# Recruit2schools Fighting Climate Change

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|  **Recruit2schools** **Climate change - R2S Principles / Policy** * R2S develops an annual total forecast of emissions and resources currently generated / used per annum.
* Identify specific initiatives R2S will undertake to reduce the number of resources used or emissions generated
* Identify using industry standard measurements ‘Per activity’, how much each initiative will reduce the total resources used or emissions generated (represented in both kg or % of total per annum)
* A time-based commitment to update with progress on the above initiatives annually.
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| Since incorporation in 2017 (company formed), we have continued to use a range of green measures to limit emissions generated and resources used, such as holding online activities, prior to the outbreak of COVID-19. As such, some of our services are already digitised, resulting in lower carbon emissions and generated resources. Furthermore, we also source all equipment locally, further minimising carbon emissions. Where possible all staff recruited are allocated to schools in the nearby locality, thus reducing carbon footprint **Total forecast**The below table indicates our current emissions/resources generated/used per annum, whilst the subsequent *Initiatives* section highlights measures that will be put in place to reduce our contribution if awarded. This has been calculated using SSE Energy Solutions, which has enabled us to provide estimates of our company settings (gas bills, renewable energy, electricity bills) and carbon footprint, which are then assigned proxy values based on government research, such as greenhouse gas conversion factors and white papers.Complying with the ‘Net Zero’ goal, we will reduce these emissions and resources used throughout delivery of the framework. As many of our services are already digitised, including remote interviews and seminars, carbon produced through excess travel and paper usage is also being eliminated.**2022-September**

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| **Description** | **Metric tons of CO2e** |
| Office emissions (gas) | 1.7 |
| Other Scope 1 emissions | 0.0 |
| Office emissions (electricity) | 0.9 |
| Homeworker electricity emissions (home office) | 0.0 |
| Homeworker electricity emissions (air-conditioning) | 0.0 |
| Homeworker gas emissions | 0.6 |
| Diesel emissions (commute) | 0.0 |
| Petrol emissions (commute) | 0.6 |
| Hybrid emissions (commute) | 1.0 |
| Motorbike emissions (commute) | 0.0 |
| Train emissions (commute) | 0.0 |
| Bus emissions (commute) | 0.0 |
| Taxi emissions (commute) | 0.0 |
| Train emissions (in work travel) | 0.0 |
| Diesel emissions (in work travel) | 0.0 |
| Petrol emissions (in work travel) | 0.0 |
| Hybrid emissions (in work travel) | 0.1 |
| Bus emissions (in work travel) | 0.0 |
| Taxi emissions (in work travel) | 0.0 |
| Plane emissions | 0.0 |
| Hotel emissions | 0.2 |
| Additional estimates for purchases of goods and services | 0.8 |
| Other Scope 3 emissions | 0.0 |
| Company CO2 Emissions (tons) | **5.84** |
| Average CO2 Emissions per person (tons) | **1.461** |
| Average CO2 Emissions per person per day (kgs) | **6.30** |
| Equivalent airmiles travelled | **19,970** |
| Trees required to offset | **88** |

**Initiatives**

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| Initiative(s) | Details | Reduction kg/% per annum |
| Digitisation of services, including CVs received, remote interviews and online seminars, digital training content, and management information reports generated. | * All CVs, medical documents, training certificates, and qualifications to be obtained digitally, with originals certified (and no paper copies made).
* Preliminary interviews with each candidate to be completed via webcam/video conferencing, mitigating emissions associated with the candidate/recruiters travelling.
* Admin & and deployment packages will be provided in digital formats.
* Management information and KPI reports will be produced and circulated digitally to Participating Authority stakeholders, reducing paper usage.
 | **560kg%** |
| Reducing emissions produced through travelling to, from, and for work and training (staff and candidates). | * We propose to transition another vehicle to fully electric/hybrid within the framework period, further reducing the emissions produced by our staff’s vehicles.
* As part of our work benefits package, we offer a cycle to work scheme to encourage our staff to travel to and from work on bicycles/e-bikes, eliminating emissions entirely.
* As our suppliers are based locally and the majority of our applicants are attracted from social media campaigns, we mitigate excess emissions produced from travel . Recruit local staff for local jobs .
 | **82 kg/%****59kg%****4800kg%** |

The above initiatives and activities will therefore reduce our emissions further, aligning with the Wesh Government priorities and framework requirements.As added value, through the ***THG (more:trees)*** initiative, and in the lead up to this framework, 88 trees have been pledged to sequester an estimated 30 tonnes of CO2 (equivalent of 146,580 miles in a standard car). We propose to pledge an additional trees bi annually to offset carbon output as part of on-going commitment. **Commitment** **Quarterly** reports will be compiled keeping the NPS informed of the progress achieved against reducing carbon emissions/resources used. For example, examples of how our service has been further digitised will be provided and reported with breakdowns of paper used and emissions saved as a result of our proposed measures (e.g. remote interviews/seminars). Further, environmental and carbon-reduction performance will form an item on the agenda of periodic review meetings, enabling us to improve or realign our offerings to ensure they continue to meet the requirements of achieving net zero.As per the requirements of the specification, we also commit to benchmarking and reporting progress against requirements , with annual reports published thereafter. |