**YMCA** TOGETHER

Carbon Reduction Plan

August 2025

## Introduction

As a housing and care provider, with over 500 units of accommodation and employing over 300 staff, we recognise that our operations—our buildings, travel, supply chains, and energy use—generate a measurable carbon footprint. Reducing this footprint is not just about compliance; it is about responsibility and leadership. By embedding carbon awareness into the way we manage our properties, travel, and procurement, we ensure that our mission to provide safe and supportive places is delivered in a way that also protects the planet for future generations.

This Carbon Reduction Plan sets out our baseline emissions, our targets for reduction, and the practical steps we are already taking to achieve them. It will be reviewed annually by our Audit and Risk Committee, ensuring carbon management remains an integral part of our governance and service delivery.

## Commitment to Net Zero

## YMCA Together is committed to achieving Net Zero greenhouse gas emissions by 2050 in line with UK Government targets.

## Baseline Emissions Footprint

## As we are publishing our first Carbon Reduction Plan in 2025, our baseline year is 2024/25. This represents our first formal calculation of Scope 1, 2, and 3 emissions using UK Government conversion factors.

## Emissions in tCO₂e

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| **Emissions Scope** | **Baseline Year (2024/25)** | **Notes** |
| **Scope 1** (Direct: gas use, fleet vehicles) | 330 | Based on total gas spend and two fleet vehicles (20,000 mile/year) |
| **Scope 2** (Indirect: purchased electricity) | 352 | Based on total electricity spend |
| **Scope 3** (Other indirect: staff commuting, business mileage, waste, supply chain) | 610 | Includes commuting estimates, business mileage, waste/recycling, and spend-based supply chain emissions (£1m baseline at 0.30 kgCO₂e/£) |
| **Total** | 1290 | Rounded baseline for 2024/25 |

## \* Scope 3 incorporates commuting, business mileage, waste, recycling, and supply chain emissions. Supply chain has been estimated using annual supplier spend (excluding salaries) multiplied by a screening emission factor. These figures will be refined using staff travel surveys, waste contractor data, and supplier engagement in 2025/26.

## Emissions Reduction Targets

## To achieve Net Zero by 2050, we will:

## Reduce Scope 1 & 2 emissions by 50% by 2035, through energy efficiency and renewable procurement.

## Reduce Scope 3 emissions by 30% by 2035, through sustainable travel initiatives, waste reduction, and supply chain decarbonisation.

## Review and update targets every two years to remain aligned with evolving government and sector standards.

## Carbon Reduction Initiatives

## YMCA Together has already implemented or plans to implement the following initiatives:

## Energy efficiency: roll-out of LED lighting, installation of smart meters, insulation upgrades; commitment to achieve EPC C or better across properties.

## Renewables: adoption of green tariffs where available.

## Travel: EV salary sacrifice scheme, cycle-to-work programme, promotion of car sharing and public transport, reduction of business travel via MS Teams.

## Waste: improved recycling facilities, reduction of food waste in communal kitchens, engagement with contractors to reduce waste to landfill.

## Supply chain: embedding sustainability in procurement, engaging suppliers on emissions reduction, and using spend-based carbon screening to track progress.

## Natural sequestration: future assessment of carbon uptake from YMCA Together’s farm and tree planting across its estate.

## Governance & Reporting

## Responsibility for delivering the Carbon Reduction Plan sits with the Audit and Risk Committee, supported by the Senior Leadership Team. Progress will be reported annually to the Board of Trustees and shared with commissioners.

## Annual monitoring will be supported by our Baseline vs Current comparison tool, ensuring transparent year-on-year tracking of Scopes 1, 2, and 3.

## Equality Impact Assessment/Change History

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| **Document History/Equality Impact Assessment Form** |
| Title | Carbon Reduction Plan |
| Created | 27th August 2025 |
| Type | Housing Services |
| Person responsible for policy | Jon Metcalfe |

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| --- | --- | --- | --- | --- |
| Reviewed By | Date Reviewed | Next Review | Changes | If YES record new version no. |
| Yes | No |
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| This P&P has an impact on: | Impact | Equality Impact Form completed:**Yes**/No |
| Yes | No |
| Age |  | X | If ***No*** comment: |
| Disability |  | X |
| Race |  | X |
| Gender Reassignment |  | X |
| Religion or Belief |  | X |
| Sex |  | X |
| Sexual Orientation |  | X |
| Pregnancy or Adoption |  | X |
| Marriage or Civil Partnership (inemployment only) |  | X |

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| **Privacy Impact Assessment (PIA)** | **Yes** | **No** |
| Does this policy have a significant impact on the use, collection and storage,retention and personal data? |  | X |
| If Yes, please state what actions are required to ensure adequate privacy for persons affected: |

