



BMA

BMA corporate social environmental responsibility strategy 2022–2030



British Medical Association
bma.org.uk

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Introduction

The BMA's mission is 'We look after doctors, so they can look after you'. Through our CSER (corporate social environmental responsibility) activities, we live our mission. The BMA strives to contribute positively to the wider society for the benefit of doctors, the communities they serve and, crucially, the environment.

We launched our first CSER strategy in 2018; since then, the COVID-19 pandemic has had a profound impact on everyone, not least our doctors. Our CSER work adapted due to the pandemic, stepping up our charitable activities to meet the changing needs of our doctors and wider society. We are proud of this response, and the BMA's focus on supporting doctors and medical students.

This new CSER strategy builds on and celebrates our existing work, and looks ahead to opportunities for further positive impact. We have extended our timeline to reflect our policy position of achieving carbon neutrality by 2030 and to highlight our commitment to achieving this ambitious goal.



Our vision

Our vision is to be a carbon neutral organisation, using our influence to lead by best practice

Workplace

We have a responsibility to promote and adopt organisational policies that support sustainable practices and improve the health and wellbeing of our employees.

Communities

We have a duty towards wider society and the communities we work with and within.

Sustainability and health

We recognise the detrimental effects climate change has on health and aim to minimise our impact on the environment.

Our CSER objectives

An open and inclusive workplace with high employee wellbeing levels.

A socially responsible organisation involving members and staff in giving back to the community.

A carbon neutral organisation by 2030 advocating for better approaches to tackling climate change.

How we will achieve our objectives

We create an open and inclusive culture by:

- Implementing the BMA EDI (equality, diversity and inclusion) corporate strategy 2022-2025.
- Investing in our people by embracing diversity, recognising expertise, developing talent and therefore increasing our capabilities.
- Future proofing our ways of working by embedding a hybrid working model.

We fulfil our social responsibility through activities such as:

- Supporting widening participation in medicine.
- Upholding fundamental human rights in health practice.
- Funding research careers through the BMA Foundation.
- Supporting doctors and medical students through our wellbeing support services.
- Adapting and delivering our charitable activities to meet the changing needs of our doctors and wider society.

We demonstrate our commitment to Net Zero by 2030 by:

- Conducting internal environmental audits to reduce our carbon footprint across our operations and property portfolio, embed sustainability reporting and publish our carbon descent plan.
- Acting upon our [2019 climate emergency declaration](#).
- Working together with Greener NHS and medical colleges to support their work around decarbonising the NHS.

Our CSER work

Founded in July 1832, the BMA has a rich history. We are the oldest medical association in the world to award grants to encourage and further medical research and have always advocated the highest standards of human rights in healthcare. Being an influential voice in health, we have a responsibility to give back to society, consider our environmental impact and ensure we provide an inclusive and healthy working environment for our staff.



CSER is a cross-association activity – we have grouped our activities under themes and specified whether they are undertaken at BMA-wide or national level.

Workplace initiatives

We are committed to promoting equal rights and opportunities, proactively tackling discrimination or disadvantage in all forms and creating an inclusive working environment for our employees. We strive to enable our staff to lead healthy lives and have a wide range of services that support their wellbeing.



As part of this, we have signed up to the [Disability Confident scheme](#) to ensure that disabled people have the opportunities to fulfil their potential.

The BMA has signed the [Charter for 'Employers who are positive about mental health'](#). As a Mindful Employer, the BMA is committed to creating a positive and open culture about mental health.

We recognise the importance of raising awareness of mental health and providing support to staff in need. We aim to implement good practices in recruiting and retaining valued and talented members of staff.

Some of our initiatives to promote staff health and wellbeing include:

- Employee Assistance Programme (EAP) with access to confidential 24/7 counselling helpline and specialist support
- Menopause and the workplace programme
- Health and wellbeing calendar of events throughout the year
- Mental Health First Aiders
- Staff network groups (Out@BMA, REACH, Belong, Parents/Carers group, Women's group)
- Staff safety first approach throughout the pandemic
- Hybrid working model
- [BMA corporate equality, diversity and inclusion \(EDI\) strategy 2022-2025](#)

Living wage employer

The BMA is proud to be an accredited London Living Wage employer. This marks our commitment to guarantee all cleaning, catering, security employees and contractors at BMA House are paid the living wage. It also includes specific contractors and service providers across the four nations and regions.

Business disability forum

The BMA is a member of the [Business Disability Forum](#), a not-for-profit membership organisation dedicated to the creation of disability-smart organisations.

Disability-smart organisations provide practical advice, training and facilitate networking opportunities. Being a part of this Forum means that we can be at the forefront of disability best practice.

Our work with communities

Wellbeing support services

We recognise the pressure doctors come under and offer a range of support services from face-to-face psychotherapeutic consultations to over-the-phone counselling. The BMA has a wide array of [services and information](#) to support the medical profession.

Our wellbeing support services include confidential 24/7 [counselling and peer support](#) services, which are open to all doctors and medical students free of charge.

We have delivered the [Doctor support service](#) on behalf of the General Medical Council (GMC) since 2012. This service is an emotional support service for any doctor subject to GMC fitness to practise and licence-withdrawal procedures.

In partnership with the Royal Medical Benevolent Fund, we deliver [DocHealth](#), a confidential non-profit psychotherapy service for doctors, which is provided by consultant psychotherapists.

Our focus has been, and continues to be, on providing timely, professional and effective services to all those seeking information or support. Our aim is to deliver trusted services, and for our interactions with service users to be positive, helpful, and consistent. This ensures that doctors and medical students feel supported when they need it most.

Following receipt of a grant from the [COVID-19 Healthcare Support Appeal](#) (CHSA) in 2020, we were able to expand our existing telephone and video counselling service to also provide face-to-face counselling for a 12-month period. We have promoted our wellbeing services extensively, and this has contributed to record numbers of doctors and medical students accessing our counselling service, increasing pre-pandemic figures by three-fold.

There is always someone you can talk to...

Wellbeing support services

COUNSELLING | PEER SUPPORT
0330 123 1245



Our links with wellbeing providers

We have hosted the Wellbeing Support Stakeholder Group since 2018, which brings together organisations that provide non-profit, or free at the point of delivery, wellbeing and support services to doctors and/or medical students. This has enabled us to network and provide support to other organisations and service providers.

International medical community

The International Conference on Physician Health (ICPH) is a collaboration between the British, American and Canadian Medical Associations, which aims to support doctors and medical students to create better working environments for themselves and their colleagues.

This conference is held every other year and is hosted by one of the founding associations. In September 2020, the BMA was meant to host in London. Due to the COVID-19 pandemic we organised the first virtual ICPH conference in April 2021. By presenting positive interventions and bringing together a vibrant, international community of professionals, we aimed to enable doctors to make their career and workplace more conducive to sustaining their health and wellbeing.

Policy work

We support health and wellbeing at work and have produced the following reports on [Moral distress and moral injury: Recognising and tackling it for UK doctors](#) and [Rest, recover, restore: Getting UK health services back on track](#).

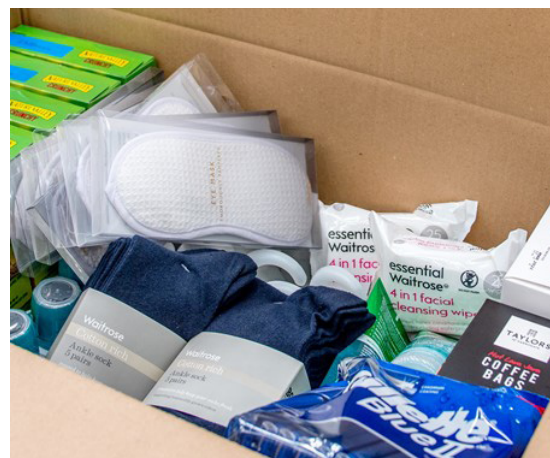
We have launched a [COVID-19 support hub](#) to help doctors and medical students working under extraordinary and challenging circumstances to look after their health and wellbeing. You can read more about our work to improve the mental health of the profession, including during and beyond COVID-19, new research and our wellbeing charter [here](#).

Care boxes

Supporting doctors and medical students in hospitals during the COVID-19 pandemic

During the early stages of the COVID-19 pandemic, BMA Scotland and Northern Ireland helped support doctors working around the clock through the roll-out of care packages. BMA Scotland originally devised these boxes in late 2019 as a means of supporting new doctors, many of whom reported their struggle to take breaks away from their work areas.

Crates containing basic essentials such as hand-sanitiser gel, toiletries, spare clothing, tea bags and snacks were made available to hospital sites in both countries.



Care boxes were soon distributed by BMA Cymru Wales to hospital sites across Wales. The boxes contained items to help NHS staff relax during much needed breaks and encourage them to take their wellbeing into consideration.

In England, the BMA worked with the John Lewis Partnership to provide and deliver care packages to all acute trusts in England and to teaching trusts near their stores in Scotland and Wales.

We advised the retail group to include a combination of 60,000 much-needed non-clinical essentials including toiletries, snack food, tea, coffee and socks. Care packages also included information about the BMA's 24/7 counselling service and BMA guidance on a range of related issues.

As the pandemic has been ongoing, so has the delivery of care boxes. In Scotland, they are topped up every quarter. In England, a further round of care packages was distributed during the second wave of COVID-19 in winter 2020-2021 to all acute trusts, on the same basis as previously. In Northern Ireland, following the surge of Omicron variant cases in winter 2021, replenishments of care boxes were delivered to hospitals across the country.

'Thank you very much for the delivery of the care box, which has been gratefully received by the anaesthetic department in the Causeway. [...] I am a great believer of looking after ourselves and each other, especially during times of increased stresses and anxiety, with increasing workload and uncertainty. It is great to see organisations such as the BMA recognising this and being proactive in staff wellbeing. Thank you very much. Glad to be a BMA member – wonderful organisation!' **Dr Stephenson**, Specialty Doctor at Causeway Hospital

BMA medical book and PLG patient information awards

We annually hold the [BMA medical book](#) and [BMA PLG \(patient liaison group\) patient information](#) awards.



BMA medical book awards

We at the BMA are proud to champion high-quality medical literature and the BMA medical book awards are a unique opportunity for us to do this. These awards are not just a celebration of success stories but also a platform to share best practice, learn from high-quality resources, and promote excellence in medical writing.

Prizes are currently awarded in 14 categories, including an overall BMA medical book of the year award. Through the medical book awards, we highlight the achievements of authors and publishers and the contribution they make in producing resources which aid medical education and professional development.

'We were delighted and honoured to be awarded the BMA young author's award for 2019. Most of the motivation for writing *Medicine in a Minute* was always, always to help final year medical students pass their dreaded final exams with confidence. The award has also helped us on a personal level – I think receiving it has motivated us to continue writing high quality work and has furthered our interest in educating the next generation of physicians.'

Amar Vaswani, winner of the 2019 young author's award

BMA PLG patient information awards

The annual BMA PLG patient information awards recognise excellence in the production and dissemination of high-quality, accessible, and well-designed patient information. The COVID-19 pandemic has shone a critical light on the communication and dissemination of health information to patients and the public.

The awards have also been renamed the BMA PLG patient information awards in appreciation of the [BMA patient liaison group](#)'s mission to represent an informed patient view within the BMA, and the group's increasing participation in the awards.

The BMA PLG patient information awards reinforce the BMA's commitment to support good educational practice and acknowledge new approaches and technologies intended for the public audience. These awards are not just a celebration of success stories but also a platform to share best practice, learn from high-quality patient information projects, and deliver better patient outcomes.

Both awards were held in a virtual format in 2021. We will continue to build on their success to drive engagement.



'It is a real achievement – among health information producers, the BMA PLG patient information awards seem like the highest compliment. Not only does it signify quality to external users, whether that's the public or professionals, it's helped to boost the profile of health information within my organisation.' **Imogen Pinnell**, health information manager at Jo's Cervical Cancer Trust and 2019 winner

Widening participation activity

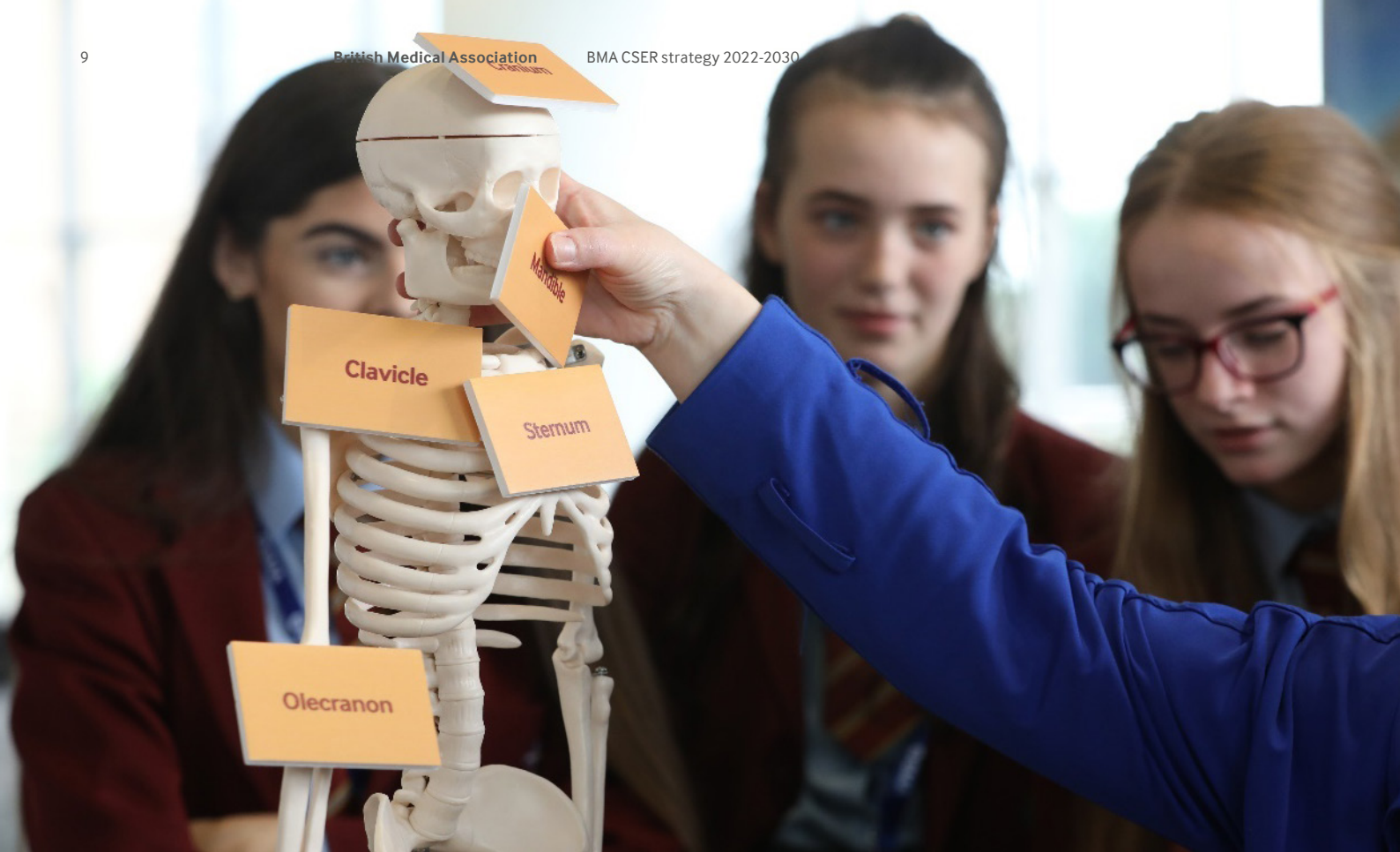
We are committed to ensuring that all students who are interested in entering medicine have a fair opportunity to do so. By supporting [widening participation \(WP\) in medicine](#), we are ensuring that the NHS is reflective and understanding of the needs of its patients in the future.

We run outreach activities throughout the four nations to inspire prospective students from diverse backgrounds to apply to medicine and equip them with knowledge about medical careers. We have reached thousands of students through these initiatives over the years.

BMA-wide WP activity – ARM school events

Every year as part of our ARM (annual representative meeting), which is held in a different city each year, we invite local students to attend a school engagement event. During the event, local students meet with some of our members (representatives from each branch of practice) and hear about their experience of studying and working in medicine. Through medical-themed group activities, games and quizzes, students have the chance to ask questions about studying and working in medicine. Around 80 local students have attended the event each year since 2016.

In 2020 and 2021, we held these events online and recorded them to ensure that they remain accessible and are used as a learning opportunity by prospective medical students. We recognise that the COVID-19 pandemic will have a great impact on the ability for pupils from under-represented backgrounds to access a career in medicine. We will continue to offer online events so we can keep engaging with higher number of students across the four nations.



Fantastic to see a diverse group of people and backgrounds of which the students could identify with. Each area was very welcoming. Students enjoyed practical elements of the day. Many thanks, a super day had by all.

School attendee – ARM 2018

We would like to thank you sincerely for taking the time to put this event together. It was truly inspiring and so informative to so many of our students.

School attendee – ARM 2020

England WP activity

The BMA aspiring doctors programme is run in England. Through the programme, we use our network of doctors and medical students to help schools whose students are interested in applying to medical school.

The programme helps to bridge the gap in knowledge and access to ensure that all students who are interested in entering medicine have a fair opportunity to do so.

Members involved in the programme (BMA aspiring doctors ambassadors) support students in the following ways, by:

- offering insight into the application process and a doctor's career path
- providing work experience
- helping with personal statements and interview practice
- helping to prepare for admission tests.

We offer support to ambassadors by providing tools and resources for school visits and presentations that highlight some of the challenges and barriers students applying to medical school might face. If the BMA is contacted by a school who would like someone to present to their students, we will also contact ambassadors in the local area for their availability.



Northern Ireland WP activity

BMA Northern Ireland has been running WP initiatives since 2016, starting with a pilot project at the 2016 Belfast ARM. Pupils from non-grammar schools were given a unique opportunity to speak face-to-face with both doctors and medical students.

This was followed by a Widening Participation in Medicine event on 10 October 2017 and a series of school visits by the Northern Ireland Medical Students Committee.

In 2019, BMA Northern Ireland linked up with the community-based initiative [R-City](#) based in one of the most deprived areas of Belfast. BMA junior doctor and medical student members took part in a series of engagement events with young people aged 12-18.

Work is ongoing as to how to continue to promote widening access to medicine using virtual platforms.





BMA Scotland WP activity

BMA Scottish medical students committee (SMSC) believes that students from all backgrounds should be able to study medicine and supports the implementation of the recommendations made by the Commission on Widening Access' (CoWA) final report: [A Blueprint for Fairness](#).

While the committee supports the work of the Scottish Government and universities to implement initiatives to reach more students from diverse backgrounds, they continue to push for more progress.

SMSC have published [a booklet titled 'Have you thought about studying medicine'](#), which details the basics – what you need to do and what you need to know – if you are thinking of applying to study medicine. The booklet offers hints and tips and personal accounts of medical students' experiences, explains support available for finances, and demystifies studying medicine. The booklet promotes [widening participation and access to medicine](#) regardless of background.

BMA Wales WP activity

BMA Cymru Wales have produced a dual language booklet titled ['Why haven't you thought about starting medicine yet?'](#), detailing the different paths you can take into medicine. The aim of the booklet is to encourage all those who wish to become a doctor to consider medical school, regardless of their circumstances. It uses experiences, case studies and tips from current BMA members and has been distributed to schools, universities and other educational organisations across Wales.

BMA Cymru Wales participated in Cardiff University Widening Access into Medicine Mentoring Scheme's (WAMMS) online event. The aim of the event was to encourage students from different backgrounds to consider a career in medicine. We presented the BMA support that they would receive if they did attend medical school and offered prizes for participation in online activities.

Refugee doctor initiative

We believe refugee doctors make a valuable contribution to the delivery of healthcare services in the UK.

Refugee doctors have to go through numerous stages before being able to apply for their licence to practise from the GMC. We offer support to refugee doctors going through these stages through our [refugee doctors initiative](#).

The refugee doctor initiative is free and provides a range of benefits to help suitably trained doctors get their licence to practise in the UK.

What is included

- Free weekly subscription to [the BMJ](#)
- A confidential, 24-hour phone [counselling service](#) for you and your family for all personal, emotional, work or study related problems
- Use of the BMA library
- Local BMA support and attendance of local BMA meetings
- Support from the BMA international department.



Global health and human rights

Human rights and medical practice are rooted in fundamental principles including respect, dignity, fairness and equality.

We typically intervene in cases in which doctors are involved. For example, where there has been interference with medical impartiality or where doctors themselves have become victims of human rights violations.

We will also intervene on behalf of patients where they have been prevented from accessing healthcare or where there are serious infringements on patients' right to health.

Our [procedures for human rights interventions](#) were drawn up with advice from [Amnesty International](#) and the [International Committee of the Red Cross](#).

Most recently, we have spoken out against:

- continuing attacks on medical personnel and facilities in areas of conflict
- the continuing assaults on the medical profession in Turkey
- the attacks on medical personnel and medical facilities in Sudan
- the prevention of access to healthcare in Israel.

Our ethics and human rights team also [publishes advice and guidance](#) on health-related human rights issues. The report 'Locked up, locked out: health and human rights in immigration detention' explores the role of doctors in protecting and promoting the health-related human rights of detained individuals. The ethics and human rights team also engages with and lobbies on health-related human rights issues.

Fair medical trade

For over a decade the BMA has campaigned for fair medical trade and ethical procurement across the healthcare industry.

We highlight labour rights abuses in healthcare products supply chains, lobby parliament, and work with our partners and fellow stakeholders, including the International Working Group on Ethical Public Procurement and the Ethical Trading Initiative.



Our work on fair medical trade aims to:

- raise awareness in the NHS that many medical products are likely to have been manufactured under unethical working conditions.
- call upon the Government, NHS trusts and consortia, and purchasing bodies to support the implementation of the 'Ethical Procurement for Health' workbook to ensure fair working conditions for those who produce commodities or provide services.
- encourage healthcare professionals to support the campaign for fair and ethical medical trade in the health sector and call on their organisation to adopt an ethical purchasing policy.
- call on procurers to question suppliers to establish the origin of the instruments and materials that they use and to inquire about labour standards under which products are manufactured.
- call on suppliers to demonstrate that they are actively committed to improving working conditions for manufacturers by working within credible codes of conduct, and by submitting to independent worker-led monitoring. Purchasers should not boycott unless this has been specifically advocated by the workers that are affected by the boycott.

We encourage health professionals to [take action](#) and help us to raise awareness of fair medical change.

Charitable activity

We are involved in a range of charitable activity from furthering medical research and supporting early medical researchers' careers to awarding grants to healthcare charities.

BMA Foundation

The [BMA Foundation](#) awards funds to encourage and further medical research. An independent charity, our mission is to support medical students, doctors and scientists in their research aims and to help pioneer medical research.



Through the BMA Foundation, the BMA has been supporting medical research since 1839 and is the oldest medical organisation in the world to award grants and prizes to encourage further medical research. Thanks to the support of generous individuals, approximately 14 research grants totalling over £850,000 are awarded to medical students, research scientists and doctors each year. The grants provide funding for a variety of different subject areas, ranging from research into rheumatism and arthritis, to cardiovascular disease, cancer and neurological disorders.

Until 2020, the BMA Foundation for Medical Research consisted of four existing separate registered charities; the HC Roscoe Trust Fund (277391), the James Trust (233691), the British Medical Association Scholarship Trust Fund (245997), and the Joan Dawkins Fund (276097). The trustees brought together the charities under one formal, newly established Charitable Incorporated Organisation called the BMA Foundation. The objects of the new BMA Foundation focus on the overall advancement of health and the relief of sickness for the public benefit.



Each year we host an awards ceremony for the annual grant winners, as well as inviting back some of our past winners to talk about the impact of BMA Foundation grants on their career and research field. This is an excellent chance to celebrate the success of the grant winners and the BMA Foundation's continued support for high-quality medical research.

COVID-19 grants

In 2020, as a response to the COVID-19 pandemic, the BMA Foundation offered an additional grant worth £65,000 for new and ongoing research into COVID-19.

We received a total of 57 applications, ranging from basic to clinical science and also on COVID-19 from the perspective of public health and therapeutic angles.



I'm so happy to have been awarded the grant, it has totally changed my life. I was a totally disillusioned postdoc and now I work with a hugely supportive mentor who is really facilitating this project (giving me a student to help work on it, making consumables funds available, encouraging me to apply for more grants). It is quite literally the best thing that ever happened to me. **Dr Lynda Coughlan, HC Roscoe Grant 2017**

BMA Giving

The **BMA Giving** grants scheme aims to support smaller, UK-registered charities, particularly those working at community level, with priority given to those that align with the BMA's values and its mission of 'we look after doctors so they can look after you.'

BMA Giving is a committee of BMA members who meet annually to determine BMA grants to healthcare charities. The committee awards grants totalling £150,000 to charities whose research projects fall within the objects of the BMA:

- promoting the medical and allied sciences
- maintaining the honour and interests of the medical profession
- promoting the achievement of high-quality healthcare.

The committee also welcomes applications from charities where doctors play a key role in the charity's work.

In 2020, the committee supported organisations and charities which have cared for doctors and medical students during the pandemic with funding totalling £350,000. The budget was boosted by money raised throughout the pandemic, including through a celebrity Zoom House Party, organised with BBC head of comedy Emma Strain, which attracted £5,000 in public donations.

Projects to mitigate the effect of COVID-19 on the BAME (black, Asian and minority ethnic) workforce and to support the mental health of doctors and medical students are among the recipients of the latest grants from BMA Giving. The committee has also approved grants to charities working to assist medics affected by COVID-19, to support a peer-to-peer mental health programme for medical students and to provide assistance to future NHS doctors affected by cancellation of the Professional and Linguistic Assessments Board exams in March 2020.

By working with BMA Giving we have been able to develop and deliver inter-connected resources that will help change views on mental health and improve support in the NHS.

Mind

Emergency funding

The association provided a total of £25,000 in emergency financial support to organisations supporting doctors in India following the country's deadly surge in COVID infections in early 2021. The grants, which have been provided through the association's BMA Giving, has seen funds given to a number of UK-based organisations looking to support and provide much needed resources to Indian doctors and healthcare staff.

The health systems were overwhelmed, so the support from BMA Giving was used to shore these up and ensure the most marginalised and vulnerable communities had access to medical care. **Disasters Emergency Committee**

BMA Information Fund

The [BMA Information Fund](#) provides health information and educational materials to health-focused organisations in low-resource countries.

Operating since 2000, the BMA Information Fund has provided over 342 donations of books and other information materials to health organisations in 72 countries worldwide. Our donations span the globe, focusing on low-income countries in Africa and Asia as well as island states, which face significant health challenges.

The fund is run in association with Health Books International (operated by Practical Action Publishing, the publishing arm of the charity Practical Action). HBI sources, produces and distributes practical and accessible health information and educational materials designed for use in low-resource settings.

The materials provided by the fund are clearly written, illustrated and relevant to the many health workers worldwide who operate with limited access to electricity and reliable internet connections, sophisticated equipment or medicines. Applications are welcomed from a wide range of not-for-profit organisations as well as new initiatives.

Sustainability and health

The BMA has long advocated for the link between climate change and health to be recognised. Doctors, medical students, and other health professionals have a vital role in supporting and advocating for better approaches to tackling climate change that protect and promote public health, while also reducing the burden on health services.



Our external influence

In 2019, the [BMA officially declared a climate emergency](#). We support the NHS and the UK achieving Net Zero carbon emissions in the shortest possible amount of time. In 2020, we published two reports looking into making the health service a greener and more sustainable system.

In 2021, the BMA worked with leading health organisations and medical bodies to emphasise the need for a health focus at COP26. We recently joined over 450 organisations in signing an [open letter](#) to government leaders and national delegations ahead of the event, warning that the climate crisis is the single biggest health threat facing humanity and calling on world leaders to deliver climate action.

In 2022 we will conduct research around the need to improve public transport access to healthcare settings in the UK.

The BMA is also a founding member of the [UK Health Alliance on Climate Change](#), a coalition of health professionals advocating to protect the public's health in response to these health threats.

How we support doctors and medical students to advocate for a sustainable health service

The BMA's general practitioners' committee wrote a report called '[Sustainable and environmentally friendly general practice](#)' on sustainability practices within GP surgeries and ways in which this can be developed and improved.

The BMA wrote a paper called '[Climate change and sustainability: The Health Service and Net Zero](#)' where we look at the state of play for sustainability in NHS Trusts and Health Boards and provided recommendations to make the NHS a less carbon intensive system. We are publishing an updated report on this issue in 2022 assessing the progress Trusts have made against our recommendations.

We are working together with Greener NHS and medical colleges to support their work around decarbonising the NHS.



What we are doing internally

We are committed to reducing our environmental impact and are constantly re-evaluating our practices to reduce our carbon footprint further. This has included installing low-energy motion-sensitive light fittings, 100% renewable energy power supply, fitting water saving devices to assist us in improving water efficiency by reducing use by 5.4 million litres a year and providing facilities for staff wanting to cycle to work.

We will publish the BMA's first Sustainability report in 2022. The report will provide a detailed overview of our environmental performance in a number of areas (building, energy, water, waste, food etc.), progress made in carbon reduction and our road to carbon neutrality by 2030.

Workplace initiatives

The BMA CSHG (corporate sustainability and health group) aims to inspire staff to uphold our values on sustainability. The group looks at practical ways of reducing our carbon footprint and is comprised of like-minded colleagues who are passionate about sustainability and health.

Through the group:

- We participate annually in Earth Day and have created an annual Sustainability and health week to raise awareness and initiate discussions on environmental and health topics.
- We organise sustainability initiatives throughout the year to help embed sustainability practices such as implementing new recycling processes or reducing our use of single-use items.





Recycling

We recycle an increasing proportion of the waste we generate, and BMA House has achieved zero-to-landfill status: all waste produced is either recycled or recovered.

Recycling and waste facilities have replaced personal desk bins in all BMA offices, improving access to recycling waste for all office-based staff. Staff are now able to recycle paper, cardboard, cans, plastics and food waste.

Our recycling processes are regularly reviewed to ensure that we continue to reduce our carbon footprint.

Sustainable technology

The Technology services team has also changed its working practices to help reduce the BMA's energy consumption.

- We use Office 365, allowing us to save and archive files and folders to the cloud reducing the number of machines we use and our energy consumption. We have rationalised our data requirements and moved to specialist data providers where economies of scale and economies of environmental impact are maximised.
- We use our assets as much as possible to extend the life of equipment and only replace when needed.
- Staff are encouraged to shut down their machines at night to reduce their environmental impact.
- Before the COVID-19 pandemic, we were already providing comprehensive VC equipment in BMA office meeting rooms and virtual meeting platforms and encourage the use of online meetings to reduce travel as much as possible.



BMA House awards

BMA House has received numerous awards in recognition of our sustainability work. BMA House was awarded Green Tourism Gold accreditation in 2017 – the largest and most established sustainable grading programme.

Our Gold Green Tourism award earned us the opportunity to host the 2018/2019 Global Good Awards. To assist the client to deliver a truly sustainable, fully carbon balanced event, our chef created an all-vegan menu. All event material was printed on 100% recycled 'Revive' paper by the only carbon positive printers in the UK (Seacourt). All suppliers and items for 'goodie-bags' were sourced from sustainable traders and no single-use plastics were used. Other sustainability awards include 'Greenest Venue' by Hire Space in 2018 and 2019, 'Most Sustainable Venue' by the London Summer Event Show in 2019, and a Silver award for 'Best CSR or Sustainability Initiative' at the 2019 London Venues Awards.

Sustainable events

We have partnered with the Cross River Partnership to promote a 'Clean Air Walking Route' from Kings Cross, providing delegates with a 'cleaner' journey to BMA House. This route takes guests off the busy Euston Road onto back streets where air pollution is 57% lower.

We monitor a delegate's carbon footprint. Although delegate numbers increased pre-pandemic, our carbon balance has reduced from 9kg per delegate (2014) to 2.8kg (2018).

We are sponsoring the 2022 Sustainable Event Buyer's Guide, and are hosting their Breakfast Launch in April 2022, where we'll showcase BMA House as a green venue to many other event professionals.

In addition to maintaining our Gold for Green Tourism, we will be working towards [ECOSmart](#) accreditation and become part of their green community.

We are increasing our visibility as a green venue by exhibiting at tradeshow:

- In 2021, we attended the Sustainable Event Show at the Barbican.
- In June 2022, we will be attending a new sustainable trade show, [Reset Connect](#). The show will be the UK's largest sustainability ecosystem and green investment gathering.

Further contact details

Find out more information about our CSER work here:

bma.org.uk/about-us/corporate-social-environmental-responsibility

The BMA CSER team is part of the corporate and member development directorate.

To contact the CSER team, please email CSER@bma.org.uk

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