



Carbon Reduction Plan 2025-30

Our Commitment to Achieving Net Zero

People First Independent Advocacy is committed to operating sustainably. Sustainability is an integral part of our mission to create fairer, more inclusive communities. Through our work, we aim to minimise our environmental impact while maximising social value.

We have set a target to achieve Net Zero greenhouse gas emissions by 2045, with an interim goal of cutting our direct emissions by 50% by 2030. This plan follows the UK Government's PPN 06/21 Carbon Reduction Plan requirements and the NHS Net Zero Supplier Roadmap.

Our Organisation Overview

People First is a charity committed to promoting equality, inclusion and human rights in all that we do. Guided by our values; Fairness, Belonging, Rights, Courage, Kindness and Love. We work to create fairer, more inclusive communities where everyone has a voice and the opportunity to thrive.

We are led by a Board of Trustees, supported by our senior management team, staff and volunteers who deliver services across the north of England. Our work includes:

- Independent Advocacy
- U Direct Support
- Community Engagement
- Inclusion projects, including youth work, self-advocacy and representation
- Education and training opportunities for people facing barriers to work, including cafés and a conference centre, which provide inclusive, welcoming spaces and opportunities for skills development and employment

Our operations currently include:

- The People First Conference Centre (our head office and event space)
- Four office locations across Cumbria
- One cafe site within a community setting
- A second cafe site planned to open in early 2026

We will update our Carbon Reduction Plan in 2026 to reflect the opening of the new café and any significant changes to our activities.

Our Baseline Emissions Footprint (2024/25)

The baseline emissions in this plan currently cover our main café site, which represents the primary source of our hospitality-related energy use and travel emissions. Emissions from other operational sites — including our conference centre, offices, and the second café planned in 2026, will be included in future updates as part of our ongoing carbon monitoring programme.

Emission Scope	Source	Emissions (tCO ₂ e)	Comment
Scope 1	Company vehicle (1L van, ~500 miles p.a.)	0.17	Minimal operational mileage
Scope 2	Purchased electricity (25,000 kWh p.a.)	5.00	100% renewable tariff to be introduced 2025/26
Scope 3	Staff commuting (local, 2 drivers)	0.30	2 miles/day average round-trip
	Business travel (local meetings)	0.10	Low travel intensity
	Waste disposal & recycling	0.80	Active food-waste reduction
	Upstream transport & deliveries	0.30	Light supplier logistics
Total Estimated Baseline		= 6.7	

Emission factors: UK DEFRA (2024) – electricity 0.20 kg/kWh; diesel 2.68 kg/L; car 0.18 kg/km.

Scope 3 boundary: At this stage, Scope 3 emissions cover staff commuting, business travel, waste and upstream deliveries. Broader supply-chain and purchased goods data will be incorporated by **2027** as part of our supplier engagement programme.

Emissions Reduction Projects

Activity	By When
Transition to a certified renewable electricity tariff across all sites, subject to supplier and landlord arrangements	2027
Replace legacy refrigeration, catering, and office equipment with A-rated, energy-efficient models	Ongoing / as replacements are due
Implement real-time energy-use monitoring in cafés and offices to reduce consumption by 10%	2027
Expand plant-based and seasonal menus, reducing food-related emissions	2027
Increase food-waste segregation and composting, working with local contractors where services are available	2027
Prioritise local suppliers within a 30-mile radius for food, beverages, and services	Ongoing
Encourage walking, cycling, and public transport for staff commuting	Ongoing
Review vehicle use and transition to an electric delivery van	2028
Recalculate baseline emissions to include the new café and any operational changes	2027

Targets and Performance Tracking

Target	Date	Status / Notes
50% reduction in Scopes 1 & 2 emissions from 2024/25 baseline	2030	Through energy efficiency & renewable supply
Extend Scope 3 measurement to cover all material categories	2027	Introduce supplier engagement programme
Convert delivery vehicle fleet to electric	2028	Subject to vehicle renewal cycle
Achieve organisation-wide Net Zero	2045	Aligned with NHS Net Zero Supplier Roadmap

Governance and Reporting

This plan is approved by the People First Board of Trustees. A Sustainability Lead will oversee implementation, data collection and annual reporting to the Board. Progress will be published each year on the People First website.