



Carbon Reduction Plan for Skills for Care Ltd July 2022

Internal

Carbon Emission Scopes.

Baseline Emissions

Our baseline emissions were measured, and recorded, by Positive Planet in accordance with GHG Protocols for scopes 1,2 & 3. The inventory includes all measurable Scope 1 & 2 emissions and the following Scope 3 emissions:

Scope 3 Emissions			
Scope	Inc?	Scope	Inc?
Purchased Goods & Services	No	Distribution (downstream)	Yes
Capital Goods	No	Processing of Sold Products	No
Fuel & Energy Activities	Yes	Use of Sold Products	No
Distribution (upstream)	Yes	End-Of-Life Sold Products	No
Operational Waste	Yes	Leased Assets (downstream)	No
Business Travel	Yes	Franchises	No
Employee Commuting	Yes	Investments	No
Leased Assets (upstream)	No		

Carbon Emission Measurement.

Emissions

Emissions for both our base year and current year can be found below, broken out by Scope.

	Base Year - 2021	Current Year - 2021
Scope	Emissions	Emissions
Scope 1	0.000 tCO ₂ e	0.000 tCO ₂ e
Scope 2	0.283 tCO ₂ e	0.283 tCO ₂ e
Scope 3	92.408 tCO ₂ e	92.408 tCO ₂ e
Total Emissions	92.691 tCO₂e	92.691 tCO₂e

Measurement periods that include 2020 – 2022 will be impacted by COVID-19. This will be seen as a temporarily reduced emission and not something the business is able to continue, as a trend, or repeat.

Carbon Reduction Targets.

Commitment to achieving Net Zero

We are committed to achieving Net Zero by 2030 at the latest.

There are no existing carbon emission reduction targets on which to report any progress currently.

In order to progress towards Net Zero, we have initially set carbon reduction targets to 2025. During this time, we will set our targets for the remaining period to ensure we reach Net Zero by 2030, at the latest.

Carbon Reduction Initiatives

The following environmental management measures and initiatives have already been, or are soon to be, implemented.

- Appointed Positive Planet as our sustainability partner.
- Continued working from home since the start of the pandemic in March 2020 significantly reducing the impact of our usual travel and use of office space upon the environment.
- Taken the decision to invoke the break clause on our London office and in addition, we have significantly downsized our Leeds office to a space for only 24 desks and one meeting room which will help reduce the number of colleagues working in an office environment.
- We are investing in the skills, capability and resources to carry out virtual and hybrid engagement, reducing the need for our team and the people we support to travel to meeting and events
- *Green Team* to champion our green mission statement and communicate the benefits to the rest of the organisation internally.

Carbon Reduction Plans.

We plan to implement further measures which will continue to drive down emissions. We are considering several initiatives and those listed below are some examples of areas we are discussing and the potential impact they may have to our emissions.

Link to our dashboard <https://positiveplanet.uk/company-dashboards/skills-for-care/>

Reduction Plan		37.989 tCO2e
Activity	Target Date	tCO2e Reduction
Switch to, and remain on, 100% renewable energy	2025	0.283 tCO2e
Introduce company EV leasing scheme for employees	31 March 2023	2.119 tCO2e
Communicate the benefits of renewable home energy to all employees	2023	20.309 tCO2e
Provide Carbon Literacy training to a selection of employees	31 March 2023	4.635 tCO2e
Update company travel policy to encourage and promote sustainable travel	31 March 2023	1.347 tCO2e
Update and communicate company green mission statement	2023	9.296 tCO2e

Taking in to account the plans and initiatives that have already been implemented, and those currently being discussed and considered, we remain on track to achieve Net Zero by 2030 at the latest.

Declaration And Sign Off.

This Carbon Reduction Plan has been completed, with the help of Positive Planet, in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Leadership Team

Signed on behalf of Skills for Care Ltd

Name: Ruth Stickler

Signed: 

Date: 05.08.22