

# Carbon Reduction Plan

## Commitment to achieving Net Zero

Learning Curve Group is committed to achieving Net Zero emissions by 2050.

Our commitment is enforced by engaging with an external consultant called SmartCarbon Platform which should be in place by the end of 2022.

## Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

<b>Baseline Year: 2020-21</b>	
<b>Additional Details relating to the Baseline Emissions calculations.</b>	
<p>We have used baseline reporting figures for 2020-2021 as it is the first year that we have access to a complete year of data. This is due to COVID-19 and staff working from home for the majority of 2020 and an office move in mid-2019 to our new Head Office. Previous to this we occupied a number of small offices on a room hire agreement where we had no data for energy usage.</p> <p>Going forward we have engaged with an external consultant called SmartCarbon. They are designing a bespoke platform to enable us to input our data going forward which will give us the ability to identify target areas for cutting emissions.</p>	
<b>Baseline year emissions: 2021</b>	
<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>259</b>
<b>Scope 2</b>	<b>47</b>
<b>Scope 3 (Included Sources)</b>	<b>1789</b>
<b>Total Emissions</b>	<b>2095</b>

\*We are awaiting the full reporting figures which should be in place by January 2023 for the 2022 figures, once we have fully engaged with the new Smart Carbon platform, we will have further data. It is anticipated that the Smart Carbon Platform will be in place by end of December 2022.

## Current Emissions Reporting

**Reporting Year: 2022 will also include any revised baseline figure due to the growth, restructuring of the company through 2021-2022.**

Making meaningful comparisons of emissions data over time is an integral part of any LCG report that aims to be credible, transparent, and useful to stakeholders.

<b>EMISSIONS</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
<b>Scope 1</b>	<b>259</b>
<b>Scope 2</b>	<b>47</b>
<b>Scope 3 (Included Sources)</b>	<b>1789</b>
<b>Total Emissions</b>	<b>2095</b>

## Emissions reduction targets

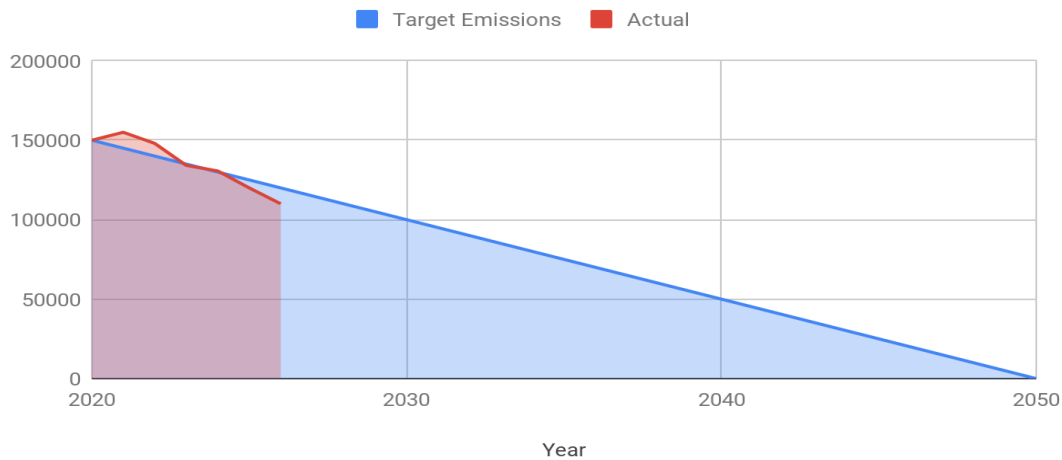
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- Reduce energy usage by 5% over the next 5 years across the business using a mixture of staff awareness, PIR lighting, LED replacements and energy management at site level
- Reduce Scope 3 emissions by 5% using a mixture of other forms of transport, car share and the use of IT software (MS Teams and other such software) to support meetings and reduce travel requirements for staff attending meetings across the country.
- Encouragement of use of the public transport such as train for travel where possible.
- Engage with energy companies who produce green energy wherever possible.
- Investigating a salary sacrifice scheme for staff for electric vehicles.

We project that carbon emissions will decrease over the next five years to 1383.30 tCO<sub>2</sub>e by 2027. This is a reduction of 10%

Progress against these targets can be seen in the graph below:

### Carbon Reduction: Projected vs. Actual



## Carbon Reduction Projects

### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented across 2021 and through 2022. The carbon emission reduction achieved by these schemes will give us a reduction in emissions across 2022 once we have enough data to show this and they will be in effect when performing the contract.

- We have begun to replace all fluorescent light fittings in our academies with LED fittings.
- We have installed PIR lighting in our Head Office in Spennymoor.
- All waste we generate is recycled by the management company to cut down on landfill.
- Printing across the business is no longer done automatically and is 'held' in the printer with staff having to access the individual printer to release their paperwork. Anything that isn't printed within the hour is deleted.
- A car share scheme is in operation across the business where staff are encouraged to car share wherever possible. Further push on car sharing and benefits across the business and a good example of this was staff car sharing for annual staff conference.
- Electric car charging points have been installed at Head Office for those staff who already operate an electric vehicle. We are looking at increasing the number of charging points installed at Head Office to accommodate more electric vehicles as the need increases.
- Regular standing orders for our course booklets are printed and delivered to the customer direct from the supplier to cut down on transport costs.

- A travel plan has been produced for Head Office highlighting bus and cycle routes to and from the office.
- We operate a cycle to work scheme for all staff who are able to utilise this scheme.
- We have employed a travel partner to book all staff travel and accommodation. They provide green options for all travel and accommodation requests. We have also implemented an authorisation process for any travel to ensure that it is necessary before the employee travels and look at other methods such as use of Teams if for a meeting that can be held using internet access, reducing travel and emissions.

In the future we hope to implement further measures such as:

- Change our managed vehicles to electric models where possible. Electric vehicles held at head office for managers who travel by public transport to use to visit academies.
- Cut down on employee business travel by using software already in place such as MS Teams and other electronic messaging and meeting services.
- Move over to green energy suppliers across all our managed premises.
- We are talking to the Green Salon Collective who can recycle 100% of waste from hair salons including hair, wax strips, foils from hair colouring etc. Nothing goes to landfill with the majority of waste being recycled and anything that can't goes to energy production.

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard 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<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

Scope 1 and Scope 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<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

**Signed on**

**behalf of the Supplier:**

Steve Williams  
Head of Risk



.....  
Date: 20 October 2022

<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>