

# EMPLOYEE ENGAGEMENT CASE STUDY

HOME  
ENERGY  
SCOTLAND

**EDINBURGH LEISURE IS THE CAPITAL'S BIGGEST LEISURE PROVIDER WITH OVER 30 VENUES. AN INDEPENDENT LEISURE TRUST, IT BOASTS A TURNOVER OF ALMOST £30M, AROUND 1,000 EMPLOYEES AND MORE THAN 4.8 MILLION CUSTOMER VISITS ANNUALLY.**

In 2012, Edinburgh Leisure developed a Green Plan aimed at reducing the organisation's environmental impact through engaging with staff. Each site is given carbon-saving actions, which are co-ordinated by Green Champions. Points are awarded for each action taken, based on its difficulty and impact. The focus on efforts staff can make, and not on issues out of their control, contributes to employee empowerment and ultimately to the success of their Green Plan.

Green Champions, other staff and customers are incentivised to take part through the publication of monthly league tables, displayed on each site's Green Board. Edinburgh Leisure set a target of reducing carbon emissions by 5% a year since the Plan's launch and has consistently hit the target each year.



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**SINCE 2015, HOME ENERGY SCOTLAND HAS TRAINED OVER 250 STAFF AND DELIVERED MORE THAN 1,200 PIECES OF ENERGY-SAVING ADVICE. THIS SUPPORT HAS BEEN INSTRUMENTAL IN HELPING EDINBURGH LEISURE TO ACHIEVE ITS GREEN PLAN OBJECTIVES.**

Thanks to this advice, a significant number of staff have been referred for further support including access to finance and home visits from Home Energy Scotland's technical teams. This has included home energy efficiency improvements such as a new boiler, insulation, and renewable technologies. In addition, Home Energy Scotland now supports two of the organisation's community projects; Steady Steps and Ageing Well.

Edinburgh Leisure - and its community projects - receive funding from a range of organisations including the City of Edinburgh Council, the NHS, MacMillan Cancer Relief, Life Changes Trust, as well as income from their memberships and customers.

The key to the partnership's success with Home Energy Scotland has been the tailored package of support developed to meet the specific needs of Edinburgh Leisure. Home Energy Scotland's teams made events relevant and achievable for staff, customising sessions to tie in with the wide variety of staff roles and time available at each Edinburgh Leisure site.

Their staff engagement efforts paid off when they won the inaugural 'Green Team' award, at the VIBES, Scottish Environment in Business Awards, in 2016.

"Our staff are really enthusiastic and have been grateful for the support they've received from Home Energy Scotland to make home energy efficiencies. It's such a positive relationship and they've also worked really well with our Active Communities team, which helps our more vulnerable customers to stay warm at home, further improving their health and wellbeing. I'm more than confident of their ability to interact with our staff and customers alike"

**- Fiona Douglas,  
Energy and Sustainability Manager.**

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