



Futures Advice, Skill and Employment Limited  
Carbon Reduction Plan  
February 2022

Commitment to achieving Net Zero

Futures Advice, Skill and Employment Limited, otherwise known as The Futures Group, is committed to achieving Net Zero Emissions by 2030.

**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: 2018/2019 (01/04/2018 to 31/03/2019)</b>		
Additional Details referring to Baseline Emission Calculations:		
<ul style="list-style-type: none"> <li>Emissions based upon energy consumption estimated as an element of the ESOS 2 Audit covering this period, together with estimates of emissions from waste and employee commuting</li> </ul>		
<u>Baseline Year Emissions – tonnes of CO<sub>2</sub>e</u>		
Scope 1	Fossil Fuels	2.36 tCO <sub>2</sub> e
Scope 2	Electricity	57.17 tCO <sub>2</sub> e
Scope 3	Category 4 – Upstream Transportation & Distribution	0
	Category 5: Waste generated in operations	0.6 tCO <sub>2</sub> e
	Category 6: Business travel	117.39 tCO <sub>2</sub> e
	Category 7: Employee Commuting	63.13 tCO <sub>2</sub> e
	Category 9: Downstream transportation and distribution	0
<b>Total Emissions</b>		<b>240.65 tCO<sub>2</sub>e</b>

## **Current Emissions Reporting**

<b>Reporting Year: 2020/2021 (01/04/2020 to 31/03/2021)</b>		
<u>Current Year Emissions – tonnes of CO<sub>2</sub>e</u>		
Scope 1	Fossil Fuels	0
Scope 2	Electricity	24.56 tCO <sub>2</sub> e
Scope 3	Category 4 – Upstream Transportation & Distribution	0
	Category 5: Waste generated in operations	0.43 tCO <sub>2</sub> e
	Category 6: Business travel	27.99 tCO <sub>2</sub> e
	Category 7: Employee Commuting	6.08 tCO <sub>2</sub> e
	Category 9: Downstream transportation and distribution	0
<b>Total Emissions</b>		<b>59.06 tCO<sub>2</sub>e</b>

## **Emissions Reduction Targets**

Futures are a publicly-owned, not-for-profit social enterprise, created in 1995 by Nottingham City and Nottinghamshire County Councils. Our mission is to be at the forefront of careers advice, skills and support that turn ambition into a successful career and fulfilling life.

With our Head Office based in Nottingham City centre, we fully endorse the ambitious Nottingham 2028 Carbon Neutral Charter recently published by the Nottingham City Council. As an organisation that actively engages with young people in supporting their career development, we understand how important the climate issue is to them. With the establishment of the Sustainability & Climate Change Unit by the Department for Education, there are clear Visions and Aims set out for the Education sector within their Sustainability & Climate Change draft strategy published in November 2021:

### **Vision:**

The United Kingdom is the world-leading education sector in sustainability and climate change by 2030.

### **Aims:**

Excellence in education and skills for a changing world

Net Zero

Resilient to climate change

A better environment for future generations

Within our Business Plan, the Executive Leadership Team has set out a clear vision on our Environmental Impact to support the above aims and also align our business activity to the Government's Building Back Greener strategy:

"Our aim is to ensure our customers and staff have a high quality of life and well-being which can be sustained for current and future generations. Delivering carbon neutrality through an holistic approach to interventions for sustainable carbon neutrality, creating new ways of working across sectors to co-create solutions to key sustainability challenges. The following key milestones have been agreed:

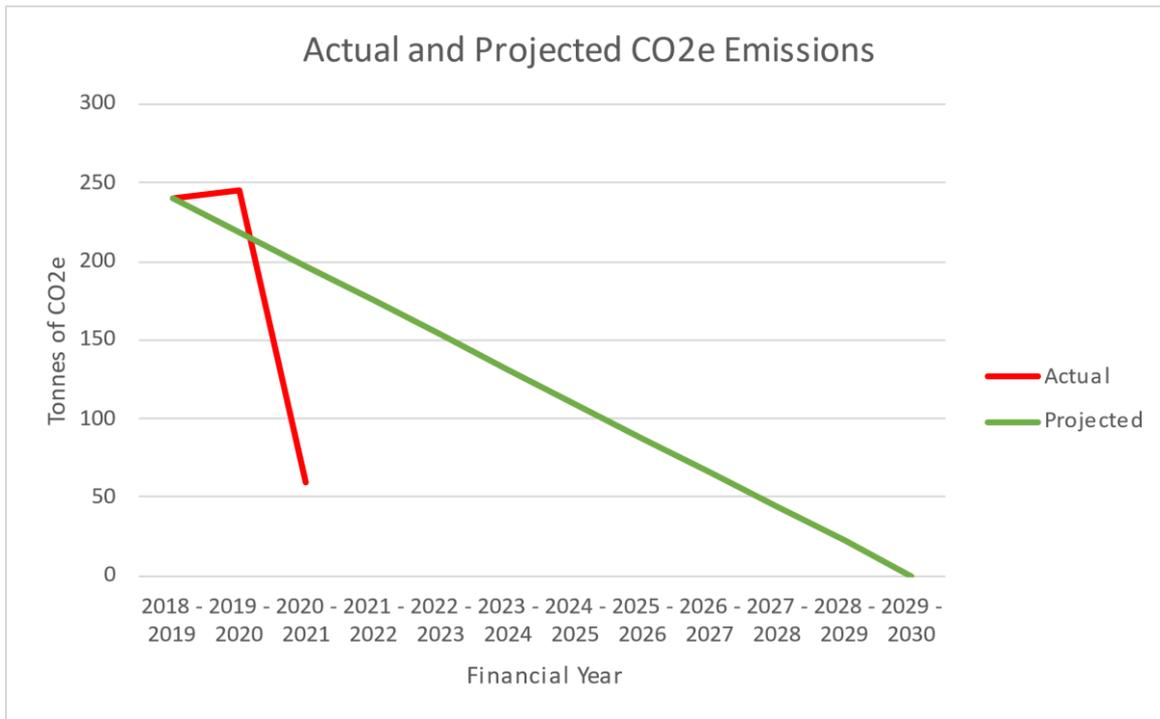
1. Complete evaluation of carbon footprint of the business by 2023
2. All staff to undertake environmental sustainability training by 2025

3. Deliver a strategy to embrace green initiatives and reducing carbon footprint across all of our delivery by Dec 2028 with the aim that 50% of delivery will be carbon neutral
4. Achieve B-Corp status by 2028
5. Be a carbon neutral business by 2030
6. Widen curriculum areas capturing opportunities of green technologies and sustainable business to boost local skills, training and employment - Creating 300 new jobs in the clean, green low carbon economy.

As an organisation we are aware that our customer facing staff need to work within their local communities, engaging with customers and employers at locations suitable to them. Whilst we aim to recruit staff who are locally based, their "grey miles" business travel is an unavoidable part of their work and unfortunately makes a direct contribution to our overall carbon emission, which we are committed to reduce. To help address the impact of "grey miles", on the 27<sup>th</sup> of January 2022 we launched a Futures Electric Vehicle salary sacrifice scheme, "**Unlocking affordable clean, green driving for Futures employees**"

In addition, a number of our employer facing staff have recently completed their Carbon Literacy Training for Business Advisors, which will help them to better understand the climate emergency and to develop meaningful plans to play their part in combatting climate change. As an organisation this is our first step in securing Carbon Literate Accreditation from the Carbon Literacy Trust.

Through both of these recent initiatives we can demonstrate our intent at meeting our 2030 Carbon Neutral commitment.



Our CO<sub>2</sub>e emissions in financial year 2020/2021 have reduced significantly since the Baseline Year of 2018/2019. The emissions are estimated to have fallen by 75% in this period, largely accounted for by the Covid 19 Pandemic.

We anticipate that CO<sub>2</sub>e emissions will increase in 2021/2022 and 2022/2023 as business returns to normal post Covid. The new ways of working learnt during the pandemic will mean that the emissions will not increase to the levels seen in the Baseline Year.

We project that carbon emissions will decrease over the next five years to 66 tCO<sub>2</sub>e by 2027. This a reduction of 73% from the Baseline Year emissions.

### **Completed Carbon Reduction Targets**

The following environmental management measures have been completed or implemented since the 2018/2019 baseline:

- Eliminate the generation of Scope 1 fossil fuel emissions by relocating to office premises relying on electricity. This has saved 2.36 tCO<sub>2</sub>e of emissions.
- Transfer IT to Cloud Computing between 2018 and 2021. This has reduced electricity consumption and led to a virtually paper free environment reducing emissions from waste.
- During the Covid 19 Pandemic between 2020 and 2022 reduced office occupancy was observed and it is likely that an element of home working will become the norm in 2022/2023 and in following years. This will significantly reduce the consumption of fossil fuels for Employee Commuting and electricity consumption in offices.
- An increased use of video conferencing implemented during the Covid 19 Pandemic will be maintained going forward which will significantly reduce the consumption of fossil fuels for Business Travel.

### **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.

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.

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

Signed on behalf of Futures Advice, Skill and Employment Limited:



Name: Paul Price-Hazlehurst

Position: Chief Executive

Date: 11<sup>th</sup> February 2022

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