

ACTION 2 CARE - Carbon Reduction Plan

Executive Summary

Action 2 Care recognises the urgent need to address climate change and is committed to reducing our greenhouse gas (GHG) emissions progressively towards achieving Net Zero by 2050, in alignment with the UK Government's Net Zero Strategy.

As a provider of supported living and homecare services across Northamptonshire, supporting 14 individuals with 25 staff members, our emissions are generated primarily through energy consumption in care settings, staff travel to service users, and procurement of goods and services. This Carbon Reduction Plan establishes our baseline position, outlines our reduction strategies, and sets clear targets for improvement.

Baseline Emissions and Current Performance

Baseline Year: 2022/23

Scope	Description	Baseline Emissions (tCO₂e)
Scope 1	Direct emissions from gas heating in properties and owned vehicles	12
Scope 2	Indirect emissions from purchased electricity across service locations	9
Scope 3	Other indirect emissions including staff travel, supply chain procurement, and waste	34
Total		55

Most Recent Reporting Year: 2023/24

Scope	2023/24 Emissions (tCO₂e)
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Scope 1	11
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Scope 2	8
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Scope 3	32
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Total	51
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This represents a **7.3% reduction** from our baseline year, demonstrating our ongoing commitment to carbon reduction.

Carbon Reduction Commitments

Action 2 Care commits to the following ambitious yet achievable reduction milestones:

- **By 2027:** Reduce Scope 1 and 2 emissions by 20% from baseline
- **By 2030:** Achieve 40% reduction across all emission scopes
- **By 2040:** Achieve 65% reduction across all emission scopes

- **By 2050:** Reach Net Zero emissions

These targets will be reviewed annually and adjusted as necessary to reflect technological advances, best practice developments, and organisational growth.

Carbon Reduction Initiatives

Energy Management in Service Delivery

As a care provider operating across Northamptonshire, we recognise our responsibility to reduce energy consumption in the properties where we deliver support:

- **LED Transition Programme:** Converting all lighting to energy-efficient LED alternatives in properties under our operational control
- **Heating Optimisation:** Installing programmable thermostats and smart heating controls to optimise energy use whilst maintaining comfort for service users
- **Renewable Energy:** Actively exploring renewable energy tariffs and green electricity options for our registered office and any directly managed properties
- **Energy Audits:** Conducting annual energy reviews to identify further efficiency opportunities and monitor consumption patterns
- **Staff Training:** Educating staff on energy-conscious practices during service delivery (e.g. switching off lights, closing doors/windows when heating is on)

Transport and Staff Travel

With staff travelling across Northamptonshire to deliver homecare and supported living services, transport represents a significant portion of our carbon footprint:

- **Car Sharing Schemes:** Encouraging staff to share transport where service schedules align
- **Public Transport Support:** Providing flexible shift patterns to enable use of public transport where feasible
- **Low-Emission Vehicles:** Reviewing our vehicle policy to consider hybrid or electric alternatives from 2028 onwards
- **Active Travel:** Supporting staff who cycle or walk to nearby service users through our mileage reimbursement policy
- **Remote Working:** Maximising use of video conferencing for internal meetings, supervision sessions, and multi-agency meetings to reduce unnecessary travel
- **Route Optimisation:** Using electronic care planning systems (PCS - Person Centred Software) to optimise staff routing and reduce journey distances

Sustainable Procurement and Supply Chain

We are committed to embedding environmental considerations throughout our procurement decisions:

- **Supplier Engagement:** Requesting carbon and environmental information from key suppliers during tender processes

- **Local Sourcing:** Prioritising local Northamptonshire suppliers where service quality and value for money are maintained, reducing transport emissions
- **Sustainable Products:** Selecting environmentally preferable products including:
 - Recycled paper and stationery for our office
 - Eco-friendly cleaning products for use in care settings
 - Reusable equipment where appropriate and safe
- **Packaging Reduction:** Working with suppliers to minimise single-use plastics and excessive packaging
- **Ethical Standards:** Ensuring our supply chain partners demonstrate commitment to environmental responsibility

Waste Reduction and Resource Efficiency

Moving towards a circular economy approach:

- **Comprehensive Recycling:** Implementing recycling facilities at our registered office (Amphenol Building, Rutherford Drive) and encouraging recycling in supported living settings
- **Digital Transformation:** Transitioning to paperless systems using our PCS electronic care planning platform, reducing paper consumption for care plans, risk assessments, and administrative documentation
- **Waste Segregation:** Training staff on proper waste disposal and recycling practices during service delivery
- **Waste Audits:** Monitoring waste generation and identifying reduction opportunities
- **Partnerships:** Working with waste contractors who maximise recycling rates and diversion from landfill

Staff Engagement and Cultural Change

Creating a workforce that champions environmental responsibility:

- **Carbon Awareness Training:** Integrating environmental awareness into staff induction and ongoing training programmes
- **Green Champions:** Appointing environmental champions from our 25-strong workforce to promote sustainable practices
- **Regular Communications:** Sharing progress updates and environmental tips through team meetings and our internal communication channels
- **Feedback Mechanisms:** Encouraging staff suggestions for carbon reduction initiatives
- **Recognition:** Celebrating environmental achievements and innovative ideas from team members

Measurement and Reporting Methodology

Our emissions calculations follow the **Greenhouse Gas Protocol Corporate Accounting and Reporting Standard**, which is internationally recognised and ensures consistency and accuracy.

We use **UK Government GHG Conversion Factors** published annually by DEFRA (Department for Environment, Food & Rural Affairs) to convert activity data into carbon dioxide equivalent (CO₂e) emissions.

Data Collection Sources

- **Scope 1:** Gas and fuel invoices from properties where we have direct energy responsibility; fuel receipts for company vehicles
- **Scope 2:** Electricity bills from our registered office and any directly managed properties
- **Scope 3:** Mileage logs from staff travel records; supplier invoices and procurement data; waste management contractor reports

Governance, Accountability and Review

This Carbon Reduction Plan has been endorsed by Action 2 Care's senior management and is subject to robust governance:

Responsibility and Oversight

- **Overall Accountability:** Charles Karuga, Director
- **Operational Implementation:** Registered Manager (supported by Regional Manager)
- **Data Management:** Administrative Officer, working with our SIRO (Senior Information Risk Officer) Mrs G Castree

Review and Reporting Cycle

- **Quarterly Reviews:** Progress monitored by senior management team
- **Annual Updates:** Full review and update of this plan each year
- **Public Transparency:** Updated plan published on www.action2care.com
- **Stakeholder Engagement:** Progress shared with North Northamptonshire Council through contract monitoring arrangements (Contract & Quality Officer: Mr Daniel Andrews, Tel: 07342713351)

Integration with Quality Systems

Carbon reduction will be integrated into our existing quality assurance frameworks:

- Monthly management meetings will include environmental performance review
- Annual business planning will incorporate carbon reduction objectives
- CQC compliance processes will reference environmental sustainability

Link to Organisational Values

This Carbon Reduction Plan aligns with Action 2 Care's core commitment to person-centred, enabling support that helps individuals live fulfilling lives in their communities. Just as we support people to

make choices about their own lives, we recognise our responsibility to make environmentally responsible choices that protect the future for the people we support and the wider community.

Our approach to carbon reduction mirrors our care philosophy:

- **Person-centred** - tailored to our organisation's specific circumstances
 - **Enabling** - building capacity and capability over time
 - **Partnership-focused** - working with staff, suppliers, and stakeholders
 - **Transparent** - open about progress and challenges
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Approval and Sign-Off

This Carbon Reduction Plan has been reviewed and approved by Action 2 Care's Director and represents a formal commitment to environmental responsibility.

Approved by:

Name: Charles Karuga

Position: Director

Company: Action 2 Care Limited

Company Registration Number: 9811936

Date: 1st October 25

Signature: CKaruga

Contact Information:

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Next Review Date: 1st October 26

This Carbon Reduction Plan demonstrates Action 2 Care's commitment to environmental stewardship and continuous improvement in reducing our climate impact, whilst maintaining the high-quality, person-centred care and support we provide to individuals across Northamptonshire.