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## Policy Statement

JCL Skills Solutions (JCL) is committed to aligning our operations and educational offerings with the UK's legally binding commitment to achieving net zero by 2050. We aim to embed sustainability across all our activities and empower our learners, colleagues, and partners to contribute meaningfully to the transition to a low-carbon economy. By working collaboratively with regional stakeholders, including, local authorities, and employers, we will champion sustainability, foster green skills development, and lead by example.

## Scope

This policy applies to all JCL Skills Solutions activities, including:

- Operational management and infrastructure.
- Design and delivery of training programmes.
- Collaboration with learners, employers, and regional partners.
- Supply chain and procurement practices.

It also seeks to influence and empower stakeholders, learners, and partners to adopt sustainable practices within their own operations.

## Objectives

- Carbon Emission Reduction: Achieve a 50% reduction in operational carbon emissions by 2030, aligning with interim targets for net zero by 2050.
- Green Skills Training: Deliver at least 500 green skills-related certifications or qualifications annually by 2027, tailored to JCL's core sectors, including Education, Early Years, and Health & Social Care.
- Waste Reduction: Eliminate 90% of single-use plastics across operations by 2025 and achieve a 75% recycling rate.
- Energy Efficiency: Transition to 100% renewable energy sources for office operations by 2028.
- Stakeholder Collaboration: Actively participate in regional sustainability initiatives and contribute to local green workforce development plans.
- Awareness and Engagement: Ensure 100% of staff and learners receive carbon literacy training by 2025.

## Key Commitments

### Supporting Green Skills Development

JCL Skills Solutions will develop and deliver training programmes that equip colleagues and learners with the skills needed to contribute to a net zero economy within the Education, Early Years, and Health & Social Care sectors. Key initiatives include:

#### Education Sector:

- Deliver certifications in Environmental Education, equipping teaching assistants to support sustainability programmes in schools, such as eco-school initiatives and classroom waste reduction projects.
- Introduce a “Carbon Literacy for Educators” course to help staff incorporate sustainability into the curriculum and encourage environmentally friendly behaviour among pupils.
- Develop training in Outdoor Learning and Sustainability, empowering educators to incorporate nature-based activities and biodiversity projects into learning.

#### Early Years Sector:

- Offer certifications in Sustainable Early Years Practices, focusing on eco-friendly childcare methods, reducing resource use in nurseries, and integrating sustainable materials into daily activities.
- Provide training in Nature and Environmental Play, promoting environmentally friendly play and nature-based learning for young children.
- Deliver Healthy and Sustainable Nutrition certifications, teaching childcare staff how to source and prepare sustainable, low-carbon meals.

#### Health & Social Care Sector:

- Deliver certifications in Sustainable Health Practices, teaching care staff how to reduce waste, adopt energy-efficient caregiving practices, and use eco-friendly hygiene products.
- Provide training in Green Social Care Practices, focusing on sourcing sustainable materials and adopting low-carbon practices in daily caregiving routines.
- Offer Sustainable Food and Nutrition in Care certifications, teaching sustainable meal preparation for care recipients.

**Outcome Target:** Deliver at least 500 green skills-related certifications or qualifications annually by 2027, empowering learners to integrate sustainable practices into their professional roles.

## Reducing Our Carbon Footprint

- Conduct annual carbon audits to measure and track progress against a baseline established in 2024.
- Transition company vehicles to electric or hybrid options by 2030 and incentivise sustainable travel for staff.
- Reduce business travel emissions by 50% by 2030 through virtual training and collaboration tools.

- Implement energy-efficient systems (e.g., LED lighting, smart energy controls) across all facilities.

**Outcome Target:** Achieve a 50% reduction in operational carbon emissions by 2030.

## Sustainable Procurement and Operations

- Establish a sustainable procurement framework, prioritising vendors with strong environmental policies.
- Procure office and training supplies made from recycled or sustainably sourced materials.
- Replace all single-use plastics with biodegradable or reusable alternatives by 2025.
- Partner with certified waste management providers to ensure environmentally responsible disposal and recycling.

**Outcome Target:** Eliminate 90% of single-use plastics by 2025 and achieve a 75% recycling rate across all operations by 2026.

## Raising Awareness and Engagement

- Introduce mandatory carbon literacy training for all employees and learners, focusing on their role in achieving net zero.
- Host annual sustainability events, including “Net Zero Action Days,” to engage staff, learners, and partners in meaningful activities such as tree planting or local clean-ups.
- Regularly communicate progress and share success stories with stakeholders via newsletters, social media, and annual reports.

**Outcome Target:** Deliver carbon literacy training to 100% of staff and learners by 2025.

## Monitoring, Reporting, and Accountability

- Develop a digital dashboard to track and publish environmental metrics, including energy consumption, waste reduction, and emissions data.
- Appoint a Sustainability Officer to oversee the implementation of this policy, monitor progress, and report to senior leadership
- Establish annual sustainability performance reviews to evaluate progress, address gaps, and set new goals.

**Outcome Target:** Publish an annual Environmental Sustainability Report starting in 2025.

## Responsibilities

- **Senior Leadership Team:** Lead the integration of sustainability into strategic planning and ensure resources are allocated to achieve net zero objectives.

- **Sustainability Officer:** Drive the implementation of this policy, track progress, and coordinate with regional stakeholders.
- **All Staff and Learners:** Actively participate in initiatives and adopt behaviours that support JCL's environmental goals.
- **Regional Partners:** Collaborate with local/combined authorities, and employers to align efforts with regional net zero priorities.

## Compliance

JCL Skills Solutions adheres to all relevant UK environmental legislation, including:

- The Climate Change Act 2008 (2050 Target Amendment) Order 2019.
- Environmental Protection Act 1990.
- Relevant regional regulations and green workforce priorities as identified by LSIPs.

Non-compliance with this policy may result in corrective actions and, where applicable, disciplinary measures.

## Continuous Improvement

To ensure relevance and effectiveness, this policy will be reviewed annually and updated based on:

- Legislative changes at the national or regional level.
- Advancements in sustainability practices and technologies.
- Feedback from learners, colleagues, and partners.
- Progress against established targets.

**Outcome Target:** Achieve external certification for environmental management (e.g., ISO 14001) by 2026.

## Reporting and Collaboration

JCL Skills Solutions will:

- Publish an annual Environmental Sustainability Report detailing progress toward targets, including carbon reduction, waste management, and green skills development.
- Actively participate in regional sustainability forums and contribute to local action plans for green workforce development.
- Share best practices and resources with stakeholders to promote collective action.

## Key Outcomes and Impacts by 2030

- Deliver 500 green skills certifications annually by 2027, tailored to Education, Early Years, and Health & Social Care.
- Achieve a 50% reduction in operational carbon emissions.
- Eliminate single-use plastics and achieve a 75% recycling rate.

# Environmental Sustainability Policy



- 100% adoption of carbon literacy training across all staff and learners.
- Full alignment with regional green workforce development priorities.

This policy reflects JCL Skills Solutions' commitment to aligning with the UK's net zero goals and equipping learners with the skills to lead in sustainability within their sectors. By working together, we will create a greener, fairer, and more sustainable future.