



ISPP Cross-Cutting Themes Case Study

Gwen Holland, CCT Officer, Sustainability Lab

Project Overview

It was decided right at the beginning of the ISPP Project that Cross-Cutting Themes (CCTs) should be just that, an integral part of the project to be embedded throughout, rather than delivered as an 'added extra'. ISPP worked with the Sustainability Lab from the beginning, and adopted the Wellbeing of Future Generations (Wales) Act 2015 as a framework for delivery in order to ensure that environmental, social, cultural and economic considerations featured in all decision making.

The Sustainability Lab delivered a short Wellbeing of Future Generations session for the ISPP team during March 2017, whilst discussing the possible improvement targets the project could adopt. Over the next few months the following CCT indicators were chosen by the project and approved by WEFO:

Environmental

- Promote use of ICT (SKYPE etc.) meetings to reduce carbon foot print and introduce travel justifications
- Promote alternative travel such as walking, cycling etc.
- Develop and display an Eco-code.
- Develop and implement a Sustainable Event Checklist

Social (Equality and Welsh Language)

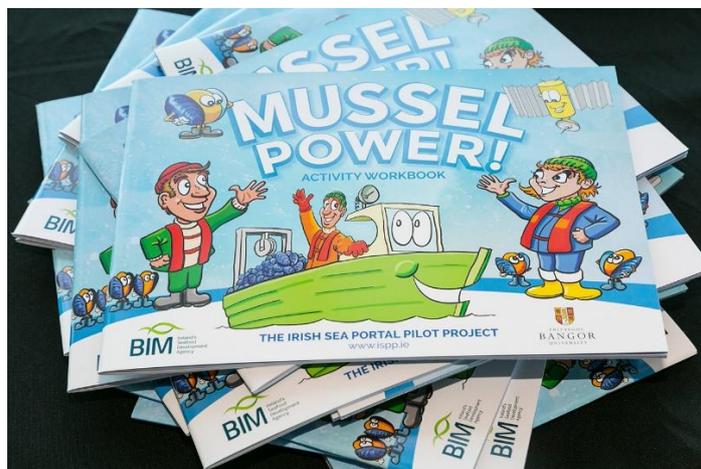
- Development of a Health & Wellbeing code to mirror the Eco-code
- Promotion of language including a bilingual website, bilingual email signatures and out-of-office

In addition to the indicators above, the ISPP CCT Champion and Project Manager attended the Wellbeing of Future Generations Network quarterly during the first year, to share ideas with regards to CCTs in ERDF and ESF funded projects. The ISPP Project Manager and Sustainability Lab CCT lead also gave a presentation to the Network on the 14th November 2017 to showcase the continual improvements made by ISPP and to share good practice, whilst offering support to other projects. The session was called 'Future-Proofing Cohesive Coastal Communities with BlueFish and ISPP – Sharing Good Practice'.

All CCT legislation relating to the ISPP project is available to staff and partners, and can be found on the Sustainability Lab's ISPP and Interreg pages: <http://planet.cymru/en/interreg/>

Furthermore, ISPP created an Activity Book for primary school children to aid their understanding of scientific issues and to spark their interest for science and environmental awareness at an early age. The book is called 'Russel the Mussel' and can be accessed on the following link - <http://ispp.ie/social-and-media/childrens-activity-page/?cat=12&id=112>





The project has also visited schools to upskill pupils and share knowledge, whilst distributing tanks of mussels and microscopes. ISPP has been committed to making their research as accessible as possible, ensuring equality and inclusivity in the field. The project has also ensured that female role models visit schools to promote the sciences to young women, in the hope that they will consider it as a viable career path in years to come.





ISPP Environmental Indicators

Travel justification was introduced at the beginning of the project, and a form created to be filled out for all project-related travel. This was used for the first few months of the project, but as a direct result of the ever increasing paperwork associated with the project; it was latter simply logged onto the main spreadsheet to save on staff time. The use of ICT (skype, video conferencing etc.) was also promoted from the beginning of the project, and a central spreadsheet was created for logging ICT use by all members of staff, capturing the mileage saved by not traveling to meetings. Bangor partners saved a total of 3,085 miles during the lifetime of the project, which is 553.092 kg of CO₂e emitted¹.

There are directions to MCW and BIM partner offices by following the links on the ISPP website. BIM have a link to Google Maps, which include directions by car, train, walking, cycling and plain, whilst Bangor have directions by road, rail, bus and coach, by air and sea <http://www.marinecentrewales.ac.uk/directions.php.en>, whilst also having a link to Google maps. If car travel is chosen as the most viable way to travel on a particular occasion, car sharing is promoted and used whenever possible. The project also promotes and encourages staff to take part in Bangor University's Cycle to Work scheme, details of which can be found on the following link - <http://ispp.bangor.ac.uk/sustainability.php.en>.

A project-specific Eco Code has been created and displayed in the communal areas across both partner offices, whilst it is also easily available online. The Eco Code is a poster that reminds staff, partners, students and visitors about environmental good practice; in particular waste, transport, purchasing, water, energy, biodiversity and raising environmental awareness.

¹ CO₂e is calculated for the number of individuals traveling on the ferry as foot passengers and on the train, and for numbers of vehicles used when traveling by car and taxi.

Cod Eco

Gwasparhau	
Cod Eco	Byddem yn atal ffaithau, allddwyddio ac allygachu ein gwastraff lle bynnag bosib
Gweithred	<ul style="list-style-type: none"> Allygachu holl ddwyddiau a ddiwydiwr yn cynnwys papur, metel, gwydr, plastig a bwyd Sicrhau bod arwyddion digonol ar gyfer allygachu a bod biniau wedi eu lleoli'n ddaiddig ar draws yr adeilad
Trasport	
Cod Eco	Amnwg neu a fyndd sy'n gyhoeddus i amgylchedd i deithio
Gweithred	<ul style="list-style-type: none"> Llethu'r angen am deithio lle bo modd iwy ddefnyddio 1GCh Defnyddio a hyrwyddo clydant cyhoeddus a lwybrau beicio Defnyddio ffeio-gymeddiol a thelwyddiau yn lle cael cyfarfodydd wyneb-in-awyreb Hyrwyddo rhannu cerbydau bo hyspwr'n bosibl
Prynw	
Cod Eco	Byddem yn prynu cynnyrch a deunyddiau sydd ddim yn niweiddio'r amgylchedd pan yn cael eu gwneiddio neu eu defnyddio
Gweithred	<ul style="list-style-type: none"> Prynw cynnyrch wedi ei allddwyddio/allygachu lle bynnag bosib Cadeu at weithdrefnau caiffat cynaliadwy ein sefydliad
Dŵr	
Cod Eco	Byddem yn arbed dŵr lle bynnag bosib
Gweithred	<ul style="list-style-type: none"> Defnidd tapiau profi bynnag nael ystyng yn cael eu defnyddio Rholi gwybodd am unshyng wastraff dŵr, e.e. tapiau sy'n difteru Pedro goglemwr'i tagell
Ynnw	
Cod Eco	Byddem yn llethu'r defnyddio d'ymni
Gweithred	<ul style="list-style-type: none"> Troi gwres / golau i fferddlawer pan nad oes eu hangen Cau bob drws / Ffensiwn yn y gaeaf Defnidd offer hydant pan f'on broiod Defnyddio'r gyltau yn ber'i lliff
Bioamrywiaeth	
Cod Eco	Byddem yn cynyddu bioamrywiaeth y safle, a'r ardal o'i amgylch
Gweithred	<ul style="list-style-type: none"> Cymrw rhannu mesur ddi-gyddarfa bioamrywiaeth y Bdyfagell
Codi Ymwybyddiaeth	
Cod Eco	Byddem yn hybysu ein holl ymwelwyr a'r cyhoedd yn gyffredinol ymlyng a sut y rdyng yn eiddoch ar ei am hamgylchedd
Gweithred	<ul style="list-style-type: none"> lleu y gyltau, byddem yn rhoi hyspwr'n ieddu a phosteri o amgylch y safle e.e. y Cod Eco yma Darparu gwybodaeth ar wefan ac mesu deunyddiau eraill

Eco Code

Waste	
Eco Code	We will prevent, reduce, repair, reuse and recycle to minimise waste wherever possible
Action	<ul style="list-style-type: none"> Recycle all materials used, including paper, metals, glass, plastic and food Ensure there is adequate signage for recycling and that bins are conveniently located across the building
Transport	
Eco Code	Encourage more environmentally friendly ways to travel
Action	<ul style="list-style-type: none"> Reduce need for travel where possible through the use of ICT Utilise, promote and enhance public transport and cycle routes Use Videoconferencing and Teleconferencing Promote car sharing wherever possible
Purchasing	
Eco Code	We will buy products and materials that do not harm the environment when they are made or used
Action	<ul style="list-style-type: none"> Purchase reused/recycled products wherever possible Adhere to our institutions sustainable procurement procedures
Water	
Eco Code	We will save water wherever possible
Action	<ul style="list-style-type: none"> Turn off taps whenever not in use Report any water wastage, e.g. dripping taps Don't overflow the kettle
Energy	
Eco Code	We will reduce our energy consumption
Action	<ul style="list-style-type: none"> Turn off/down all heating/lighting when not needed Close all doors/windows in winter Turn off electrical equipment when appropriate Use the stairs instead of the lift
Biodiversity	
Eco Code	We will increase the biodiversity of the site and its surroundings
Action	<ul style="list-style-type: none"> Participate in the University biodiversity events
Raising Awareness	
Eco Code	We will inform all our visitors and the general public about how we are looking after our environment
Action	<ul style="list-style-type: none"> Place prominent notices and posters around the organisation premises e.g. this Eco Code Provide information on our website and any other material

A Sustainable Events Checklist was created to be used when organising events and large meetings. The checklist is bilingual and so can be filled out in either language, and has been used throughout the project for all events. The checklist is a series of questions to be answered by the event organiser in the preparation stages. Questions are particularly focused on the outcome of the event, date and timing, location and accessibility, possible waste generated, bilingualism, and catering (with emphasis on health, locality and resource efficiency).

ISPP Social Indicators

A project-specific Wellbeing Code has been created and displayed in the communal areas across both offices, whilst it is also easily available online. The aim of the Wellbeing Code is to ensure as much focus on the social aspects of the projects as on the environmental ones. The poster is very similar to the Eco Code in that it reminds staff, partners, students and visitors about the importance of wellbeing, whilst it has been structured in accordance with the social goals as they appear in the Wellbeing of Future Generations (Wales) Act 2015. The Wellbeing Code therefore includes a section on Health, Equality, Cohesive Workplace and Welsh Language and Culture.

Cod Llesiant

Iechyd	
Cod Llesiant	Amnwg staff ac ymwelwyr i'w ieddu am eu les meddyllol a chorfforol
Gweithred	<ul style="list-style-type: none"> Amnwg staff i gennwdd seilient yn rheolaidd oddi wrth eu sgriniau cyffwrdd yn enwedig am 10.45yb am banded a sgwrs Herylno a hyrwyddo gweithgareddau i wella iechyd meddwl a chorfforol e.e. sesiynau ymwybyddiaeth elatig Amnwg staff i lyng am dro yn ystod amser cinio Cynghori staff baidio ag ymateb i e-byst ac all ar benwyfnsiau a phlan ar wefan blynyddol
Cyfraddfodol	
Cod Llesiant	Dileu unshyng lath o wahaniaethu, allonyddu, branychu neu erfedgaeth yn y gweithle
Gweithred	<ul style="list-style-type: none"> Tin ein holl weithwyr i'r holl ym cello am awyddd yn deg a chyfarfod wrth holl f'ion hoesi, anabodid, sibemw rhyw, statws priodasol/partneriaeth all, statws bechgynyddd mamolaeth/teulu holl f'ion yn cynnwys barddial ethnig, lleu, cenedlgyrdd, a thandad cenedlaethol, crefydd, cred, rhyw neu gofnydd Cymrw gweithle hyspwr'n ieddu a phosteri o amgylch y safle e.e. y Cod Eco yma
Gwneiddio Cynaliadwy	
Cod Llesiant	Sicrhau bod yn holl staff yn cael y gwybodaeth ddiwedara ac i dderbyn adborth
Gweithred	<ul style="list-style-type: none"> Trefnu cyfarfodydd f'm rheolaidd er mwyn sicrhau bod pob ased o staff yn cael gwybodaeth ddiwedara Amnwg staff i gennwdd adborth ar unshyng agawdd o'r project Amnwg cyfarfodwriaeth ar draws projectau ac adnannu
Iath a Ddiwyddiaeth	
Cod Llesiant	Sicrhau fod y project yn gweithredu yn hollol ddiwyddiaeth ac yn amnwg ddiwydd o'i iathd Cymrw yn y gweithle
Gweithred	<ul style="list-style-type: none"> Sicrhau fod ein holl deunyddiau yn ddiwyddiaeth Amnwg ein staff i wella ei sgiliau Cymrw

Wellbeing Code

Healthy	
Wellbeing Code	Encourage staff and visitors to take care of both their mental and physical wellbeing
Action	<ul style="list-style-type: none"> Encourage staff to take regular breaks from their computer screens in particular at 10.45 for Coffee and a chat Facilitate and promote activities to improve mental and physical health e.g. mindfulness Encourage staff to not respond to e-mails etc. on weekends and when on annual leave
Equal	
Wellbeing Code	Eliminate any form of discrimination, harassment, intimidation or victimisation in the workplace
Action	<ul style="list-style-type: none"> Ensure that we treat all employees and job applicants fairly and equally regardless of age, disability, gender reassignment, marriage/civil partnership status, pregnancy/maternity/family status, race (including ethnic origin, colour, nationality and national origin), religion, belief, sex (gender) or sexual orientation Offer flexible working whenever possible
Cohesive Workplace	
Wellbeing Code	Ensure that all staff are up-to-date and are able to provide feedback
Action	<ul style="list-style-type: none"> Arrange regular team meetings to ensure all members of staff are up-to-date Encourage staff to provide feedback on any aspect of the project Encourage cross-project/department collaborations
Welsh Language & Culture	
Wellbeing Code	Operate in a fully bilingual manner and encourage the use of the Welsh language in the workplace
Action	<ul style="list-style-type: none"> Ensure all materials are fully bilingual Encourage staff to improve their Welsh language skills



What's more, ISPP's Bangor team expressed an interest in improving their Welsh language skills at the beginning of the project, and so a survey was sent out to establish staff's baseline ability in terms of Welsh language in the initial stages of the project; this captured both ability and interest in improving their Welsh language skills. Out of a possible 15, 9 members of staff stated that they would like to have Welsh language lessons and 7 members of staff stated that they would like to join an informal mentoring/buddy scheme (either as a mentor or mentee).

Welsh Language lessons were subsequently organised at Marine Centre Wales (MCW), so that ISPP members of staff could attend easily. Lessons commenced in late September 2017, with 9 member of staff initially signing up and 4 members of staff regularly attending lessons by mid-October.

An informal Welsh language mentoring/buddy scheme was also set up, with 2 members of staff opting to be mentors and 5 members of staff opting to be mentees. The mentor/buddy allocation e-mail was sent to participating staff on the 8th September 2017, and included staff from ISPP, Bluefish and SEACAMS2.

A Multilingual Coffee Morning was organised in MCW on Friday 18th May 2018 at 10:45am, to promote the use of the Welsh language and to celebrate the projects' diversity. Staff and students were asked to bring food or drinks in to share from their country, region or village and learn a new phrase in a different language or dialect. The coffee morning included staff from ISPP, BlueFish and SEACAMS2, which was a success.





All ISPP Bangor staff members have also been sent translations of e-mail signatures and out of office to use on their e-mail, whilst the ISPP webpage is fully bilingual along with social media posts. If at all possible, information has also been made available in Gaelic.

 English  Cymraeg  Gaeilge

ISPP was the first project to be awarded the Sustainability Lab's "A Project Committed to Sustainability" CharterMark in July 2018.

