

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.

Baseline Year: 2021	
Additional Details relating to the Baseline Emissions calculations.	
<p>We have used baseline reporting figures for 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. 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>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	163
Scope 2	39
Scope 3 (Included Sources)	1335
Total Emissions	1537

*With the baseline figures being from 2021 we don't have current reporting figures yet with it only being February. Once we have fully engaged with the new Smart Carbon platform we will have further data.

Current Emissions Reporting

Reporting Year: 20XX	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	XX
Scope 2	XX
Scope 3 (Included Sources)	XX
Total Emissions	XX

Emissions reduction targets

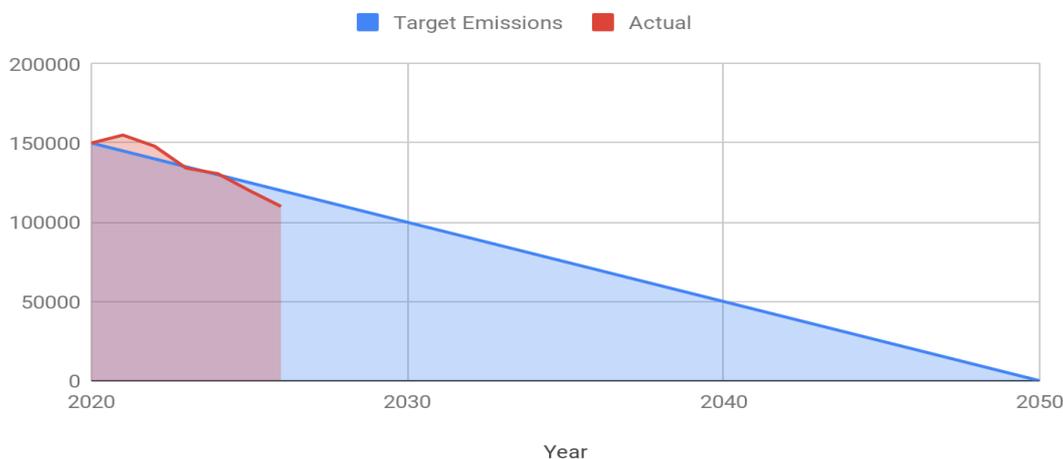
In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

- 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)
- 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 tCO₂e 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. 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 This will be which will be relaunched now that we have staff coming back to the office after COVID-19.
- 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.
- 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 which will be relaunched now that we have staff coming back to the office after COVID-19.

- We have employed a travel partner to book all staff travel and accommodation. They provide green options for all travel and accommodation requests. This will be relaunched again now that we have more staff coming back to the office after COVID-19. We are also implementing an authorisation process for any travel to ensure that it is necessary before the employee travels.

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

- Change our managed vehicles to electric models where possible
- 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



Date: 23rd February 2022

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

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

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