

Advanced Programme for Sustainability Ambassadors

*Note this course is based on the IEMA (Institute of Environmental Management and Assessment) Foundation Certificate in Environmental Management qualification.

Course Information

The course will provide learners with a good foundation of environmental and sustainability knowledge. Covering a wide range of environmental, sustainability and governance principles, this course will give learners an understanding of the breadth of the sustainability agenda, and the management tools and skills that they will need to make changes in their area of work.

Ideal for enthusiastic members of staff who would like to be agents for change. Sustainability Ambassadors will be leading advocates for sustainability within the NHS, they will come from a wide range of roles, functions and levels, and will be passionate about being part of the delivery of Sustainable Healthcare.

The course is delivered by Newcastle Hospital's sustainability team. Newcastle Hospitals is an IEMA approved training centre. The course is open to both internal and external delegates. We aim for a 60:40 split between internal and external delegates.

Delegates should be aware that the content is based on generic material that has been developed by IEMA to be applicable to organisations of all sizes and sectors. The team have evolved these material to incorporate references to the health care sector at relevant points and there is a focus on the work at Newcastle Hospitals. We consider this to be fit for purpose for internal and external delegates as the bespoke content makes a good case study upon which to build class discussions to share practice and discuss challenges.

In June 2019 Newcastle Hospitals became the first healthcare organisation in the world to declare a Climate Emergency. Our Climate Emergency Strategy sets out our vision and goals for 2020 - 2025 and in that strategy, we have committed to inspire, inform and empower our people so that we can deliver Sustainable Healthcare in Newcastle.

More info:

- You can read [Newcastle Hospital's Climate Emergency Strategy at this link](#).
- You can also read the [NHS 'Delivering a Net Zero NHS' report at this link](#).

About IEMA

IEMA is the membership body for more than 15,000 environment and sustainability professionals worldwide. They support individuals and organisations in setting and achieving globally recognised standards for sustainable practice, in turn driving the development and uptake of sustainability skills.

IEMA provides the knowledge, connections and recognition necessary to lead change within organisations at all levels.

They are independent and international and apply the combined expertise of their members to provide evidence and influence decision-making, working towards their vision of transforming the world to sustainability.

About the course

This course is based on the IEMA (Institute of Environmental Management and Assessment) Foundation Certificate in Environmental Management. It will be delivered through Newcastle Hospitals, which is an IEMA approved training centre.

The course materials will include the standard IEMA learner note book and learner workbook. We will work through these materials together. The course tutor will supplement these generic materials with references to the NHS Net Zero Plan and Newcastle Hospitals Climate Emergency Strategy.

A key aim of the course is to encourage debate amongst the delegates in order to share perspectives and gain a wider knowledge of how the strategy might be applied across the NHS.

Overview - IEMA Foundation Certificate in Environmental Management

This course will provide learners with a foundation of environmental and sustainability knowledge. Covering a wide range of environmental, sustainability and governance principles, this course will give learners an understanding of the breadth of the sustainability agenda, and the management tools and skills that they will need when working on sustainability in their role.

The course covers 3 broad types of knowledge:

1. Core Knowledge (Fundamentals of Sustainability and Fundamental Business and Governance Principles and Issues)
2. Technical Knowledge – Environment (Fundamental Environmental Issues and Principles; Policy, Regulation and Legislation; Management and Assessment Tools; Innovative and Leading Practices)
3. Knowledge of skills (Analytical Thinking; Problem Reframing and Resolution; Effective Communication; Relationship Development; Resilience, Risk and Continual Improvement; Delivering Sustainable Solutions; Leadership for Change)

Key Learning Outcomes:

There are 13 Learning Outcomes for this course which are as follows:

1. Outline the implications of global trends for the environment, for society, for the economy and for organisations
2. Outline sustainable business/governance principles and their relationship with organisations, products and services
3. Outline environmental principles and their relationship with organisations, products and services
4. Outline major policy and legislation and their implications for organisations, products and services
5. Outline major tools, techniques, systems and practices used to improve sustainability performance
6. Outline the role of innovation and other leading practices in developing sustainable products and services and providing sustainable solutions
7. Collect data, perform analysis, and evaluate information where appropriate
8. Research and plan to provide sustainable solutions
9. Deliver effective communication and capture feedback
10. Engage with stakeholders
11. Outline tools and techniques that identify opportunities and risks
12. Identify and propose ways to improve performance
13. Support change and transformation to improve sustainability

More info

- You can read more about [Associate membership of IEMA at this link](#)

What is a Sustainability Ambassador?

A Sustainability Ambassador is a term used to describe our leading advocates for sustainability within Newcastle Hospitals. Our aim is that this group will be made up of staff from a wide range of roles, functions and levels across the Trust.

Who can apply?

There are no formal entry requirements for this course; anyone can apply for a place. All we are looking for is a genuine interest in the topic and a passion to be part of the delivery of Sustainable Healthcare in Newcastle (Shine).

The course is open to both internal and external delegates. We aim for a 60:40 split between internal and external delegates.

How much time will it take?

The course is 40 hours and typically runs from 9:00 – 5:00 for 5 days.

However, there is a degree of flexibility. For instance, this could be 5 consecutive days, one day per week (for 5 weeks) or one day per month (for 5 months). The course can be delivered effectively online, in the classroom or a mixture of both (blended approach).

It is recommended that we space the course out over a few weeks, or months, as this is least impactful on work commitments and a more comfortable pace for most delegates. In addition to this, you are expected to complete additional self-directed learning.

Additional sessions - peer to peer presentations

In addition, we invite all delegates to come back one month later for a half day session to deliver peer to peer presentations. Here delegates present ideas for change or a project they plan to implement to demonstrate how they will apply learning in their own area of work.

Do I need to do any homework?

There is no requirement to do additional work, but it is recommended that you complete additional self-directed learning. E.g.

- **Before the course:** read Newcastle Hospital's Climate Emergency Strategy which can be found here: https://www.newcastle-hospitals.nhs.uk/content/uploads/2021/04/x228180_nuth_p1_nm.pdf
- **During the course:** recap on the learner notes and complete the practice multiple choice exam questions that will be provided at the end of each day
- **After the course:** revise the learner notes and recommended sources shared in the classroom to prepare for your exam

How is the course assessed?

- 1 hour open-book online multiple-choice exam, taken at the end of the course.
- You have a one-month window within which to complete this (usually within one month of the last day of study).
- The assessment is via multiple-choice assessments made up of 30 questions to be completed in 60 mins.
- The pass mark is 70%. There is also one free resit option. There is no limit to the number of re-sits a candidate can take; the first re-sit can be taken free-of-charge but thereafter re-sit fees apply.
- The course is assessed in English. Candidates for whom English is a second language are advised that their reading and writing skills should be equivalent to at least Level 6 of the International English Language Testing System (IELTS) Test for Non-Native Speakers of English. Candidates may obtain information on this language testing service from the IELTS website (www.ielts.org). Candidates for whom English is a second language may also apply for a Reasonable Adjustment

What will the outcomes of the course be?

- You will receive a certificate bearing Newcastle Hospitals and IEMA logos
- On completion the learner becomes eligible for Associate membership, giving them the AIEMA suffix and the benefits of IEMA membership (first year's membership is included)

What will be expected of Sustainability Ambassadors after they complete the course?

- We will ask you for detailed feedback on the course, so that we can evaluate its' effectiveness and use this to influence our future plans for sustainability training.
- You will be invited to join a new group on Teams for Sustainability Ambassadors so you can keep in touch with your peers
- Although you are not committed to anything, it is hoped that you will become an agent for change within your organisation.

How many places are there?

There are 12 places available on each course. We aim for a 60:40 split between internal and external delegates

How can I apply?

There are no formal entry requirements for the course, anyone can apply. Please email nuth.environment@nhs.net to register your interest.

Appendix 1 - About the tutors

Anna-Lisa Mills, FIEMA, CEnv, MSc, BSc, PGCE

Programme Manager for Sustainability at Newcastle Hospitals NHS Foundation Trust. This is a part-time role for Anna-Lisa, and she also continues to run her own business, SmartCarbon Ltd, part time, as well as teach at Northumbria University.

Anna-Lisa is a highly committed, experienced, knowledgeable and passionate environmental leader with over 25 years' experience in environmental management, carbon management, sustainability and Corporate Social Responsibility (CSR). She has experience working in both in-house and consultancy roles. Anna-Lisa has a proven track record in developing, implementing and leading environmental, sustainability and carbon strategies for a wide range of organisations from SMEs to large multi-nationals.

Anna-Lisa is a Chartered Environmentalist and a fellow Member of IEMA. She has completed Al Gore's training programme to become a Climate Reality Leader and is an active member of IEMA's Climate Change and Energy Steering Group as well as IEMA's North East Steering Group.

Anna-Lisa also has a PGCE qualification and has extensive experience in education and training. She has previously worked as an Associate Lecturer at Northumbria University and visiting lecturer to Sunderland and Sheffield Universities.

Laura Middlemass, PIEMA, BSc

Assistant Manager for Sustainability at Newcastle Hospitals NHS Foundation Trust. Laura coordinates a programme of change management and engagement activities to embed sustainability in the culture of our organisation; annual sustainability reporting and carbon footprint.

Laura leads on employee engagement and has developed a network of green champions and green champion plus to drive progress against our climate emergency strategy.

Appendix 2 - Example feedback from previous delegates

"I was already proud to work for a trust who took made the environment and sustainability a high priority and was delighted to have the opportunity to take part in the pilot IEMA Foundation Certificate in Environmental Management course. I learnt so much from this broad and fascinating course and it was specially adapted to apply to a healthcare setting. The sustainability team and guest speakers from the trust were passionate and knowledgeable. I certainly feel more hopeful about the future having met and interacted with so many like-minded individuals."

Lauren Shelmerdine
Trust Doctor
Vascular Surgery Specialty - FH
Surgical Services Directorate

"The course has been very informative, provided wind for the turbine to educate and motivate others."

Craig Boggon
Trainee Advanced Paediatric Critical Care Practitioner
NUTH Green Champion

"This course really opened my eyes to the climate emergency and I have changed a number of aspects of my personal and professional life as a result."

Joanne Hall
Deputy Operations Manager
Corporate Laboratory - Blood Sciences
Integrated Laboratory Medicine Directorate

"This illuminating, relevant course deepened by understanding of the global challenges that we face, reinforced the need for change and left me feeling empowered to take a lead in implementing some local solutions. I would recommend it for all of those who are prepared to be an agent for sustainability change and those who just want to know more and/or change their own behaviours."

Having passionate members of the sustainability team present their role / local case studies worked particularly well to illustrate the learning, enrich the conversation and inspire change."

Hannah Powell
Directorate Manager
Clinical Research Directorate

"Really interesting course that everybody should do in some format. It should form part of Trust mandatory training."

Mr Ewan Bond
Procurement Manager

"The course allows participants to gain a good understanding of environmental change and how we can change small things to have a positive impact. Great as a starting point for those with an interest in sustainability."

Mr Sean Scott
Regulatory Compliance Manager, Clinical Research Directorate