

Action plan 2021



Carbon footprint baseline year 2019-2020:
Carbon footprint 97 tonnes CO₂e.

Action 1

Our Apprenticeships Manager, Charlotte Lestienne, took the Cambridge Institute For Sustainability Leadership course and measured our carbon footprint for two years (one with Covid – one without).

Action 2

We shared our vision with the team and created a sustainability page on our website. We raised awareness in the office and worked on our general waste. Getting everyone involved and collecting ideas at a personal and work level, we recycled and donated everything we didn't need, such as white boards, ink cartridges, books and food.

Action 3

Our printed material was our first priority, replacing existing materials with recycled materials:

- Our boxes were already fully recyclable, however our new box is a smaller size to the previous one.
- The bubble wrap we use is fully recyclable and produces less of a carbon footprint than the Kraft paper alternative.
- Our courier is sustainable and their mail packs are 100% recyclable.
- When printing our study guides, our printing supplier will produce a carbon capture certificate and print on to fully recyclable paper, with the Woodland Trust and recycle logos present.

Action 4

We promoted flexible and remote working, with every employee encouraged to take at least one day a week to work from home.

Vision statement

As a training provider, we want to lead by example. We signed the UK SME commitment in 2021.

SME Climate Commitment

Recognising that climate change poses a threat to the economy, nature and society-at-large, we commit to take action immediately to:

1. Halve our greenhouse gas emissions before 2030
2. Achieve net zero emissions before 2050
3. Disclose our progress on a yearly basis

In doing so, we are proud to be recognised by the United Nations 'Race to Zero' campaign, and join governments, businesses, cities, regions, and universities around the world that share the same mission



Action plan 2022



Carbon footprint baseline year 2020-2021:
Carbon footprint 70 tonnes CO₂e.

This went down from last year mostly because of the pandemic.

Action 1

Review

We'll improve the accuracy of our carbon footprint data and learn how to measure our carbon emission reduction for our printed material.

Timings: By end of 2023.

Cost: No direct cost except ongoing administration and project management costs

Owner: Finance Manager, Jackie Black

Approximate emissions reductions: No direct emissions reductions but better understanding

Action 2

Engagement and training

We'll engage, train and raise awareness of our carbon emission fight to the team. Two initial priorities were identified: technology (the carbon footprint of emails, teams, sharing documents, etc) and resource consumption (electricity and heat both in the office and at home).

Timings: By end of 2022

Cost: TBC

Owner: Sustainability Lead, Charlotte Lestienne

Approximate emissions reductions: No direct emissions reductions but good practice

Action 3

Purchased goods and services project

We'll review our bought and printed material and the way we use, deliver and recycle them. We'll audit our close partners, including the CIM and CIPR.

Timings: Starting in 2022

Cost: TBC – No cost saving expected in the first year

Owner: Sustainability Lead, Charlotte Lestienne

Approximate emissions reductions: No direct emissions reduction in the first year

Action 4

Widening the net

We'll train our learners and apprentices and encourage them to "study green". Our staff at CMC are being trained on how to work more sustainably. We will measure the impact of this training on our students by monitoring their behaviour and attitudes.

Timings: Training by end of 2022 – Measurement in 2023

Cost: TBC

Owner: Sustainability Lead, Charlotte Lestienne

Approximate emissions reductions: No direct emissions reductions – reductions will be elsewhere

Action 5

Offsetting

We'll offset the carbon emissions that we know we can't remove with a local biodiversity organisation.

Our goal is to become net zero by 2025.

Timings: Reviewed annually, starting in 2022 with 20 tonnes

Cost: Approximately £50 per tonne so £1150 in total

Owner: Sustainability Lead, Charlotte Lestienne

Approximate emissions reductions: We won't view this as a reduction in carbon emissions until we've made all possible reductions

Vision statement

We know that doing business sustainably is vital and that's why we're working towards achieving net zero carbon emissions by 2025.