

# Carbon Reduction Plan

**Date Issued:** [April 2025]

**Review Frequency:** Annually

**Target Year for Net Zero:** 2045 (or earlier where feasible)

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## 1. Executive Summary

This Carbon Reduction Plan (CRP) outlines the commitment of Gims Care to reduce greenhouse gas emissions, improve environmental sustainability, and align with UK carbon reduction targets.

The plan focuses on practical, achievable actions suitable for supported living environments while maintaining high-quality care, resident safety, comfort, and regulatory compliance.

The organisation recognises that climate change presents risks to health, wellbeing, operational resilience, and financial sustainability. Through this plan, Gims Care commits to:

- Measuring and monitoring carbon emissions annually
  - Reducing energy consumption and operational waste
  - Increasing energy efficiency of the building and equipment
  - Encouraging sustainable behaviours among staff, residents, and visitors
  - Improving procurement and transport sustainability
  - Working toward Net Zero emissions
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## 2. Organisational Overview

### 2.1 Service Description

The supported living home provides accommodation and care/support services for adults with care and support needs. The service operates 24 hours a day and includes:

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- Residential accommodation
- Personal care and support
- Catering and laundry services
- Office and administration functions
- Transportation for appointments and activities

## 2.2 Scope of the Plan

This Carbon Reduction Plan covers:

- Building energy use
- Water consumption
- Waste management
- Procurement activities
- Staff and resident travel
- Fuel use
- Digital and office operations

## 3. Carbon Reduction Objectives

### 3.1 Strategic Objectives

The organisation aims to:

1. Reduce Scope 1 and Scope 2 emissions by 50% by 2035
2. Achieve continuous year-on-year reductions in energy use
3. Reduce waste sent to landfill by at least 80%
4. Improve sustainability awareness among staff and residents
5. Transition toward low-carbon procurement and transport options

### 3.2 Key Targets

Area	Target	Timescale
Electricity use	Reduce by 20%	Within 5 years
Gas consumption	Reduce by 25%	Within 5 years
Waste to landfill	Reduce by 80%	Within 3 years
LED lighting coverage	100% installation	Within 2 years



Area	Target	Timescale
Recycling rate	Achieve 70%	Within 3 years
Staff sustainability training	100% completion	Annual

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## 4. Baseline Carbon Footprint Assessment

### 4.1 Baseline Year

**Baseline Year:** 2024

### 4.2 Emissions Sources

#### Scope 1 Emissions

Direct emissions from:

- Natural gas heating
- Company vehicles
- Emergency generators

#### Scope 2 Emissions

Indirect emissions from:

- Purchased electricity

#### Scope 3 Emissions (where measurable)

Indirect emissions from:

- Staff commuting
- Waste disposal
- Purchased goods and services
- Resident transport
- Water consumption
- Business travel

### 4.3 Baseline Emissions Table

Emission Source	Annual Usage	Estimated CO2e
Electricity	45,000 kWh	9.3 t CO2e
Gas	60,000 kWh	11.0t CO2e
Vehicle fuel	3,500 liters	8.5 tCO2e
Waste disposal	12 tons	2.8 tCO2e
Water usage	1,200 m3	0.4 tCO2e
Procurement	Estimated annual supplies and consumables	6.0 tCO2e
<b>Total</b>		<b>38.0 tCO2e</b>

## 5. Current Environmental Measures

The organisation has already implemented the following sustainability initiatives:

- Use of recycling bins throughout the premises
- Paper reduction and digital documentation
- Energy-efficient appliances where possible
- Staff reminders to switch off lights and equipment
- Routine boiler servicing and maintenance
- Monitoring of utility bills and usage
- Use of environmentally friendly cleaning products where suitable
- Virtual meetings where appropriate

## 6. Carbon Reduction Measures

### 6.1 Energy Efficiency

#### Lighting

Actions:

- Replace all remaining bulbs with LED lighting
- Install motion sensors in low-use areas

- Use timers for external lighting

Expected Benefits:

- Lower electricity consumption
- Reduced maintenance costs
- Lower carbon emissions

## Heating and Insulation

Actions:

- Conduct annual boiler efficiency checks
- Improve insulation in roof and walls where feasible
- Install thermostatic radiator valves
- Maintain optimal heating temperatures
- Review opportunities for heat pump installation

Expected Benefits:

- Reduced gas consumption
- Improved resident comfort
- Reduced energy costs

## Appliances and Equipment

Actions:

- Purchase A-rated appliances only
- Switch off unused equipment overnight
- Introduce smart power management
- Replace outdated white goods

Expected Benefits:

- Reduced electricity use
- Lower operational costs

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## 6.2 Renewable Energy

Actions:

- Investigate installation of solar photovoltaic (PV) panels
- Explore renewable electricity tariffs
- Assess battery storage options
- Review funding or grant opportunities

Expected Benefits:

- Reduced reliance on fossil fuels
- Lower long-term energy costs
- Reduced carbon footprint

## 6.3 Sustainable Transport

Actions:

- Encourage car sharing among staff
- Promote public transport use where feasible
- Transition to electric or hybrid vehicles over time
- Install EV charging infrastructure if practical

Expected Benefits:

- Reduced fuel emissions
  - Lower transport costs
  - Improved sustainability credentials
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## 6.4 Waste Management

Actions:

- Improve recycling segregation
- Reduce single-use plastics
- Minimise food waste through meal planning
- Work with waste contractors to improve recycling rates
- Reuse furniture and equipment where safe and suitable

Expected Benefits:

- Reduced landfill waste
  - Lower disposal costs
  - Reduced environmental impact
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## 6.5 Water Efficiency

### Actions:

- Install low-flow taps and dual flush toilets
- Repair leaks promptly
- Monitor water consumption monthly
- Encourage water-saving behaviours

### Expected Benefits:

- Reduced water bills
  - Reduced energy use associated with hot water
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## 6.6 Procurement and Supply Chain

### Actions:

- Purchase locally sourced products where practical
- Prioritise suppliers with sustainability policies
- Reduce unnecessary deliveries
- Use environmentally friendly consumables
- Include sustainability criteria in supplier selection

### Expected Benefits:

- Lower supply chain emissions
  - Improved environmental performance
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## 7. Resident and Staff Engagement

### 7.1 Staff Responsibilities

All staff are expected to:

- Switch off lights and equipment when not in use
- Follow recycling procedures
- Report leaks or energy waste
- Support sustainable practices
- Attend sustainability awareness training

### 7.2 Resident Involvement

Residents will be encouraged and supported to:

- Participate in recycling
- Reduce unnecessary energy use
- Engage in gardening or environmental activities
- Understand sustainability in accessible formats

### 7.3 Training and Awareness

The organisation will provide:

- Annual sustainability briefings
  - Posters and reminders
  - Induction training for new staff
  - Environmental awareness campaigns
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## 8. Governance and Responsibilities

### 8.1 Leadership Commitment

Senior management is responsible for:

- Approving the Carbon Reduction Plan
- Monitoring progress

- Allocating resources
- Reviewing performance annually

## 8.2 Operational Responsibility

Role	Responsibility
Registered Manager	Overall accountability
Operations Manager	Building efficiency and maintenance
Team Leaders	Staff engagement and compliance
All Staff	Day-to-day sustainable practices

## 9. Monitoring and Reporting

### 9.1 Monitoring Process

The organisation will monitor:

- Monthly utility usage
- Waste volumes
- Fuel consumption
- Recycling rates
- Progress against targets

### 9.2 Annual Review

The Carbon Reduction Plan will be reviewed annually to:

- Update emissions data
- Assess target progress
- Identify new reduction opportunities
- Revise actions where required

### 9.3 Key Performance Indicators (KPIs)

KPI	Measurement
Electricity usage	kWh per month
Gas usage	kWh per month

KPI	Measurement
Water usage	m3 per month
Recycling rate	% recycled
Carbon emissions	tCO2e annually
Staff training completion	% completed

## 10. Climate Change Adaptation and Resilience

The organisation recognises the potential impacts of climate change including:

- Heatwaves
- Flooding
- Energy supply disruption
- Increased operational costs

Measures to improve resilience include:

- Emergency preparedness planning
- Regular maintenance of infrastructure
- Monitoring indoor temperatures
- Reviewing business continuity arrangements

## 11. Compliance and Standards

This plan aligns with:

- UK Net Zero Strategy
- NHS and Social Care sustainability principles
- Environmental Protection Act requirements
- Streamlined Energy and Carbon Reporting (where applicable)
- CQC expectations regarding safe and sustainable environments

## 12. Future Opportunities

Potential future projects include:

- Heat pump installation
  - Full solar energy generation
  - Smart building management systems
  - Electric fleet transition
  - Biodiversity and green space improvements
  - Carbon offsetting for residual emissions
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## 13. Declaration

The organisation is committed to continuous improvement in environmental sustainability and reducing its carbon footprint while maintaining high-quality care and support services.

