

# Carbon Reduction Plan for West Central London Mind

## Introduction

West Central London Mind is committed to reducing its carbon footprint in alignment with our environmental policy. This plan outlines our goal of achieving Net Zero emissions by 2045.

In January 2024, we received pro bono advice from the environmental manager at Wilmott Dixon, construction company on measuring and subsequently reducing our carbon footprint. Since then, we have received further pro-bono support in achieving our desired outcomes from the environmental consultancy team at ERM CVS who provide assurance on GHG and carbon reduction.

In April 2024, we began monitoring our emissions to establish a baseline, which will guide our future reduction efforts, ensuring that we comply with both NHS guidelines and national carbon reduction standards in a cost-effective and practical manner.

## 1. Commitment to Net Zero

WCL Mind is committed to achieving Net Zero emissions by 2045, aligning with NHS targets. We aim to reduce emissions across Scope 1, Scope 2, and selected Scope 3 categories. Our environmental policy focuses on continually improving resource efficiency, reducing waste, and lowering emissions in compliance with NHS guidelines and national sustainability standards. Our specific goals are:

- Net Zero for Scope 1 and 2 emissions by 2040
- Net Zero for Scope 3 emissions by 2045

## 2. Baseline Emissions Footprint

Measurement of baseline emissions commenced in April 2024. The first year of reporting will run from April 2024 to March 2025. This includes emissions from:

Scope 1 (direct emissions)

Scope 2 (indirect emissions from purchased electricity)

Scope 3 (indirect emissions related to commuting, waste, and business travel).

Our reporting is based on the Greenhouse Gas (GHG) Protocol and we have used the UK Government 2024 GHG reporting emission factors for measurement and reporting of emissions in tCO<sub>2</sub>e. This baseline data covers the year from April 2024 to March 2025.

### Baseline Data (April 2024–March 2025)

Scope 1	Amount	UNITS	EF (DEFRA 2024)	kgtCO <sub>2</sub> e	tCO <sub>2</sub> e	Assumptions
Gas (heating)	-	m <sup>3</sup>	Natural Gas	2.04542	0.0000	no gas in properties
Diesel (used in back up generators)	-	Litres	Diesel Average Blend	2.51279	0.0000	no diesel usage
Refrigerants (from Air conditioning)	17.4	kg	R410a	2.08800	36.33	
TOTAL Scope 1					36.3300	
Scope 2	Amount	UNITS	EF (DEFRA 2024)	kgtCO <sub>2</sub> e	tCO <sub>2</sub> e	Assumptions
Electricity	38,112.20	kwh	UK Grid Average	0.20705	7.8911	Location Based - UK grid average
Total Scope 2					7.8911	
Scope 3	Amount	UNITS	EF (DEFRA 2024)	kgtCO <sub>2</sub> e	tCO <sub>2</sub> e	Assumptions
Upstream Transportation	-	-	-	-	-	Not in scope - WCL Mind is a service provider - it has no Tier 1 suppliers / production facilities
Waste - Mixed recycling and Paper	2.68	tonnes	Metal, Plastic and Paper Open Loop	6.41061	0.0172	assume recycled
Waste - General	2.24	tonnes	Commercial Waste	6.41061	0.0144	assume all incinerated
TOTAL WASTE					0.0315	
Business Travel - Taxi	184.79	km	Regular Taxi	0.20805	0.0384	based on expense cost and assumed £ X cost per KM
Business Travel - Train	614.12	km	National Rail	0.03546	0.0218	based on expense cost and assumed £ X cost per KM
TOTAL BUSINESS TRAVEL					0.0602	
Employee Commuting - Car	12,365.40	km	Average Car	0.16984	2.1001	
Employee Commuting - Tube	51,385.60	km	Light Rail / Tram	0.0286	1.4696	
Employee Commuting - Train	92,446.40	km	National Rail	0.03546	3.2781	
Employee Commuting - Bus	8,793.20	km	Local London Bus	0.07447	0.6548	

Employee Communiting - e-Bike (Lime)	2,473.00	km	<a href="https://octopus.energy/blog/lime/">https://octopus.energy/blog/lime/</a>	0	0.0000	Assumed as zero emission <a href="https://octopus.energy/blog/lime/">https://octopus.energy/blog/lime/</a>
Employee Commuting - Bicycle	12,228.20	km		0	0.0000	
Employee Commuting - Walk	3,297.40	km		0	0.0000	
Home working	133,650.00	FTE equivalent Hours	Homeworking (Equipment and heating)	0.33378	44.6097	135 FTE @37.5 hours per week working at home 3 days per week for 44 weeks per year
TOTAL EMPLOYEE COMMUTING (INC HOMEWORKING)			52.1124			
Downstream Transportation	-	-	-	-	-	Not in scope - WCL Mind is a service provider - it does not manufacture or distribute products
TOTAL Scope 3			52.2960			
TOTAL GHG (tCO2e)			96.5171			

#### EMISSIONS (tCO<sub>2</sub>e):

- Scope 1 (Direct emissions from fuel use and on-site operations): 36.3300 (1)
- Scope 2 (Indirect emissions from purchased electricity): 7.8911
- Scope 3 (Employee commuting, waste generated, business travel): 52.2960 (2)
- Total Emissions: 96.5171 tCO<sub>2</sub>e

- (1) We have now included refrigerant emissions from air-conditioning servicing and will continue to monitor these annually based on maintenance and service records.
- (2) Both Upstream and Downstream Transportation and Distribution are considered as not applicable as WCL Mind is a service provider and has no Tier 1 suppliers or distribution activities.

### **3. Current Emissions Reporting**

Our reporting year aligns with our financial year, running from April to March. As noted above, we have now completed our first full year of carbon baseline reporting covering April 2024 to March 2025. This includes data on refrigerant emissions for the first time, providing a more complete baseline which will be used for future comparisons and progress monitoring.

### **4. Objectives**

- Maintain full-year carbon emissions reporting going forward.
- Achieve a 30% reduction in emissions by 2029, aligned with NHS targets.
- Achieve Net Zero by 2045, with intermediate targets of Net Zero by 2040 for Scope 1 and 2, and by 2045 for Scope 3.
- Implement cost-effective strategies that minimise financial and operational burdens.
- Promote employee engagement and foster a culture of sustainability.

### **5. Key Strategies**

## A. Data Collection and Energy Efficiency

- **Carbon Audit:** Carbon Audit: We conducted a carbon audit in April 2024 and expanded it to cover the full reporting year, including refrigerant measurements, to identify areas for improvement. We continue to engage with environmental consultants on a pro-bono basis to support our annual baseline review.
- **Office Energy Efficiency:** We continue to reduce energy consumption by implementing:
  - **Smart Energy Use:** Low-cost solutions such as energy-efficient lighting (LEDs) and smart thermostats.
  - **Renewable Energy:** Exploring green energy tariffs with a review of energy contracts in 2025 to align with renewable energy sources.

## B. Sustainable Transportation

- **Public Transport and Cycling:** Most staff use public transport or cycle. We actively promote sustainable commuting practices. Any new travel policies will prioritise these options without adding costs.
- **Reducing Business Travel:** We will continue reducing unnecessary travel through hybrid working and virtual meetings, which help to lower Scope 3 emissions.

## C. Waste Reduction

- **Paperless Office:** As a largely paperless organisation, we will continue to strengthen our commitment to digital-first processes to reduce waste and align with our environmental policy.
- **Recycling and Waste Management:** We aim to increase our recycling rates by 10% by 2026, through staff engagement and improved waste sorting practices.
- **Sustainable Office Supplies:** Our goal is to reach 90% compliance with biodegradable products by 2026, progressing to 100% by 2028.

## D. Water Conservation

- **Water Use Reduction:** We aim to reduce water usage by 5% annually (for 2 years and then an audit will be undertaken to assess our water usage efficiency) through simple measures like fixing leaks and installing dual-flush toilets, aligned with our environmental objectives.

## **E. Employee Engagement and Training**

- **Sustainability Training:** We will provide training to ensure all staff are aware of their role in achieving carbon reduction goals. This will be integrated into existing staff development programs.
- **Green Champions:** An internal environmental steering group will lead internal sustainability initiatives, promoting energy-saving tips, recycling efforts, minimising waste and sustainable commuting options.

## **F. Monitoring and Reporting**

- **Annual Carbon Audits:** We will conduct annual carbon audits to monitor progress and adjust strategies as needed to meet reduction targets.
- **Public Reporting:** In line with NHS guidelines, we will publish an annual report detailing our emissions data, progress, and future sustainability plans. This reflects our commitment to transparency and accountability.

## **6. Budget and Resources**

We are committed to implementing this plan in a financially responsible manner, focusing on cost-effective strategies including:

- Low-cost energy efficiency upgrades (e.g., LED lighting).
- Promoting public transport and hybrid working to reduce emissions without additional costs.
- Sourcing sustainable office supplies to balance environmental responsibility with cost-effectiveness.
- Seeking pro bono environmental consultancy advice

## **7. NHS Carbon Reduction Policy Alignment**

This plan aligns with NHS carbon reduction strategies:

- Net Zero by 2040 for Scope 1 and 2, and by 2045 for Scope 3

- We will promote public transport and cycling as outlined in our environmental policy.
- We will implement energy-saving initiatives and shift towards green energy in line with NHS and UK Government goals.
- We will ensure that our staff pension provision has a sustainable/green investment.

## 8. Future Carbon Reduction Projects

We plan to explore additional low-cost carbon reduction projects, including:

- **Hybrid Working Expansion:** Further encouraging hybrid working will reduce energy usage in our offices and commuting-related emissions.
- **Green Office Supplies Partnerships & Procurement:** We will seek partnerships with suppliers to provide sustainable office products at competitive rates.

## 9. Emissions Stability

We note that emissions across the organisation have remained broadly steady since the initial baseline was established for the April to September period, with no significant unexpected changes in patterns or material increases in activity. This stability indicates that current operational practices, hybrid working arrangements, and our emphasis on low-carbon activities have maintained a consistent emissions profile year on year. We will continue to monitor for any emerging changes and maintain vigilance to ensure that any future shifts are captured accurately in our annual reporting.

## 10. Declaration and Sign-Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and NHS guidelines. It has been reviewed and signed off by the Board of Directors, demonstrating our commitment to achieving Net Zero by 2045. We will report emissions using the Greenhouse Gas (GHG) Protocol and comply with all relevant reporting standards.

### Signed on behalf of West Central London Mind

Simon Thompson

CEO

01/07/2025



## **11. Conclusion**

WCL Mind is committed to reducing its environmental impact while delivering high-quality mental health services. This Carbon Reduction Plan ensures that we align with NHS sustainability goals and make meaningful progress towards Net Zero by 2045 in a cost-effective and practical manner.