

Ginger Nut Training.



Document Title

Carbon Emissions Reduction Strategy, Environmental and Sustainability Policy

Originator

Dan Williams

Responsible Person

Harry Simpson

Date of Approval

August 2026

Policy Due for Renewal

October 2026

Version

1.0

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Ginger Nut Training – Carbon Emissions Reduction Strategy, Environmental and Sustainability Policy

2026 Interim Review

Ginger Nut Training has undertaken an interim review of this policy in August 2026. The organisation remains committed to achieving Net Zero emissions by 2040. A full review of emissions data, targets and progress will be completed during the next annual review cycle.

Commitment Statement

It is essential that sustainable development and environmental management are at the core of all activities in Ginger Nut Training. Ginger Nut endeavours to be a contributor to society's efforts to achieve sustainability through:

- The environment in which its staff work
- The skills and knowledge that they acquire and put into practice
- Its own strategies and operations

Central to our strategy is our Carbon Emissions Reduction Plan, first published in 2022, which we continue to review and develop on a yearly basis, in line with our commitment to achieving Net Zero emissions by 2040. Ginger Nut recognises the importance of the role it must play in environmental stewardship and in promoting principles of sustainability in its business activities. Ginger Nut will manage and control its environmental risks in a sustainable manner by complying with relevant legislation and adopting, where appropriate, best practice. Ginger Nut will also endeavour to integrate the principles of sustainability into its strategies, policies, and procedures. We recognise the importance of sustainability and are committed to implementing practices that minimise our environmental impact. Our strategy outlines clear targets, actions, and monitoring processes to ensure we meet our goals and contribute to a greener future.

Definitions

Sustainability: Meeting the needs of the present, without compromising the ability of future generations to meet their own needs. Sustainable development must address environmental, economic, and social factors and the interrelationships between them.

Environment: Surrounding conditions, influences, or forces, by which living forms are influenced and modified in their growth and development.

Net Zero: A target of completely negating the amount of greenhouse gases produced by human activity, to be achieved by reducing emissions and implementing methods of absorbing carbon dioxide from the atmosphere.

CRP: Carbon Emissions Reduction Plan – a defined strategy to meet the target of Net Zero.

Baseline Emissions Footprint

- **Baseline Year:** 2024/25 (Aug-April)
- **Details:** No previous assessment or reporting – this will be our baseline year.

Baseline Year Emissions

- **Scope 1:** None
- **Scope 2:** Office electric = 1852 units = 698.204kg CO₂e
- **Scope 3:**
 - Laptops (28 home/hybrid workers): 4900 kg CO₂e
 - Commuting (10 office/hybrid workers): 12291.36 kg CO₂e
 - Other travel (events & learner visits): 1450.02 kg CO₂e
 - Amazon stationery & equipment: 1985.58 kg CO₂e
 - Post (learner certificates): 2113.28 kg CO₂e
- **Total Emissions:** 23438.44 kg CO₂e

Emissions Reduction Targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

By End of Reporting Year 2029/30

- **Accurate Reporting:**
 - Obtain individual transport types from all employees.
 - Obtain home electricity usage from home workers.
- **Direct Emissions Reduction:**
 - Reduce unnecessary business travel by car where practical and encourage walking, cycling, car sharing and public transport where appropriate.
 - Encourage car share schemes where appropriate

- Enrol in the Cycle to Work scheme and implement employee incentives, discouraging short journeys by car or bus.
- Implement a 'completely paperless' policy for all processes, reducing office electric consumption and purchasing of paper and stationery.
- **Education**
 - Strategy to prepare young people for a world impacted by climate change through education and practical experience.
 - Engaging young people in the transition to net zero.
 - Enhance biodiversity, improve air quality, and increase access to nature in and around education settings.
 - Integrate climate change education into the curriculum.
 - Promote careers in the green economy.
 - Inspire global action on sustainability and climate change.
- **Third-Party Consultation:**
 - Engage with third-party consultants to review and provide recommendations on our carbon reduction strategies and progress.

By End of Reporting Year 2034/35

- **Office Electric Consumption:**
 - Minimise and source sustainably, either by moving company headquarters to a new location or by negotiating a change of suppliers with the building management company of the current location.
- **Offset Remaining Carbon Emissions.**
- **Governance and Monitoring**

Environmental performance is reviewed annually by Ginger Nut Training's leadership team. Progress against reduction targets, sustainability initiatives and stakeholder feedback will be considered as part of the review process.

Detailed Action Plan

Energy Efficiency

- Implement energy-efficient practices such as LED lighting, energy-efficient appliances, and smart meters to monitor and reduce energy consumption.
- Transition to renewable energy sources such as solar or wind power for office electricity.

Waste Reduction

- Implement waste reduction strategies, including recycling programmes and reducing single-use plastics.

Employee Engagement

- **Training:**
 - Provide regular training and awareness programmes for employees on sustainability practices.
- **Incentives:**
 - Offer incentives for employees who adopt sustainable practices, such as using public transport or cycling to work.

Monitoring and Reporting

- **Regular Audits:**
 - Conduct regular audits to monitor progress towards emission reduction targets.
- **Transparent Reporting:**
 - Publish annual reports detailing progress towards Net Zero, including successes and areas for improvement.

Stakeholder Involvement

- **Collaboration:**
 - Collaborate with suppliers and partners to reduce emissions across the supply chain.
- **Community Engagement:**
 - Engage with the local community on sustainability initiatives and share best practices.

Compliance with ESFA and Ofsted Requirements

Ginger Nut Training will comply with all ESFA and Ofsted requirements, including:

- **Sustainability Leadership:** Nominate a sustainability lead and develop a climate action plan in line with the Department for Education's sustainability strategy.
- **Sustainability Lead:**
 - Jag Tamber, Senior Tutor (QTLS), Ginger Nut Training.

- Operational oversight during periods of absence is provided by the Directors and Senior Leadership Team
- Contact: Jag.Tamber@gingernuttraining.co.uk | M: 07510 385313
- **Climate Action Plan:** Ensure the plan includes clear leadership, a whole-setting approach, and resources to support sustainability initiatives.

Partner with Employers

- **Commitment to Net Zero:** Clearly state the commitment to achieving Net Zero by 2040.
- **Detailed Targets:** Provide specific, measurable targets for emission reductions.
- **Evidence of Progress:** Include evidence of progress towards targets, such as annual reports and case studies.

Ginger Nut Training recognises that environmental sustainability is a shared responsibility involving employees, learners, employers, suppliers and the wider community. We seek to progressively reduce environmental impact while creating positive social outcomes through education and skills development.

Declaration and Sign Off

This Carbon Emissions Reduction Strategy and Sustainability Policy has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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, using 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 Emissions.

Progress Update 2025-26

Since publication of the baseline assessment:

- Continued delivery through a predominantly digital and remote model.
- Continued reduction in paper-based processes through electronic records and learner systems.
- Ongoing promotion of sustainable travel options including the Cycle to Work scheme.

- Continued review of supplier and procurement practices to minimise environmental impact.
- Continued integration of sustainability topics into curriculum delivery and staff development.

Reduction Strategy and Sustainability Policy has been reviewed and signed off by the board of directors.

Signed on behalf of the Apprenticeship Training Provider: Harry Simpson, Director – Ginger Nut Training

Interim Review Completed: August 2026
Full Annual Review Scheduled: October 2026

Harry Simpson
[Harry Simpson \(Aug 25, 2026 12:17:56 GMT+1\)](#)

Dan Williams
[Dan Williams \(Aug 24, 2026 16:51:25 GMT+1\)](#)

Ginger Nut Training – Carbon Emissions Reduction Strategy, Environmental and Sustainability Policy - updated

Final Audit Report

2026-08-25

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