

Information Access Team



Hannah Jewell
Climate Emergency UK

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Our reference: 1340528

Your reference: request-937590-5e9fe884@whatdotheyknow.com

Date: 14th February 2023

Dear Hannah Jewell

Freedom of Information Act 2000

On 18th January 2023 Hertfordshire County Council has received the following request for information from you:

Council staff working on climate action

I would like information about your council's staff positions in relation to climate action for the Council Climate Action Scorecards. This information is most likely to be held by a HR department or similar.

In particular, please supply me with information relating to the following questions:

1a. How many staff does the Council directly employ (excluding contractors or subcontractors, and excluding teachers), that work directly for the Council as opposed to a school, leisure centres or other venture?

1b. How many directly employed staff spend 3 or more days per week (0.6 Full Time Equivalent (FTE)) on implementing the Climate Action Plan or other climate change projects? Please provide a list of all the roles. Please exclude waste management staff unless they are specifically working 3 or more days per week on implementing the Climate Action Plan or other climate change projects.

If you have answered yes to have a retrofit staff member below, this staff member can be included in this question even if they are contracted. This is

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likely to include all staff in your climate/sustainability team, such as Climate Change Officers or similar. This may include full time staff who spend 60% of their time on climate change projects and 40% of their time on other work.

You might include other staff in other departments, such as a procurement officer if they are spending 3 or more days per week (0.6 FTE) on writing and implementing a sustainable procurement policy or a planner that is working primarily on low carbon policies for new buildings.

2. Does the council have one or more staff member who works on home energy efficiency retrofitting, such as retrofit officers or project managers across the council area, for 3 or more days per week (0.6+ FTE)? This can include both directly employed and contracted staff, provided they work 3 or more days per week (0.6 FTE). The work of this officer may include working on any retrofit projects, including council buildings, council homes or private rented or owned households.

Please list any roles that work in this area, including the full time equivalent (FTE) if they work part time.

Please include staff members that are shared with other councils, such as between county and district councils, and note if they are shared across other areas.

The request has been considered under the Freedom of Information Act 2000. I can confirm that Hertfordshire County Council does hold some of the information you have requested and can be found below:

1a. How many staff does the Council directly employ (excluding contractors or subcontractors, and excluding teachers), that work directly for the Council as opposed to a school, leisure centres or other venture?

8,490 heads in Council Departments excluding the above as at January 2023.

1b. How many directly employed staff spend 3 or more days per week (0.6 Full Time Equivalent (FTE)) on implementing the Climate Action Plan or other climate change projects? Please provide a list of all the roles. Please exclude waste management staff unless they are specifically working 3 or more days per week on implementing the Climate Action Plan or other climate change projects.

The County Council has a Corporate Plan with four priorities that all 8,490 staff have a responsibility to implement within their work:

- A cleaner and greener environment,
- Healthy and fulfilling lives for our residents
- Sustainable, responsible growth in our county
- Excellent council services for all

All staff have to demonstrate the Corporate values as part of the county council's performance management process including demonstrating that they Act Sustainably.

In addition to this, the County Council has an approved Sustainable Hertfordshire Strategy which is accompanied by a Programme Plan of actions covering all directorates. As such, it is not possible to list all teams that directly implement climate change projects as staff from all directorates (Resources, Environment & Transport, Adult Care Services, Community Protection, Public Health, Children's Services and Sustainable Growth) are all responsible for creating a cleaner and greener environment and have embedded sustainability into their work.

The Sustainable Hertfordshire Team leads on integrating and embedding sustainability and climate action into all council services. The roles within this team are listed below:

Executive Director of Sustainable Growth

Director of Environmental Sustainability

Head of Sustainability

Programme Manager – Air Quality

Programme Manager – Biodiversity

Programme Manager – Carbon

Programme Manager – Community Engagement

Project Manager – Air Quality

Project Manager – Biodiversity

Project Manager – Carbon

Project Manager - Adaptation

Project Officer x 3

Sustainable Hertfordshire Student Placement

Graduate Management Trainee

The Sustainable Hertfordshire Team also funds post across the authority including:

Senior Campaigns Officer (Sustainability)

Project Lead – Land Management/Communities

Project Officer x 2 – Tree Strategy (part funded by Tree Accelerator fund)

Senior Project Manager – Design and Capital Delivery Team

2. Does the council have one or more staff member who works on home energy efficiency retrofitting, such as retrofit officers or project managers across the council area, for 3 or more days per week (0.6+ FTE)? This can include both directly employed and contracted staff, provided they work 3 or more days per week (0.6 FTE). The work of this officer may include working on any retrofit

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projects, including council buildings, council homes or private rented or owned households.

Hertfordshire County Council do not have any social housing stock and are not the Local Authority responsible for housing delivery/retrofit – this would be the responsibility of the district and borough councils, contact details for which can be found at <https://www.hertfordshire.gov.uk/about-the-council/how-the-council-works/district-and-borough-councils.aspx> with the District/Borough Councils.

If you have any questions, please do not hesitate to contact me, quoting the reference number on this correspondence. To find out more about Freedom of Information, please visit <http://www.hertfordshire.gov.uk/your-council/work/foi/>

If you are unhappy with the way the County Council has handled your request for information you may request an internal review of the request. This will be carried out by a member of the County Council Legal Services Team, who has had no prior involvement with the request. Requests for an internal review should be sent to the Information Governance Unit at the address above (within 2 months of this correspondence) and should detail in writing your grounds of appeal.

If you are unhappy with the outcome of the internal review you are entitled to ask the Information Commissioner to investigate your complaint. You should write to: FOI/EIR Complaints Resolution, Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF.

Yours sincerely,

Victoria Hooper
Information Access Practitioner