

Bringing our colleagues onboard our Journey to Better

Demonstration of the implementation of ISO20400 Sustainable Procurement Standard

South Western Railway is on a 'Journey to Better'. It's our commitment to deliver the highest standards in sustainability and lead the UK's railway industry transition to meet the demands of today, and of the future, in a cleaner and greener way to benefit its staff, customers, communities, and the environment.

As part of this, we have been working with Watts Sustainability since 2020 to ensure all areas of our business are introducing and embracing sustainable practices. Our collaboration with Watts Sustainability has led to the development of innovative and bespoke training materials available for our colleagues to improve awareness and provide them with the knowledge and skills needed to embed sustainability within their area.

Our partnership with Watts Sustainability to bring sustainability to life for our colleagues



Sustainability at South Western Railway

To support our ambitious sustainable development strategy, we have created a comprehensive series of in-house training courses, covering social value and community engagement, climate change, managing environmental risk, and waste management. These courses help to improve our colleague's knowledge of sustainable practices, as well as providing them with the insight to apply this knowledge to their role.

In close consultation with Watts Sustainability and sustainability membership organisation, IEMA, we regularly host bespoke online training courses throughout the year, and via a virtual classroom during the Covid crisis. The one-day courses provide SWR colleagues the opportunity to achieve their IEMA Environmental Sustainability Skills for the Workforce, a professional qualification for sustainability.

The Institute of Environmental Management and Assessment (IEMA) is the lead sustainability organisation with over 15,000 members both here in the UK and worldwide. Delivering training which is IEMA accredited ensures that our training is of the highest quality, and ensures our colleagues are learning from a leading voice in sustainability.

IEMA Transforming the world to sustainability

Feedback from SWR Colleagues:

"It was really great to have an external training provider who so clearly understood our specific industry and tailored appropriate parts of the course to the railway - using well researched and engaging examples. I learnt a great deal today and will endeavour to be more sustainable as an individual as well as encouraging continued progress and change within our business. Thank you Peter!"



"Peter was a subject matter expert and displayed passion and knowledge of the subject which engaged me. He also had knowledge about SWR which he used to illustrate pretty much all of the subjects covered - this was refreshing and different to other external training providers I have come across."



Knowledge for all

We are proud to work with lots of wonderful people who aren't directly employed by SWR. This includes agency colleagues, community groups and our supply chain. It is important that we clearly communicate our approach to sustainability and the sustainable practices we follow to everyone, so we can all be on our Journey to Better together.

For this reason our courses developed in partnership with Watts Sustainability are accessible for all our suppliers and community rail partnerships to attend. We have also developed a concise guide to sustainability to inform all of our station teams, temporary agency workers and community teams on managing the rises of pollution, energy wastage and ways to increase recycling. We're currently working on expanding this guide for agency colleagues working in our Train Presentation teams too.

We're on a journey to better

South Western Railway



Delivering best practice: making sustainability training interactive, relevant and fun

We recognise that not everyone can attend a full day's course on sustainability. That's why we have worked closely with the business to develop bespoke interactive 25 minute modules. These are developed to be role specific making them relevant to colleagues own experience at SWR. These will sit within our central training system allowing access for all and the ability to record attendance.

The modules are interactive and arm colleagues with the knowledge required to identify and understand environmental risks within their area of work, and subsequently how to mitigate these.

Courses are currently available for our colleagues working in engineering functions, and they also form part of the regular sustainability awareness training delivered to the wider businesses.

We are continuing to expand the accessibility of these modules to other teams at SWR including all our customer experience colleagues.



Continual improvement

We are proud to have been certified against ISO 14001 & 50001 since 2018. Watts Sustainability has supported us with the training materials required to maintain these accreditations.

We have helped improve our Environment Management System (EMS) - used for performance improvement to reduce environmental impacts and energy use. We have also developed a new guide to our EMS to ensure it is accessible and informative for all our staff and contractors.

How our work with Watts Sustainability links back to the ISO20400 requirements

We value the importance of sustainability and the need for all practices to become more sustainable for the future of rail, our customers and the environment.

Collaboration

For this reason, we embed sustainable processes into every part of our business, working collaboratively with teams and experts, like Watts Sustainability, to ensure a sustainable supply chain and informed colleagues.



Empowering our people

Educating and equipping our colleagues with the right skills and knowledge is critical to us. We want to empower our colleagues to bring new ideas to the table and engage them with transforming our network into a cleaner and greener railway.



Opportunities for everyone

We work hard to provide opportunities for everyone, no matter their employment contract with us or which area of the business they work within. We know sustainability is something everyone needs to embrace and learn about, which is why we endeavour to support everyone's development.



Embedding sustainability

Through our collaboration with Watts Sustainability, we have taken effective steps to embed sustainability within our organisational culture. SWR's sustainability team works closely with Watts Sustainability to ensure all training materials accurately reflect SWR's business activities and projects. The partnership allows SWR to continuously review and improve its ability to raise the awareness of sustainability within the business.

www.southwesternrailway.com

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