

Carbon Reduction Plan

Publication Date: 01. 08. 2025

1st June 2024 – 31st May 2025

Next renewal due on: 1st June 2026

Registered Address: Unit A Telford Court, Chester Gates Business Park, Chester, CH1 6LT

Company Number: 13441230

Whole school recruitment from The Classroom Partnership

1. Introduction

At The Classroom Partnership, we've always been about people. Since 1999, we've built our business on a simple idea: bringing great schools, nurseries and talented professionals together. Whether it's finding someone for a single day of cover, a long-term role or a permanent position, our whole-school recruitment approach is all about helping everyone thrive.

But as a business, we know our responsibility goes beyond just people. That's why we're so proud to be rolling out our Carbon Reduction Plan. This isn't just a document; it's our promise to do our part. It lays out our journey to becoming a Net Zero company by 2050, helping to create a healthier planet for everyone.

Our Plan for a Greener Future

This plan is a core part of who we are now. It shows where we're starting from, sets out our ambitious goals and explains the specific steps we'll be taking to shrink our environmental footprint. We believe that by taking care of our operational responsibilities, we can make a positive contribution to global climate action. What's really important to us is that this isn't a bolt-on. We've woven our commitment to carbon reduction into the very fabric of our company. We've updated all our key policies, from our Environmental and Health & Safety policies to our Corporate Social Responsibility and Modern Slavery policies. This ensures

that every part of our business, from how we work with our partners to how we manage our day-to-day operations, is focused on being a more responsible company.

2. UK boundaries

This Carbon Reduction Plan covers the following sites within The Classroom's operational control:

Site	Estate Size (m ²)	% of Total Estate Size	Description	Tenure	Included in this Report
Unit A Telford Court, Chester Gates Business Park, Chester, CH1 6LT	189 sq metres	100%	Base Operations	Company owned	Yes
Total Applicable Estate Size	189 sq metres	100%			
Total Estate Size (including out of scope)	189 sq metres	100%			
Number of Sites¹	9				

3. Descriptive information

Inventory Details	Scope of Reporting
Company name	The Classroom Partnership
Description of the company	Education specific recruitment
Chosen consolidation approach (equity share, operational control or financial control)	Operational and financial control
Description of the businesses and operations included in the company's organisational boundary	Chester: Headquarters
Reporting period covered	1st Jun 2024 – 31st May 2025

List of Scope 3 activities included in the report	Water/Wastewater, Business travel, Employee Commute, Staff Travel, Homeworking, Hotel Stay
List of Scope 1, Scope 2, and Scope 3 activities excluded from the report with justification for their exclusion	Scope 3 – Upstream & Downstream Transportation & Distribution as these do not fall in our current activities.
The year chosen as base year and rationale for choosing the base year ²	1st Jun 2024 – 31st May 2025

¹ We have an additional eight branches across the UK. Emissions from these branches will be incorporated into the next update of our Carbon Reduction Plan, once a full and verified dataset is available. This approach ensures that the information we publish is accurate, consistent, and reflective of actual performance across our full operational footprint. At that time, we will also provide key performance indicators for each branch, allowing us to better track and manage their emissions.

² We have updated our baseline year from the calendar year of 2022 to our current financial year, which runs from 1st June 2024 to 31st May 2025.

4. Commitment to Achieving Net Zero by 2050

The Classroom Partnership is committed to a science-based approach to reducing its carbon emissions. This plan sets a clear pathway for the company to achieve Net Zero emissions by 2050 in line with global climate goals.

Description of methodologies and data used

Scope	Methodologies used to calculate or measure emissions, providing a reference or link to any calculation tools used
Scope 1	N/A
Scope 2	Purchased Electricity & Gas Monthly bills kWh

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 1: Purchased goods and services	N/A	N/A	N/A

Category 2: Capital goods	N/A	N/A	N/A
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	Owned Premises	Monthly bills m ³	
Category 4: Upstream transportation and distribution	N/A	N/A	N/A
Category 5: Waste generated in operations	Owned premises	Average from Cambridge study	Assumption that collected container weight (1100 litres) is 87.8kg (from Cambridge study)
Category 6: Business travel	Appointments	Journey refunds	Refund slips
Category 6: Hotel Stay	Organisational Exp	Expense data	Expense data
Category 7: Employee commuting	Attendance	Journey records	In miles from various modes of commute
Category 8: Upstream leased assets	N/A	N/A	N/A

5. GHG emissions data

- **Baseline Period:** 1st Jun 2024 – 31st May 2025
- **Reporting Period:** 1st Jun 2024 – 31st May 2025

Scopes and categories	Baseline & Reporting Year 1st Jun 2024 – 31st May 2025 Tons CO ₂ e
Scope 1: Direct emissions from owned/controlled operations	0.00
Scope 2: Indirect emissions from the use of purchased electricity	6.56
Scope 2: Indirect emissions from the use of purchased Gas	2.53

Scope 3: Emissions	
Category 1: Purchased goods and services	0.00
Category 2: Capital goods	0.00
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2) Water & Wastewater	0.07
Category 4: Upstream t&d	0.00
Category 5: Waste generated in operations	0.10
Category 6: Business travel - Land	15.81
Category 6: Hotel Stay	0.39
Category 7: Employee commuting	0.00
Category 7: Staff travel round trip to locations	12.53
Category 7: Work From Home	1.41
Category 8: Upstream Leased Assets - Vehicles	0.00
Category 9: Downstream t&d	0.00
Scope 1	0.00
Scope 2	9.09
Scope 3	30.31
Total Emissions	39.40

Analysis of Reporting Year Emissions

The Classroom Partnership's total emissions for the reporting year (1st Jun 2024 – 31st May 2025) are 39.40 tCO₂e. This figure provides a comprehensive and accurate picture of the Classroom's carbon footprint, which is a crucial step towards effective carbon management.

Scope 1 & 2 Emissions

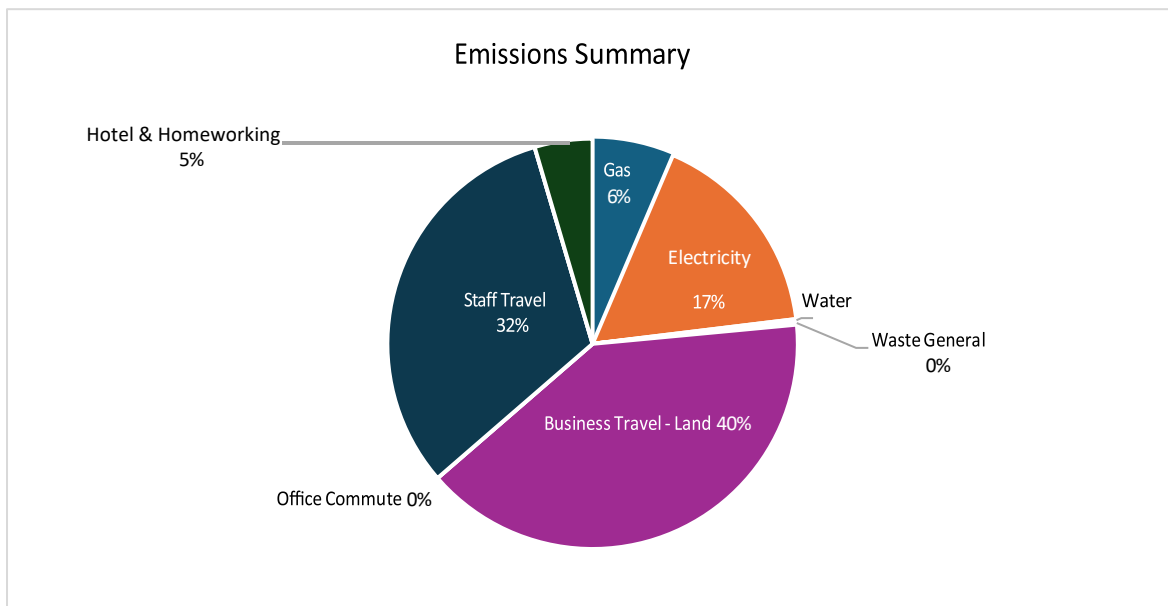
- Scope 1 (Direct Emissions): Emissions were 0.00 tCO₂e. This confirms that the partnership does not have owned or controlled sources of direct emissions, such as company vehicles.
- Scope 2 (Indirect Emissions): Emissions from purchased electricity and gas totalled 9.09 tCO₂e. This is composed of 6.56 tCO₂e from electricity and 2.53 tCO₂e from gas, highlighting the significant role of energy consumption in the partnership's footprint.

Scope 3 Emissions

The most significant portion of the partnership's carbon footprint is within Scope 3, which totals 30.31 tCO₂e. A detailed breakdown reveals the main contributors:

- Business Travel: The combined emissions from land travel and hotel stays are a major contributor, totalling 16.20 tCO₂e.
- Staff Commuting: Emissions from this category were 12.53 tCO₂e.
- Work from Home: This category accounted for 1.41 tCO₂e.
- Waste: Waste generated in operations accounted for 0.10 tCO₂e.

The detailed data for Scope 3 provides a more reliable foundation for developing targeted and effective decarbonisation strategies, focusing on the most material emission sources.



GHG Hotspots

From the analysis of the reporting year, the most significant GHG hotspots identified are those from business travel. These categories now represent a critical area for targeted carbon reduction efforts.

Emissions from Electricity & Gas, Business Travel, and Staff Commuting emerged as significant contributors, accounting for a combined 25.32 tCO₂e and 9.09 tCO₂e respectively. While the total emissions appear higher due to their inclusion, this is a positive development from a reporting standpoint, as it signifies a more accurate and comprehensive understanding of the partnership's full carbon footprint. Addressing these hotspots will be central to The Classroom Partnership's future decarbonisation strategy and will involve implementing specific initiatives to reduce emissions.

Zero-Emitting Scope 3 Categories:

As per the analysis of the reporting year, it's notable that several Scope 3 categories continue to show zero emissions. This includes Purchased Goods and Services, Capital Goods, Upstream and Downstream Transport & Distribution, and Upstream Leased Assets - Vehicles.

The lack of emissions in these areas is consistent with the nature of a service-based organisation's operations. Unlike a manufacturing or retail company, the business model doesn't rely on a significant physical supply chain, and therefore these categories are not material to the company's carbon footprint.

6. Carbon Reduction Targets

The Classroom Partnership is committed to setting ambitious and credible carbon reduction targets aligned with the Science Based Targets initiative (SBTi). The SBTi provides a clear framework for companies to align their decarbonisation efforts with the latest climate science, ensuring our actions effectively contribute to limiting global warming to 1.5°C above pre-industrial levels. By adopting this rigorous approach, we ensure our path to Net Zero is robust, transparent, and meaningful.

Our targets are set using the SBTi's latest criteria for both near-term and long-term goals. Our methodology is based on:

- **Baseline year:** The period from 1st Jun 2024 – 31st May 2025 serves as our definitive baseline for all target calculations.
- **Scope prioritisation:** Our reduction efforts will focus on Scope 2 and relevant Scope 3 categories, as they represent the most significant portion of our emissions. We will also ensure our Scope 1 emissions remain at zero.
- **Absolute emissions reduction:** Our targets are for an absolute reduction in total tonnes of CO₂e, meaning we will reduce our carbon footprint regardless of business growth.
- **Target boundaries:** All targets cover every aspect of our operations within our defined organisational and geographical boundaries.

Near-Term Targets (2025–2030)

We have committed to the following near-term targets to achieve significant reductions in our primary emission sources over the next five to ten years. These targets are consistent with a 1.5°C trajectory:

- **Overall Reduction:** Achieve a 15% absolute reduction in our combined Scope 2 and relevant Scope 3 emissions by the end of 2030, from our 2024–2025 baseline.
- **Scope 2 Target:** Reduce our absolute Scope 2 GHG emissions by 15% by the end of 2030, aiming to bring emissions down from 9.09 tCO₂e to approximately 7.73 tCO₂e.
- **Scope 3 Target (Key Categories):** Reduce absolute Scope 3 emissions from key categories by 15% by the end of 2030, from 30.31 tCO₂e to approximately 25.76 tCO₂e.

To achieve these goals, our initiatives will focus on enhancing energy efficiency across our offices, switching to renewable energy tariffs, promoting sustainable business travel, and encouraging greener commuting options for our employees.

Long-Term Target (By 2050)

The Classroom Partnership is committed to achieving Net Zero GHG emissions across our entire value chain by 2050, from our 2024–2025 baseline. This long-term target covers all Scope 1, Scope 2, and all relevant Scope 3 emissions. We aim to achieve at least a 75% absolute reduction in emissions by 2045, with any residual emissions being neutralised through certified carbon removal projects. This demonstrates our dedication to playing a vital part in addressing climate change and building a more sustainable future.

7. Carbon Reduction Initiatives

To support our science-based targets and drive meaningful decarbonisation, The Classroom Partnership is implementing a comprehensive set of carbon reduction initiatives. These are strategically aligned with our goals, focusing on our most significant emission sources as identified in our baseline analysis. Our approach prioritises energy efficiency, sustainable practices, and continuous engagement with our employees and stakeholders.

Scope 2: Energy consumption initiatives

The Scope 2 emissions (purchased electricity and gas) are a key part of our carbon footprint; these initiatives are paramount to our success.

- **Energy Efficiency Upgrades:** We're committed to a rollout of energy-efficient LED lighting in our offices by the end of 2027. We'll also explore installing smart thermostats to optimise heating and cooling schedules and procure only energy-star rated appliances for all new purchases.
- **Renewable Energy Procurement:** We'll actively explore switching all electricity supply contracts to 100% renewable electricity tariffs across all UK offices by 2027, where commercially viable.
- **Behavioural Change Programmes:** We'll implement a continuous internal "Switch Off" campaign to encourage employees to reduce energy consumption. To foster a culture of energy saving, we'll also display regular updates on our energy consumption and associated emissions in common areas.

Scope 3: Value Chain & Supplier Initiatives

Our Scope 3 initiatives focus on reducing emissions from business travel, employee commuting, waste, and engaging with our supply chain.

- **Business Travel Reduction:** We have adopted a "virtual-first" policy for internal meetings and will encourage its use for external client interactions. We'll also promote and incentivise the use of public transport for business travel over private vehicles and encourage optimised travel planning.
- **Commuting & Work from Home Optimisation:** We'll promote car-sharing initiatives and continue to support our flexible and hybrid working policies to reduce daily commuting for our staff.
- **Waste Generated in Operations Reduction:** We'll implement clear and accessible recycling programmes in all offices for paper, plastics, glass, and food waste. Our goal is to promote a digital-first approach to reduce paper consumption and encourage the use of reusable items among staff.
- **Value Chain & Supplier Vetting:** We're developing a sustainable procurement policy that prioritises suppliers with strong environmental credentials and lower carbon footprints. Our future vetting process will include a review of a supplier's own carbon reduction plans and targets.

Data Monitoring & Reporting

To ensure the success of our initiatives, we'll establish a robust system for continuous data collection across all relevant scopes and categories. We'll conduct quarterly internal reviews of our progress against our near-term targets and publish an annual update detailing our emissions performance, initiative implementation, and future plans.

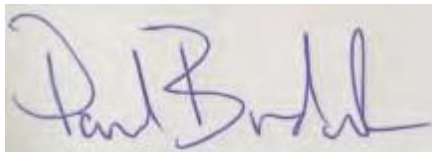
8. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006/25 and associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate 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 accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of The Classroom Partnership



Name: Paul Broderick

Position: Director

Date of signature: 01.08.2025