023  
Net Zero at multiple sites by 2025  
100 million reduction in CO2 emissions by 2030  
Net Zero across our operations

freedomleisure where you matter

If so - Give this a Try!!

This one comes from Richard Aldridge and the team at St Johns Sports Centre in Worcester where they were experimenting with turning off their Sports Hall AHU from 9<sup>th</sup> September onwards.

The visible savings in the graph below speak for themselves, but even at the capped electricity rates this simple measure will save them £65 per week day!

Even if you can't switch off for a full day, a five or hour has to be worth a try!!

Thanks Richard, and keep up the good work!

Got your own energy success? Please send it our way so that we can share it with the group - and make sure you join "The Big Energy Challenge" on Yammer too.



Lamps have been removed from unnecessary fittings in the following areas  
Blinds are kept open in offices and staff areas - consider using low energy desk lamps  
Redirect the sun / glare. Angle blinds to reflect light onto the ceiling and into the workspace.



Introduce Room Use Data sheets outlining acceptable set point temperatures, time schedules and shut down procedures

Read Operating Document for Adjusting and Monitoring Building Conditions.

www.freedom-leisure.co.uk

# EMAPs

## ENVIRONMENTAL MANAGEMENT ACTION PLAN

Objective/Target	How is this monitored?	Person Responsible	Action Date	Progress
<b>LIGHTING</b>				
Where lighting is	Lighting Payback Calculator			
Where lighting	LED Upgrades			
Controlled through	Lighting upgrades			
Intention is				
	Traffic Light System			

Internal Marks		ELECTRICITY	
FILL OUT INFORMATION IN RED BOXES - IF BOX TURNS BLACK DO NOT COMPLETE			
Select site:	St Johns		
Month:	November		
No. full days in report:	4		
£ Budget:	\$5,824	31	
Total:	450		
% of Month:	3%	Consumption charges:	£85.34
% of kWh:	3%	Standing charges:	£17.60
		TOTAL to date:	£402.94
		EBBS Discount to date:	£143.73
Month end kWh forecast:	13500	-2.2 %	
		Month end £ forecast:	£7,776.27

END OF MONTH RESULTS CAN BE RECORDED IN THE BOXES BELOW WHICH TRANSFER ONTO COMBINED TRACKER													
	April	May	June	July	August	September	October	November	December	January	February	March	Total
kWh target	30	31	30	31	31	30	31	30	31	31	28	31	
£ Budget	14249	14907	14224	15109	14820	14429	14403	13798	11962	14507	12842	15459	170709
kWh actual	£2,493.41	£2,597.16	£2,492.06	£2,630.44	£2,583.35	£2,522.41	£2,517.38	£2,423.90	£2,132.66	£2,532.82	£2,274.06	£2,682.71	£29,882.36
£ actual													£0.00

**Relative Pollution**  
A 100% or greater is considered non-compliance (Exceeds 100%)

**Temperature & Humidity**  
Check the display, the screen for problem areas where the display appears:  
Heating Areas are visible on the display to indicate a warm area.  
The screen should be clear of any problem areas where the display appears for heating, cooling or air quality issues. This indicates a problem with the system.  
Each half of the screen (horizontal) contains heating or cooling areas, and temperature and air quality information. This information is used to control the system.

**Temperature**  
The screen is used to monitor the temperature in the room. The screen is used to monitor the temperature in the room. The screen is used to monitor the temperature in the room.

**Relative Humidity**  
The screen is used to monitor the relative humidity in the room. The screen is used to monitor the relative humidity in the room. The screen is used to monitor the relative humidity in the room.

# Communication

Yammer Search The Big Energy...  
Angela Brown  
Home feed  
Communities  
Storylines  
Inbox  
Favorites  
Improve your Yammer experience by creating a list of your favorite communities.  
The Big Energy Challenge  
Conversations About  
Joined

## Energy Consumption Forecasting Tool

These times apply to the unit rates in column B

Weekdays	Weekends
07:30 - 00:30	07:30 - 00:30
00:30 - 07:30	00:30 - 07:30

These forecast figures transfer to combined tab



Regular building walks covering all areas of the building are completed to keep on top of housekeeping.

More frequent inspections of areas where automated controls are not in place.

Involve colleagues - create a schedule and inspection checklist

Area	Inspector	Date	Findings	Action
Reception area				
Staff area				
Office area				
Meeting room				
Other areas				

January 2022	Performance against target
Electricity %	Gas %
% CO2	t CO2

Space type	Optimum temperature	Time Schedule	Control	Shut down procedure
Fitness suite				

# FREEDOM LEISURE

## OUR COMMITMENTS TO NET ZERO

### OUR PROMISE

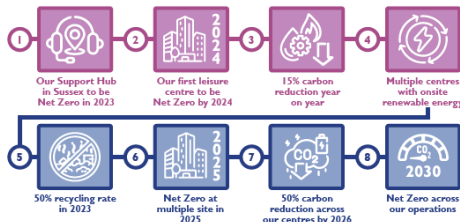
Our core business of supporting healthy lifestyles goes beyond people fitness, extending to our communities and the environment. We are committed to playing our part in contributing to the global target and have a determination to act and remain leaders in environmental sustainability in our sector. We are proud we acted early and of our achievement that for With our pathway now set to Net Zero, it has become crucial to do everything we can so that we will play our part in tackling the global climate crisis. Through a collective journey with our partners in the public sector, our colleagues, our customers and our suppliers, we can make this happen.

### OUR MESSAGE

"Through these commitments we aim to play our part in reducing emissions and contributing to the global target. We acknowledge that we cannot do this in isolation and are committed to supporting and working alongside our partners in the public sector, as well as our suppliers and customers to ensure that through a collective journey we make this happen."

Ivan Horsfall Turner, Freedom Leisure CEO

### OUR JOURNEY TO NET ZERO



### OUR PRIORITIES

<b>CARBON &amp; ENERGY MANAGEMENT</b> <ul style="list-style-type: none"> <li>Working towards Net Zero Carbon emissions from our operations</li> <li>Decarbonising our supply chain</li> <li>Offsetting strategy for residual carbon</li> </ul>	<b>RESOURCES &amp; MATERIAL MANAGEMENT</b> <ul style="list-style-type: none"> <li>Water management</li> <li>Reducing consumption of resources</li> <li>Procurement practices</li> </ul>	<b>EMBEDDING THE CULTURE</b> <ul style="list-style-type: none"> <li>Staff training</li> <li>Measurement &amp; monitoring</li> <li>Marketing &amp; Communication</li> <li>Supporting green practices and lifestyles</li> </ul>
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### HEADLINE COMMITMENTS TO NET ZERO

<b>Zero Waste</b> To landfill at all sites	<b>-5%</b> Reduction in water consumption year-on-year	<b>External Accreditation</b> Of our environmental management system across the whole organisation.	<b>Net Zero</b> At our support office & multiple centres by 2025
<b>100%</b> Colleagues completing Environmental Awareness training	<b>Renewable Energy</b> Onsite renewable energy generation at 50% of centres	<b>100%</b> Recycling solutions for all packaging materials	<b>50%</b> Carbon reduction by 2026 (2019 base year)

[www.freedom-leisure.co.uk/netzero](http://www.freedom-leisure.co.uk/netzero)



## Environmental Board



Given the hot weather, combined with our commitment to cutting our carbon footprint we have decided to turn off the saunas today.

This proactive action saves us using 11.5kg of CO2!

Let's make Withdean GREEN!

#withdeangreen #savetheplanet #heatwavebrighton



# Communication



We are encouraging our customers to reduce the time spent showering

Help us to save energy & lessen our impact on the environment

We're all in this together so with your help and support we'll protect the long-term future of your local leisure centre and have a lasting impact on the health and wellbeing of your community.

### Use reusable

Use a reusable rather than disposable coffee cups – discounts offered when you do!

### Towels

Bring your own workout towel and help us use less blue roller towel!

### Turn off air conditioning

Take advantage of natural ventilation where possible. Turn off air conditioning if a room is not in use

### Switch off lights

Switch off lights if not required or when you are the last to leave the room

### Recycle

Use the recycling bins available in our centres

### Temperature

Bear with us while temperatures might be a little on the cool side

This machine is currently switched off to ensure we conserve energy at off peak times. Should you wish to use this piece of equipment please just ask and one of the team and we can put it back in action immediately

## Help us to save energy & lessen our impact on the environment

We're all in this together so with your help and support we'll protect the long-term future of your local leisure centre and have a lasting impact on the health and wellbeing of your community.



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# Your Journey to Net Zero

“We are the first generation to feel the effect of climate change and the last generation who can do something about it.”

*Barack Obama,  
Former US President*





**freedomleisure**  
where you matter



[www.freedom-leisure.co.uk](http://www.freedom-leisure.co.uk)