



Plan:	Stephen Rimmer LLP One Planet
Workspace:	Eastbourne & Bexhill
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Stephen Rimmer LLP
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About us

Eastbourne

One Planet Eastbourne is a community ecosystem platform that originated from within the Eastbourne Carbon Neutral 2030 campaign, which itself originated from the Climate Emergency Declaration unanimously approved by Eastbourne's borough councillors in 2019. One Planet Eastbourne, currently curated by the Eastbourne Eco Action Network CIC, aims to complement the Eastbourne Carbon Neutral 2030 campaign by applying the 10 principles of One Planet Living to all the sustainability plans being developed across the Eastbourne community to facilitate Eastbourne's transition to a truly sustainable, zero carbon society that lives within the ecological boundaries of this one planet that we call home. Our initiative strives to bring together local businesses, community groups, and councillors to co-create projects that apply the One Planet Living principles.

Bexhill

Rother District Council (RDC) has committed to making Bexhill and the wider district carbon-neutral by 2030. Key local efforts include introducing a new low-carbon energy network for local homes, and developing a sustainable multi-modal transport corridor in West Bexhill

Our vision

By 2030, Eastbourne & Bexhill succeeds in contributing its fair share of carbon emission reductions under the UN Paris Agreement. But it does so by applying the One Planet Living principles to become a truly sustainable town. A town that has a high degree of ready, equitable access to fresh, healthy food locally grown using agroecological principles. A town that is powered entirely by clean, renewable energy, especially solar energy, that makes the most of the town being the sunniest place in the UK. A town that has much cleaner air thanks to a huge modal shift away from cars towards walking, cycling, and public transport, facilitated by state of the art active travel infrastructure. A town that has a thriving circular economy, where waste is minimised and recycling is embedded into every aspect of the town's economy. A town that has an abundance of green jobs and green businesses, ensuring economic prosperity well into the future. A town that has thriving wildlife and healthy green spaces full of biodiversity, not only providing local residents with essential ecosystem services but also helping to maximise the resilience of the town despite the impacts of climate change.



Health and happiness

⊙ Outcomes

Cleaner air

Shared Outcome

Working with Public Transport and ESCC to create 20mph zones, low emission zones and promoting active travel by creating more pedestrianised areas.

Good staff wellbeing

All staff are offered free eye tests or a contribution towards the cost of eye wear

All staff benefit from our firm wide Vitality Health policy, benefits of which include;

- Access to a Vitality GP
- Access to Vitality Countrywide hospitals
- Free Annual Health Check
- Free Fitness Check
- Excellent discounts from rewards partners such as;
- Champneys spa breaks
- Virgin Active, Nuffield and PureGym gym memberships
- Trainers from Runners Need
- Garmin, Polar and Withings fitness monitors
- Up to 25% cash back with Mr & Mrs Smith luxury holidays
- 6 months WW (Weight Watchers) subscription for £30
- Free Allen Carr smoking cessation course per member
- Discounted Amazon Prime Membership
- Discounted Apple Series 7 Watch

Additional Information

- All staff benefit from a free financial review and ongoing pension advice.

Healthy Eastbourne

Healthy Living will lead to a happy society, so we need to be working towards creating a healthy and active town. We are already the sunniest place in the country, we need a decent clean Air policy, active travel and a healthy locally sourced food supply chain, making sure we educate and train the population of EB as we create the modal shift to sustain this type of healthy living.

Work life balance

Around a third of our staff work non-standard hours – we understand that it is important for employees to have flexibility in their working hours and the ability to fit their work and personal lives together

Annual leave of 33 days including bank holiday

Despite being over 130 staff we are conscious of retaining our 'family' feel and not that of a large corporate. We hold social events throughout the year to bring everyone together as Mark Twain said "Find a job you love, and you will never have to work a day in your life."

⬡ Actions

Action Learning

We are committed to working towards reducing our footprint on the planet and making a positive impact on society, through promoting the story of good health to help make people healthier and happier. Our sustainability journey is one we consider to be of "action learning": we learn as we go, and we gain understanding on how we can improve ourselves step by step as we move forward with determination and optimism.

Provide opportunities for staff to connect to nature

Our offices are a ten minute walk from Eastbourne and Bexhill Seafronts. All full-time staff have at least an hour lunch break to allow them enough time to get out and walk the promenade.



Equity and local economy

⦿ Outcomes

Fairer Eastbourne and Bexhill

Shared Outcome

Responsible investment in people

We look to our local community for employees, not recruiting outside of an hours travel from our offices. We hope by doing this not only do they have a lower carbon footprint when it comes to travel (as we are close to the train station) but also that they in turn invest back in to the local economy by shopping and socialising locally.

Responsible procurement

Wherever possible we procure recycled paper for our printing, we recycle all waste that we can. We keep our printer stock and computers updated so we are always using the most efficient available reducing the amount of energy required.

We are moving from desk based computers to laptops to allow remote working.

In 2020 we replaced all our strip lighting with LED lights to help reduce our energy consumption.

Support fair and equitable employment

Around a third of our staff work non-standard hours – we understand that it is important for employees to have flexibility in their working hours and the ability to fit their work and personal lives together.

We also recruit apprentices with the aim of helping those who come from different backgrounds enter the legal profession.

⬡ Actions

Buy local

We always look to buy local wherever possible to reduce transport emissions of goods. This can be stationary, IT equipment, office insurance, financial planning and although international we only bank with those institutions that have a strong ESG proposition.

Engage with community groups with aligned causes

We support Age Concern Eastbourne with a free drop in clinic once a month.

We support a number of local hospices in the area with a free wills week.

Each year our staff vote for a local good cause to support via voluntary work and fundraising activities. In the past this has involved local hospices and children charities.

We encourage staff to fund raise for their own chosen charities throughout the year.

Living wage employer

All staff receive living wage as a minimum. Wages are reviewed at least once a year.

Use ethical banks

We only use ethical banks.

Work Experience

Stephen Rimmer offers a number of unpaid work experience placements throughout the year giving students an insight into life at a busy law firm.

We aim to give all our placements the opportunity to make the most of their time with us by offering a day in each of our departments over the course of a week, you will meet people across the firm and gain real hand-on experience by sampling lots of different aspects of the role of a lawyer, including (where possible);

Attending court and meeting with clients and counsel

- Legal research using the most up-to-date online resources available in the market
 - Drafting documents
 - Shadowing qualified Solicitors
-



Culture and community



Outcomes

Carbon Neutral Eastbourne and Bexhill 2030

Shared Outcome

Eastbourne Borough Council and Rother District Council has set a target of town becoming carbon neutral by 2030

Culture and Community

We have rare opportunities in Eastbourne and Bexhill with the town and De Lar Warr Pavilion. We can look at opportunities to work with other cultural groups and all communities to see how they want to and can embrace all the climate change strategies that we need to do within Eastbourne and Bexhill to achieve carbon neutrality by 2030

Lead by example

We were one of the first firms to contribute to Will Aid. Will Aid is a national month where law firms give their time to make a Free Simple Will in return for a donation to Will Aid who then pass on the funds to charities. <https://www.willaid.org.uk/>

We also contacted local charities to educate them as to the benefits of holding their own free will campaigns locally to raise vital funds for their organisations.

We were also one of the first firms to use the National Will Register (which we did not charge clients for separately) so clients could benefit from this.

Support community groups and charities

Local priority issues and causes

Use local political power for good

To have conversations with Councillors and MPs and to accelerate local climate and ecological actions.

We were visited by the Bank of England to gain our thoughts on local and national economic issues.



Actions

Encourage outdoor time

Meetings and breaks are encouraged. Our offices are a ten minute walk from Eastbourne and Bexhill Seafronts. Our staff have at least an hour lunch break to allow them enough time to get out and walk the promenade.

Flexible working

Allow staff to work around their commitments, such as child care and medical appointments. Happy staff who feel considered at work are more likely to go above and beyond to deliver on their work commitments.

Lobby for cycle infrastructure

Amongst local Councils and with MPs

Publicise local campaigns to staff and customers

Publicise the campaigns the business is supporting via social media, marketing, through conversations or physically in store.

Publicise your culture of sustainability

Also highlight to other businesses, customers and anyone interacting with the business the actions being taken.

Sharing good ideas will influence others to take them.

We will be publishing our Action Plan internally and externally.

Staff involvement in decision making

Encourage staff involvement in decision making.

For example, we ask all staff which charities and community groups to support and the types of issues that most concern them locally.



Travel and transport

Outcomes

Support and enable active travel

We have a bike rack

Travel and Transport

Shared Outcome

Creating a cleaner, safer and more active travel system for Eastbourne and Bexhill.

Actions

Consider site locations with good transport links

Favour locations with public transport links and active travel routes, e.g. bike paths

Additional Information

We are five minutes from the train station at both offices.

Encourage car sharing when public transport is not available

We do encourage car sharing.

Hold business events near to public transport

Location of business events

Reduce the need to travel

We allow employees to work from home. Use video calls for long-distance meetings rather than attending in person.



Land and nature

Outcomes

Ecobourne

Shared Outcome

Increasing the biodiversity of Eastbourne and Bexhill through various eco initiatives.

Our framework for growth

Additional Information

At the core of our business purpose lies the belief in the symbiotic connection of Health and Happiness as a catalyst for progress.

We recognise that our sustainability efforts must encompass the wellbeing of our people, pets, and the planet to truly make a positive impact. By prioritising the holistic nature of our mission, we understand that our business success is deeply intertwined with meeting the needs of society and safeguarding the health of our environment.

Additionally, we place great value on the role of communities in fostering sustainable development, as they are essential partners in creating a better future. This commitment to a holistic approach to sustainability is the driving force that shapes our business purpose, as we strive to deliver long-term growth that not only benefits our team members and stakeholders but also contributes to the wellbeing of the wider society.

Support biodiversity off-site

We contribute a proportion of our rateable value to Eastbourne BID, some of this is used for local nature conservation and restoration in Hyde Gardens outside of our offices.

Actions

Indoor plants

Purify the air and improve the air quality



Local and sustainable food

⊙ Outcomes

Good Food Eastbourne

Shared Outcome

Support regenerative food and diets

E.g. nature-positive farming, agroforestry, peri-urban farms

⬡ Actions

Support of local Foodbank

According to the Trussell Trust, foodbank use in Sussex increased by 40% over the last five years so our staff felt this was a very worthwhile cause. During the month of May 2020, as well as the collection points across Sussex, we had our own collection point at our offices for the local community to donate their tins. In addition to this our staff contributed their own tins, coupled with the sponsorship money we pledged, we tried to help make a big difference with a donation of almost 100 tins.



Sustainable water

⦿ Outcomes

Cleaner water quality

We support the local cleaner water initiative for our seafronts.

Reduced water consumption

We look to reduce water consumption wherever possible.

Additional Information

We have water coolers and buy in water, we chose the provider as they have raised over 15 million pounds for WaterAid. Since 1998 AquAid has helped over 2 million people get access to safe clean drinking water. <https://www.aquaidwatercoolers.co.uk/>

Sustainable Water

Shared Outcome

Working towards Cleaner bathing water in the rivers and seas. Creating a world class Marine Conservation Zone. Working with partners to preserve our Chalk Cliff water Aquifers.
<https://www.sas.org.uk/water-quality/sewage-pollution-alerts/>
<http://www.beachyheadeast.org/>



Materials and products

Outcomes

Materials and Products

Shared Outcome

Working with Eastbourne Borough Council and Rother District Council to steer the construction path of all the buildings that Eastbourne and Bexhill are creating, making sure they are as green as they can be and then building this into the local Plan.

Use sustainable products

In processes, products and workspaces

Actions

Donate unneeded electronics

To community groups, charities, colleges etc. Laptops are especially valuable.

Eco friendly cleaning products

End single-use plastics

Plastics Policy in place

End use of forever chemicals and materials

End use of forever chemicals and materials - check with suppliers.

Minimise own packaging

Use non-plastic packaging, and efficient designs.

Pre-loved furniture

We look locally for pre-used office furniture.

Recycled paper whenever possible



Zero waste

⦿ Outcomes

Plastic Free Town

Shared Outcome

Eastbourne has Plastic Free Town status, thanks to the efforts of the Plastic Free Eastbourne social enterprise.

Reuse, repair or recycle all waste

Or compost, donate

⬡ Actions

Collect compostable waste

We recycle paper and cardboard and some plastics.

Donate surpluses rather than send to waste

E.g. furniture, food, electronics



Zero carbon energy

Outcomes

Clean Energy Eastbourne

Shared Outcome

Support EBC's ambitions to create solar and geo-thermal energy sources in Eastbourne. Looking at commercial, public and green field sites to create the infrastructure needed to take Eastbourne Off grid and totally green energy.

 Eastbourne

Increase energy efficiency

IT equipment and lighting

Reduce consumption

We ask all staff to turn lights off and switch off equipment at the end of the day. PC's are set to go to standby to reduce energy consumption.

Try to reduce emissions from travel wherever possible

Actions

Buy energy from green provider

Our electricity supplier <https://www.smartenergy.net/> focus on investments in solar, wind and hydrogen to break new ground and make an impact while investing sustainably.

Favour low energy solutions

Whether that be a product with an 'A rating' for energy consumption, or doing things 'the old fashioned way'.

Heat pumps

We are planning and reviewing the feasibility of replacing our boilers with heat pumps in the future

Install LED lighting

Carried out in 2020

Install solar panels or wind turbine on site

We are planning and reviewing the feasibility of installing solar panels in the future

Additional Action Fields

Status

Completed

Completion Date

-

By Whom

Not Assigned

Insulate buildings

To reduce reliance on boiler heating systems

Turn off at the wall!

Ensure all tech is switched off when not in use, rather than in 'standby'



+ Network

Eastbourne Eco Action Network CIC

Organisation

<https://ecoactioneb.co.uk/>

A social enterprise that facilitates cross-community collaboration to deliver a Carbon Neutral Eastbourne by 2030, as mandated by the Climate Emergency Declaration passed by Eastbourne Borough Council in July 2019.

Geo Location

BN24 5DJ
BN24 5DJ Rattle Road, Westham, Pevensey, UK

The Eastbourne Eco Action Network was created by the Eastbourne Eco Action Network CIC, a Community Interest Company. There are three working groups set up by the CIC: EcoTransport, Housing & Energy, and Biodiversity. The CIC also works in close collaboration with the Eastbourne Climate Coalition, Eastbourne Borough Council, and some local businesses in the green technology sector.