



# Inspire North Environmental Performance Report

Carbon Footprint  
2024/25



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# Introduction

Over the decades, human activities have driven changes to our climate of a greater size and over a shorter period than natural process would permit. Greenhouse gas emissions continue to soar, driving up global temperature well beyond safe limits for many communities around the world. From countries and companies to consumers and citizens, tackling climate change is increasingly seen as a defining priority. As the world increasingly focuses on combating climate change and reducing greenhouse gas (GHG) emissions, businesses including ours must actively participate in this global effort.

As an organisation committed to aiding vulnerable communities across Northern England, Inspire North is fully aware of the urgent global climate emergency the world faces. We recognise the urgent need for positive actions and are committed to achieving net zero by 2045.

This document serves to initiate our organisation pledge to carbon reduction and establish our Road to Net Zero Carbon emission. By this, we have put in place a design to calculate, report, and manage our greenhouse gas (GHG) inventory. To ensure enhanced sustainability, stakeholders' trust and good reputation within the green business landscape, we would seek third-party verification with ISO 14604-1 standard.

The content of this report is for both internal and external use applying to the Board, Senior Leadership Team, employees, CSR reports, supplier requirement, organisational benchmarking, third-party verification as well as cross-referencing with our Social Value Project.



The carbon reduction management plan featured at the end of this report explains our approach to reducing our emissions. This communicates ongoing initiatives and projects to drive reduction through near- and long-term targets. Systems, processes, and our organisational culture would go through a continuous process of reviews and improvements with a view to making meaningful progress towards Net Zero.

To sustain our commitment and constantly improve our environmental decisions, the management plan has been set for yearly review. This will deliver corrective actions and identify under-achieved targets.

With our current organisational structure, we have adopted for a single Entity reporting approach while still producing emission results for each of our companies. This report therefore accounts for Inspire North, Community Links, Foundation and Bridging The Gap.





# What is Net Zero and why do we support it?

Climate change poses significant threats to our environment, economy, and societal well-being. By supporting the UK's efforts to reduce carbon emissions, we not only contribute to the global fight against climate change, but also safeguard our own future and the future of the communities that we serve.

Net zero is the balance between the amount of greenhouse gases produced and the amount removed from the atmosphere. Achieving net zero means that the overall emissions released into the atmosphere are equal to the number of emissions removed or offset through various measures such as carbon capture, reforestation, or renewable energy projects. In essence, it entails minimising greenhouse gas emissions as much as possible and offsetting any remaining emissions to effectively eliminate the net impact on the climate.

## Who we are and what we do -

Inspire North is the parent organisation of Community Links and Foundation, two charities leading the way in mental health and housing support across the north of England.

We are here to create a world where everyone matters, building brighter futures for people within the health and social care sector through our family of organisations. We set out on this journey in 2018 when we brought together the work of Community Links and Foundation, two outstanding charities with decades of experience in mental health and housing. As a parent organisation we bring together this expertise and find innovative ways to provide the very best for the communities we serve.

Collectively we are the 'Inspire North Group' and together, we provide award-winning services and accredited training in mental health, wellbeing, housing and

domestic abuse. We work across the north of England, from Doncaster to Durham. Our values are simple yet drive and motivate us to excellence every day.



# Declaration of Commitment

## Our Pledge

We hereby pledge our commitment to reduce our carbon emissions and achieve Net Zero by 2045. While we recognise we are at self-validation stage, we would ensure to carefully apply appropriate and relevant assessment methodologies provided by the GHG protocol to quantify our emissions and report our sustainability.

## Declaration of Report

- That all our greenhouse gas sources shall be considered for all quantification and accounting carried out.
- That the delineation of our organisation boundaries shall be taken into account to avoid undeclared emissions.

That any assumptions and exceptions made in development of an Activity Data shall be declared.

## Base Year:

The reference year against which our emissions and removal performances will be compared over time is fiscal year 2023/2024. This period was selected based on the availability and reliability of historical data.

## Reporting Year:

2024/2025

Date:

Signature:

Designation:

# Organisational Boundaries and Scopes

## Organisational Boundaries

We have employed the GHG protocol operational control approach to define our organizational boundaries. The operational control approach assigns emissions based on where we have day-to-day authority over operations, regardless of ownership.

## Scope

The GHG Protocol categorizes greenhouse gas emissions into three scopes: Scope 1, Scope 2, and Scope 3. These scopes are designed to help categorize and report on emissions sources.

For our base year, we will complete our carbon emission quantification for scope 1, 2 and a section of scope 3 emission. The GHG emission result is expected to be released on or before the end of March 2025.



**Scope 1** (direct emissions): GHG emissions generated directly by the organisation and its activities. Example: heating office buildings using gas or heating oil, using gasoline to operate company vehicles.



**Scope 2** (indirect emissions related to energy consumption): Emissions related to the organisation's consumption of electricity, heat or steam. Example: electricity consumption.



**Scope 3** (other indirect emissions): All other indirect emissions occurring upstream or downstream of the organization's value chain. Examples: purchase of raw materials, purchase of services, business trips, transportation of goods, waste, use.





# Carbon Reduction Management Plan



Our revised carbon reduction management plan will be published subsequent to the release of our baseline emission result at the end of the financial year. With strategies and initiatives we already in place, and wins recorded, we hope to see our emissions drop by 25% in 2030, 60% in 2040 and to net zero by 2045.

We currently hold an accreditation in Environmental Management System standard - ISO 14001. Having maintained the standard over the years, we have seen to a continuous improvement in our commitment to environmental performance thereby reducing our environmental impacts.

As this standard provides a framework for managing environmental impacts, it remains a valuable tool for working towards achieving our net zero dream. The next two pages discuss initiatives we currently have in place to enhance continuous improvement in our environmental sustainability and carbon reduction.

**Hybrid Working – embracing a greener future with our hybrid working model designed to reduce our carbon footprint and support environmental sustainability.**

Our Hybrid Working policy allows employees to split their time between attending the workplace and working remotely from home. By offering a flexible blend of remote and office-based work, we minimise commuting emissions, decrease energy consumption in our facilities, and encourage sustainable practices among our employees. With fewer employees present in the office, we're able to optimise our workspace and reduce our environmental impact.



**Cycle to Work Scheme – pedalling towards a greener tomorrow.**

We offer employees the opportunity to lease a bicycle up to the value of £1,500 (including VAT) through a salary sacrifice scheme. With this program, employees can enjoy the benefits of commuting by bike, reducing emissions and promoting a healthier lifestyle. By encouraging cycling, we aim to minimise our carbon footprint, reduce traffic congestion, and support sustainable transportation alternatives.

**Travel Incentives – promoting sustainable transportation choices.**

Our employees can enjoy discounted bus passes and claim higher mileage rates when carsharing with colleagues thereby incentivising eco-conscious travel habits.



In opting for public transport or carsharing, employees not only save on transportation costs, but also help to reduce carbon emissions, and support in our commitment to a greener future.

**INSite Swap shop – let's empower each other to live more sustainably, one swap at a time.**

We have an employee-driven swap platform, where colleagues can exchange items with other colleagues, from clothing and accessories to books and household goods, promoting the ethos of reuse, helping us to minimise our environmental footprint.



**Green Action Group – championing a greener future for our workplace and beyond.**

Colleagues can lead the change towards sustainability by volunteering as a Green Champion. As advocates for environmental responsibility, Green Champions drive initiatives to reduce waste, conserve resources, and promote eco-friendly practices within their service. Through this program, employees can make a tangible difference, fostering a culture of sustainability that extends throughout our organisation.





**Eco-friendly Group Activities - celebrating our ongoing dedication to environmental conservation and community involvement through a variety of eco-friendly group activities.**

From engaging in beach cleans to organising litter picking initiatives, our employees, clients, and tenants actively contribute to preserving the environment. These collaborative efforts not only enhance our surroundings but also strengthen bonds within our community, reflecting our ongoing commitment to making a meaningful impact in our immediate environment and society at large.



**Energy Performance Certificate (EPC) Ratings - paving the way for a greener future.**

We have embarked on our journey towards sustainable property management with a commitment to achieving an Energy Performance Certificate (EPC) rating of C or above for all our owned properties. Our ambitious targets aim for 100% compliance by 2030, with a gradual progression of 10% annually to ensure consistent progress. As we focus on our leased properties, we recognise the importance of setting a minimum C rating standard within the next six years. By establishing these baselines, we pave the way for a greener future, ensuring all our accommodations meet regulatory requirements well ahead of the 2050 deadline.

**Green Procurement - reducing our environmental impact and support a greener future.**

We prioritise the procurement of environmentally friendly products and services, such as recycled materials and eco-friendly cleaning supplies, to reduce our carbon footprint.

**Waste Reduction - Minimising Waste and Promoting Circular Practices**

We implement waste reduction and recycling programs across all sites to minimise landfill waste and encourage responsible waste management practices.



**Education and Awareness**

We arrange to provide relevant trainings and resources to employees, clients, and tenants to promote carbon reduction and sustainable practices. Currently, our green champions are going through a mandatory Carbon Literacy training. We hope to gradually extend this to interested employees at first and going forward add to the induction pack for new starters.

**Towards renewable energy sources**

We have implemented the 1st phase of moving our energy sources from brown to renewable energy. This affects energy contracts managed centrally. The next phase will focus on other energy contracts managed directly from sites.

# How we measure our success

Our success will be quantified using measurable outcomes as follows:

**Reduction in carbon emissions:** Using our baseline, we will track our progress in reducing carbon emissions, aiming to meet or exceed our targets. This will reflect our commitment to minimising our environmental footprint.

**Increase in renewable and low-carbon energy sources:** We will extend the adoption and utilisation of renewable and low-carbon energy sources within our sites and operations. Meeting our targets in this area will demonstrate our commitment to transits from brown energy sources to renewable ones. This is towards sustainable energy practices.



**Implementation of critical adaptation measures:** We will assess the implementation of adaptation measures to address environmental challenges and ensure our resilience in the face of climate change impacts. The successful execution of these measures will indicate our proactive approach to environmental sustainability.

**Minimal environmental impact of planned developments, equipment, and supplies:** We will evaluate the environmental impact of any new developments, equipment acquisitions, or supply chains, striving to minimise negative effects on the environment. This includes factors such as resource consumption, waste generation, and ecological footprint.

By consistently monitoring these metrics and striving to achieve or exceed our targets, we will gauge the effectiveness of our environmental initiatives, ensure ongoing commitment to sustainability pledge and consequently a reduction in our carbon footprint.





# Thank you



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0113 273 9660 | [www.inspirenorth.co.uk](http://www.inspirenorth.co.uk)