

LONDON TEACHING POOL LIMITED

Carbon Reduction Plan

Company number [UK]: 05723823

Registered office address: 3rd Floor, North Wing, St James House, 27-43 Eastern Road, Romford, Essex, England, RM1 3NH

Website: <https://www.tltpgroup.co.uk/>

Introduction

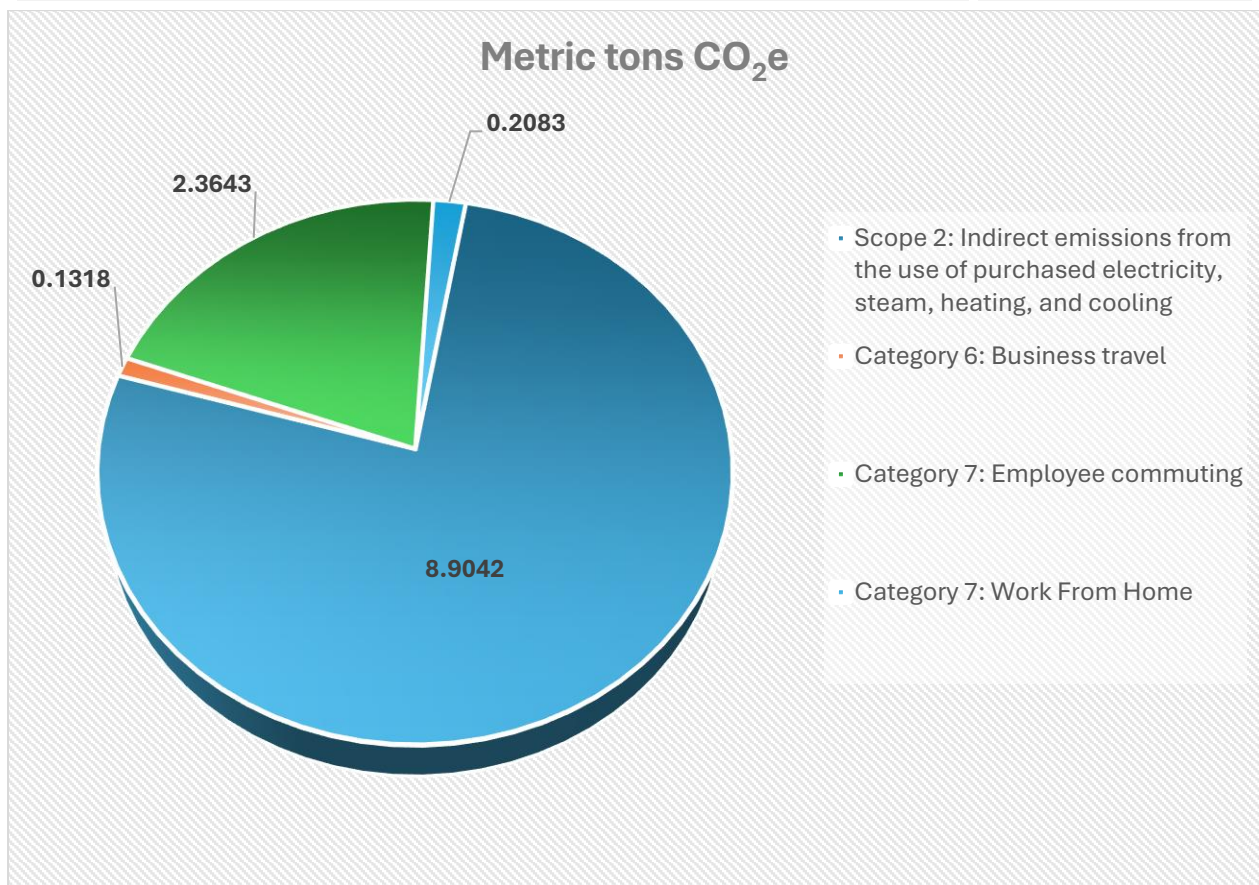
London Teaching Pool Ltd (TLTP) has been operating since 2006, specialising in placing dedicated education and healthcare professionals across the UK. As a trusted supplier to key providers such as Crown Commercial Service (CCS), NHS Workforce Alliance, and HealthTrust Europe (HTE), TLTP is committed to supporting high-quality healthcare by ensuring the right talent is matched to the right roles. We provide tailored staffing solutions to meet the diverse needs of Education, the NHS and private sectors, with a focus on teaching, primary care, nursing, AHP/HSS, and admin/clerical positions. As part of our corporate responsibility, TLTP recognises the importance of reducing its environmental impact. With this in mind, we are launching our Carbon Reduction Plan to actively contribute towards sustainability while maintaining excellence in healthcare recruitment. Through this initiative, we aim to reduce our carbon footprint in alignment with national and industry goals.

Commitment to achieving Net Zero by 2045

At TLTP, we are committed to achieving Net Zero carbon emissions by 2045. As part of our ongoing efforts to deliver high-quality healthcare recruitment services, we recognise the importance of reducing our environmental impact. We are dedicated to implementing sustainable practices across all aspects of our operations, including energy consumption, business travel, and supply chain management. By actively engaging with stakeholders, monitoring our carbon footprint, and setting measurable targets, we aim to contribute to the global effort to combat climate change while maintaining excellence in the healthcare sector. Our journey towards Net Zero aligns with both industry and national sustainability goals.

Baseline Emissions Footprint 1st Jan – 31st Dec 2023

Scopes and categories	Metric tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	8.9042
Scope 3: emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	0.00
Category 4: Upstream transportation and distribution	0.00
Category 5: Waste generated in operations	0.00
Category 6: Business travel	0.1318
Category 7: Employee commuting	2.3643
Category 7: Work From Home	0.2083
Category 8: Upstream leased assets	0.00
Category 9: Downstream transportation and distribution	0.00
Total	11.6086



Emission Distribution

Zero Emissions rationale

Scope 1 (Direct Emissions): Our business operates within restrictive processes that do not generate direct emissions. As we do not own or control any combustion equipment or facilities, we have no direct emissions from owned or controlled sources, ensuring zero Scope 1 emissions.

Scope 3 (Category 1–4): Our business activities do not contribute to Scope 3 emissions in Categories 1–4, which cover purchased goods and services, capital goods, fuel- and energy-related activities (not included in Scope 1 or 2), and upstream transportation and distribution. As these categories involve activities that are outside the core of our business model, our processes do not generate emissions in these areas.

Scope 3 (Category 5 – Waste Generated in Operations): Ahern Waste Management and Recycling Services ensures that all industrial and commercial waste, including dry mixed recycling, collected from our operations is 100% recycled. This commitment aligns with our sustainability goals, ensuring that waste generated by the business is handled in an environmentally responsible manner. By partnering with Ahern, we ensure that no waste is sent to landfill, further reducing our carbon footprint and contributing to a more sustainable future.

Website: [Home - Ahern](#)

Scope 3 (Category 8–9 – Upstream and Downstream Leased Assets): Our business procedures are limited in these areas, as we do not own or lease significant assets that would contribute to upstream or downstream emissions, ensuring minimal to no emissions in these categories.

Methodology & References

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard 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.

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Emissions
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling	Utility Bills	Annual	8.9042
Category 6: Business travel	Refund Slips		0.1318
Category 7: Employee commuting	Attendance Systems		2.3643
Category 7: Work From Home	Sttendance Systems		0.2083

Current Emissions Reporting 1st Jan – 31st Dec 2023

Since this is the inaugural year of implementing our Carbon Reduction Plan, the emissions data for our baseline year and the current reporting period are identical. Establishing this baseline is crucial as it sets the foundation for measuring and comparing future reductions. As we continue to refine our carbon tracking and reporting processes, this baseline will serve as a reference point for assessing our progress toward Net Zero emissions. By using the same emissions data for both baseline and current reporting, we ensure a consistent starting point for tracking our environmental impact moving forward.

Emissions reduction targets

Based on the emissions data provided, London Teaching Pool Limited has identified key areas for reducing its carbon footprint, particularly in Scope 2 and Scope 3 emissions related to employee commuting, business travel, and work-from-home arrangements. The total emissions for these categories are:

- **Scope 2 (Indirect Emissions from Purchased Energy):** 8.9042 tons CO₂e
- **Scope 3 (Business Travel - Category 6):** 0.1318 tons CO₂e
- **Scope 3 (Employee Commuting - Category 7):** 2.3643 tons CO₂e
- **Scope 3 (Work from Home - Category 7):** 0.2083 tons CO₂e

Reduction Targets:

1. **Scope 2 - Purchased Electricity:**
 - **Target:** Reduce emissions from purchased electricity by **20%** by 2025.

- **Initiatives:**
 - Transition to renewable energy sources for office power supply.
 - Implement energy efficiency measures, such as LED lighting and smart energy management systems.
- 2. **Scope 3 - Business Travel (Category 6):**
 - **Target:** Reduce business travel emissions by **10%** by 2024.
 - **Initiatives:**
 - Encourage the use of virtual meetings to minimise the need for business-related travel.
 - Promote the use of public transport or low-emission travel alternatives.
- 3. **Scope 3 - Employee Commuting (Category 7):**
 - **Target:** Reduce employee commuting emissions by **15%** by 2025.
 - **Initiatives:**
 - Promote flexible work hours and remote working options to minimise commuting.
 - Encourage the use of public transport, cycling, or carpooling for employees who commute.
- 4. **Scope 3 - Work From Home (Category 7):**
 - **Target:** Maintain or reduce emissions from work-from-home arrangements by **5%** by 2025.
 - **Initiatives:**
 - Continue to optimise remote working practices to ensure energy-efficient home office setups.
 - Provide employees with guidelines on reducing energy consumption while working from home.

By setting these ambitious reduction targets, London Teaching Pool Limited aims to contribute to its overall sustainability goals and reduce its carbon footprint in line with industry best practices. Regular monitoring and transparent reporting will help track progress and ensure the success of these initiatives.

Carbon Reduction Initiatives

To meet the outlined emission reduction targets, London Teaching Pool has developed the following carbon reduction initiatives, focusing on reducing Scope 2 and Scope 3 emissions related to purchased electricity, business travel, employee commuting, and work-from-home arrangements.

1. Transition to Renewable Energy (Scope 2 – Purchased Electricity):

- **Initiative:** Switch to 100% renewable energy sources for office electricity by 2025.
- **Action Plan:**
 - Partner with green energy suppliers to procure renewable electricity.
 - Install energy-efficient appliances, lighting (LED), and smart thermostats to reduce energy consumption.
 - Conduct annual energy audits to identify further opportunities for energy savings.

2. Minimising Business Travel (Scope 3 - Category 6):

- **Initiative:** Reduce emissions from business travel by promoting virtual meetings and sustainable travel alternatives.
- **Action Plan:**
 - Encourage the use of virtual meeting platforms (e.g., Zoom, Microsoft Teams) to reduce the need for in-person travel.
 - Prioritise low-emission transportation options such as public transport, trains, or hybrid/electric car hire for necessary travel.
 - Set internal guidelines to limit air travel to only essential trips.

3. Promoting Sustainable Commuting (Scope 3 - Category 7 – Employee Commuting):

- **Initiative:** Reduce commuting emissions by encouraging sustainable transport options and remote working.
- **Action Plan:**
 - Offer incentives for employees who use public transport, cycling, or carpooling.
 - Create a flexible work schedule, allowing more employees to work remotely part-time or full-time, minimising daily commuting.
 - Partner with local authorities to support bike-to-work schemes and provide charging stations for electric vehicles.
 - Introduce a company car-sharing programme to reduce single-occupancy vehicle trips.

4. Optimising Work-from-Home Practices (Scope 3 - Category 7 – Work from Home):

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- **Initiative:** Encourage energy-efficient home offices to reduce emissions from remote work.
- **Action Plan:**
 - Provide employees with guidelines on reducing energy consumption when working from home (e.g., using energy-efficient equipment, managing heating and cooling).
 - Offer financial assistance for employees to upgrade their home office equipment to energy-efficient models.
 - Conduct educational sessions on sustainable home office practices.

5. **Employee Engagement and Training:**

- **Initiative:** Foster a culture of sustainability and carbon awareness across the organisation.
- **Action Plan:**
 - Regularly engage employees through workshops, training, and internal communications on the importance of carbon reduction.
 - Encourage employees to share their ideas on how to further reduce carbon emissions in their respective roles.
 - Introduce sustainability champions within teams to promote carbon-reducing behaviours and track progress.

6. **Carbon Footprint Monitoring and Reporting:**

- **Initiative:** Ensure transparent tracking and reporting of carbon reduction progress.
- **Action Plan:**
 - Establish a monitoring system to measure energy usage, business travel, and commuting patterns regularly.
 - Report annually on carbon reduction progress to key stakeholders.
 - Adjust initiatives as necessary to stay on track with reduction targets and adopt any emerging best practices.

By implementing these carbon reduction initiatives, London Teaching Pool Limited is committed to lowering its carbon footprint and contributing to a more sustainable future, while also meeting its ambitious emissions reduction targets.

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.

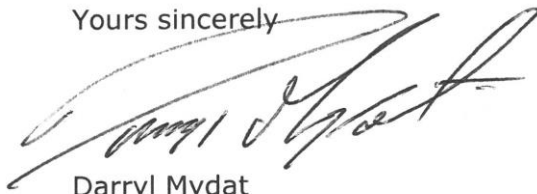
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

Signed on behalf of **LONDON TEACHING POOL LIMITED:**

Yours sincerely



Darryl Mydat
Director

1st October 2024

Dept Responsible for the update of this document annually: Compliance Dept

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>