

Carbon Reduction Plan

Vision & Commitment

Northants Community Care is committed to reducing its environmental impact and supporting the UK's wider ambition to be carbon neutral by 2030. We recognise the role care providers play in setting an example for the community, and we will take practical, proportionate steps to cut emissions from our operations, promote sustainable choices among staff and service users, and support biodiversity in the communities we serve.

Why Carbon Neutral

Carbon neutrality means reducing harmful greenhouse gas emissions as much as possible and offsetting any that remain through actions like tree planting or carbon capture. By working towards carbon neutrality, we not only help protect the planet for future generations but also create local benefits such as cleaner air, lower energy costs, and more attractive, sustainable spaces within our community.

Key Emission Sources

We have identified four main areas where our organisation contributes to carbon emissions:

- Buildings & Energy Use – heating, lighting, and electricity in offices and care facilities.
- Travel & Fleet – staff vehicles, community visits, and transport of clients.
- Procurement & Supplies – medical and care supplies, PPE, food, stationery and equipment.
- Waste – general and recyclable waste streams.

Priority Actions

1. Buildings & Energy

We will focus on improving the energy efficiency of our buildings and reducing unnecessary energy use. Actions include switching to renewable energy

contracts where possible, upgrading to LED lighting, improving insulation, and installing smart meters.

Staff will be encouraged to adopt low-energy behaviours, such as switching off unused equipment and using heating/cooling responsibly.

2. Travel & Fleet

Community care requires regular travel, but we will minimise our travel-related emissions by adopting a green travel policy. This includes car sharing, participation in the cycle-to-work scheme, and encouraging walking or public transport where safe and appropriate. Remote visits and digital tools will be used where suitable to reduce travel demand. Our fleet vehicles will be transitioned to electric or hybrid models as leases are renewed.

3. Waste & Recycling

Waste management is a key part of our plan. We will promote the principles of reduce, reuse, and recycle across all care sites. Staff will be trained on waste segregation and recycling procedures, including safe disposal of medical waste. We will seek to reduce single-use plastics and encourage sustainable alternatives wherever possible.

4. Procurement & Supply Chain

We will review our procurement practices to prioritise suppliers with strong sustainability credentials. All purchasing decisions will consider carbon impacts, and we will explore opportunities to source locally to reduce transport emissions.

We will also work with suppliers to identify lower-carbon alternatives for key products.

6. Staff Engagement & Behaviour

Behavioural change is essential to the success of our plan. We will provide carbon literacy training for all staff and encourage positive daily habits that reduce emissions. 'Green Champions' will be appointed within each team to lead by example, and progress will be communicated regularly to staff, clients, and families. We will produce a Carbon Management Plan Summary and make this available to staff, clients and wider community.

Implementation & Monitoring

Our approach will be phased, balancing ambition with practicality and available resources.

- Short-term (1–2 years): Switch to green energy contracts, deliver staff training, and improve waste segregation.
- Medium-term (2–5 years): Introduce electric fleet vehicles, strengthen supplier engagement, and upgrade buildings.
- Long-term (5+ years): Explore on-site renewables such as solar panels, achieve full green travel transition, and establish community offsetting schemes.

Progress will be measured annually by tracking key performance indicators, including energy usage (electricity, gas, water), fleet fuel consumption, waste volumes, and staff participation in sustainability initiatives. Annual reports will be produced and shared with stakeholders to ensure transparency and accountability.

Conclusion

Northants Community Care recognises that tackling climate change is a collective responsibility. Through this Carbon Management Plan, we will take meaningful steps to reduce our environmental impact, improve resilience, and demonstrate leadership in sustainable care delivery. By embedding green thinking across all aspects of our operations, we will contribute to a healthier, more sustainable future for our community.

Northants Community Care's Carbon Emissions

As a Homecare and Supported Living provider, our day-to-day activities contribute to carbon emissions in different ways. To measure these, we use the Greenhouse Gas (GHG) Protocol, an internationally recognised method that categorises emissions into three “scopes.”

- **Scope 1 (Direct emissions):** These are emissions from sources we directly control, such as fuel used in our staff vehicles when visiting clients in their homes.
- **Scope 2 (Indirect energy emissions):** These come from the electricity and energy we purchase for our offices and operations, such as heating, lighting, and equipment use.
- **Scope 3 (Other indirect emissions):** These include a wider range of activities linked to our services, such as the production and transport of supplies, waste disposal, and travel by staff using their own vehicles. Scope 3 is often the largest category, as it captures the broader impact of our supply chain and external services.

By understanding where our emissions come from, we can take practical steps to reduce them—such as moving to greener travel, improving energy efficiency, working with sustainable suppliers, and cutting unnecessary waste.

Emissions Reporting

Year	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
2024 (Baseline)	0	1.29	8.40	9.69
2025 (Current)	0.68	0.81	15.06	16.55
2030 (Target)	-	-	-	7.93

Emissions Reduction Targets

Northants Community Care has committed to reducing emissions by 50% by 2030, based on the 2024 baseline of 9.69 tCO₂e. This equates to achieving a total of 7.93 tCO₂e by 2030.

Carbon Reduction Projects

Completed Initiatives

- Replaced electric heaters with energy efficient air conditioning units (2025).

Future Initiatives

- Install solar panels in February 2026
- Switch to renewable energy tariffs
- Improve insulation in industrial office
- Reduce staff mileage through smarter rota planning and clustering visits
- Trial virtual client check-ins where clinically appropriate
- Incentivise staff adoption of hybrid/EV vehicles as profitability allows



Northants Community Care
Home Care Specialists

- Engage with suppliers by 2030 to review their Carbon Reduction Plans
- Train staff on CRP and embed greener processes

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance. Emissions have been reported and recorded in accordance with the GHG Reporting Protocol corporate standard, and 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 line with published standards.

Northants Community Care

Date: 1st October 2025