

one PLANET LIVING

— actioning prioritised principles 2021-22

REAL
IDEAS





Introduction

from Lindsey Hall, Chief Executive

Pretty much all of us want to leave things in better shape than we found them. Sadly, if everyone in the world lived like we do in the UK, we'd need three planets – not just the one we have. Continuing as we are, is unsustainable and unfair.

The challenge is not motivation. We all want to live greener, more sustainable lives and do our bit, personally, and as part of Real Ideas to tackle the increasingly pressing challenges of climate change. How to make it happen is the “million dollars” question. This is where the One Planet Living Action Plan comes in.

It is a route map with ten, high level principles. Big, ambitious goals that frame and drive continual improvement and positive behaviours.

This is not a radical departure. Real Ideas is a successful social enterprise, committed to doing business ethically and continually delivering against the triple bottom line – people, planet, and profit.

But as we are all aware, being a social enterprise is not easy. Delivering social impact, financial sustainability, and environmental value, all at once, is complicated. We need to ask questions, make

choices and balance sometimes competing needs.

It was just such a process of asking difficult questions that led us to One Planet Living. Although we have always paid attention to our carbon footprint, avoided single use plastics and embraced local and ethical sourcing, we know we have placed greater focus on the social impact we make for young people and in the communities, we work in.

None of this is going to stop, but now is the time to strengthen our commitment to positive environmental performance and wider sustainability. As we have developed this plan and the actions that underpin it, we have also come to realise that we can and need to create more synergy and overlap between our explicitly socially motivated work and our environmental action. They can and should be the same thing. Our work and intention have always been regenerative (whether supporting young people to grow and develop their talent and potential) or bringing heritage buildings back into productive use. And, increasingly, we want to take the same regenerative approach to the environment too - not just acting to reduce damage and degradation but being proactive and doing what we can to make things better.



There is much to do and many challenges, not least the rapid changes – good and bad - caused by COVID-19. As an organisation we are developing the capacity of our systems to capture and manage data effectively. This is a key step. We need to know more about our environmental performance, so we can track change and see where the biggest potential impacts and scope for improvement are.

We are a complex organisation and uniform solutions are unlikely to work across everything we do. We are realistic and it will take time, but increased awareness, lots of small steps and renewed commitment from all of us will make a difference. This plan covers the internally focussed work and scope of the organisation. It can be read in conjunction with our new business plan, which describes in more detail the external work we are carrying out and developing – including our increased efforts to knit positive environmental action and support into all aspects of our endeavour.

As with everything we do it is about really putting good ideas into practice.

Our ambition is to embed gradual change into the way we work every day. In 18 months' time we will report back more formally. We know there will be challenges and we will talk about them openly and honestly. Not everything we try will work. We are pushing ourselves to innovate and we will learn as much, if not more, from the things that are difficult.

Please take the time to read the One Planet Living Action Plan, ask questions and get involved. We can make a difference – it's time to get cracking!

To help us manage our plan, we've created a supplementary document intended for internal use, focusing on the priority principles and their associated Direction of travel and actions for 2021-22. This isn't to the exclusion of the other areas but intended to help us set our compass for the next 12 months. Please continue to read, discuss and appraise the full One Planet Living Action Plan but use this version as a quick reference tool.





Our priorities for 2021 - 22

We have identified 4 priorities to focus our efforts on this year:

PRINCIPLE	PRIORITY FOR 2021/22
 <p>SUSTAINABLE MATERIALS & PRODUCTS</p>	<p>Sustainable Materials and Products is a priority theme because of all the embodied energy and carbon dioxide emissions involved in making the things we buy and build with; and because we have a new approach to this as an organisation, leading from our Sustainable Procurement Policy.</p>
 <p>ZERO CARBON ENERGY</p>	<p>Zero Carbon Energy is a priority because of the Climate Emergency and our commitment to significantly cut our emissions, modelling what has to happen across the economy and society.</p>
 <p>EQUITY & LOCAL ECONOMY</p>	<p>Equity & the Local Economy are priorities because of the stark awareness arising from Me Too and Black Lives Matter that we must do more to create a fairer, more diverse and equitable organisation and ways of working; and because economic pressures have so intensified due to COVID 19.</p>
 <p>SUSTAINABLE TRAVEL & TRANSPORT</p>	<p>Sustainable Travel & Transport are a priority because we want to cut carbon emissions and tailpipe pollution, and because less driving and more cycling, walking and even public transport journeys are healthier for staff.</p>



Actioning prioritised principles

SUSTAINABLE MATERIALS & PRODUCTS

Direction of travel

We will continue to ensure cleaning contracts specify eco and non-bleach products, ensuring this applies to external cleaning contracts.

We will continue to reduce the amount of stationary we buy through audit, including reducing the amount of paper we use across offices.

We will continue to work with local re-use and resource-saving schemes, identifying and joining additional schemes and creating partnership opportunities related to our programme, where appropriate.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will complete Real Ideas Sustainable Procurement and Inclusive Partnering Policy, which includes environmental considerations for buying of key products and materials.

We will develop and use a Preferred Suppliers List specifically referencing the used of sustainably sources materials and products.

We will review the use of all IT equipment in terms of sustainability with our IT service provider.

We will use VOC-free Ink cartridges for printers as standard; activate 'Locked print' (collected in person from printers) and double-sided printing default on all printers, to reduce unnecessary paper use; and set printers defaults to use 100 per cent recycled paper.

We all need to:

Consider sustainable purchasing options when we make decisions at work and in our personal lives. Supporting each other and exchanging ideas and knowledge in this area will help us all make better decisions.



Actioning prioritised principles

zero carbon ENERGY

Direction of travel

We will continue to check and review data collected by the Finance Team to shape future work, to get a clearer picture about data gaps and ways of filling them. This includes researching authoritative sources for CO2 footprint per staff member FTE for homeworking, to develop a more realistic picture of the 2020/1 carbon footprint.

We will continue to work with our IT service provider to set up best practice re laptops to enable clear, simple messages to staff about carbon emissions, energy efficiency and laptop life, to encourage behaviour change. Similarly, for phone charging to get best life and efficiency from our new phones.

We will continue to review green energy suppliers, particularly seeking to reduce use of gas and obtain “Green Gas” for all our buildings through Smarta when the current contracts end.

We will budget for and roll out programme of independent environmental assessment across all buildings to develop an action list of energy (and water) efficiency measures covering equipment, lighting, thermostats, insulation, glazing, air circulation and cooling. This should include Energy Performance Certificates and the feasibility of installing renewable energy generation. Energy performance will inform future re-location.

We will continue to work with Plymouth City Council on the feasibility of Real Ideas joining the next generation of low carbon district heat networks and explore the feasibility of renewable energy generation for our buildings’ heat and electricity.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will explore smarter heating/energy management in our buildings by using remote/mobile technology. Outcome: improved energy management

We will announce “Net Zero Carbon emissions” target date and road map and we will explore the cost and programming implications of offsetting the emissions we cannot avoid, to achieve net zero carbon dioxide emissions. Outcome: achieving net zero carbon.



Actioning prioritised principles

EQUITY & LOCAL ECONOMY

Direction of travel

We will consistently check how and where our pensions are being invested and if needed lobby or change suppliers (Peoples Pension); if we don't like what's being done with our money, we will change providers.

We will continue to work out what it means to be a welcoming and generous neighbour both for us and our local communities, so that our spaces and facilities can be used by everyone.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will publish and promote our updated Diversity, Equity & Inclusion Plan (internally and externally) and have a clear sign of what this means in terms of staff development, training, and programming. Outcome: revised policy by Dec 21.

We will share the evaluation and impact reports for Cultivator & Workable so that we can adopt/adapt the good bits for our own recruitment practices. Outcome: evaluation and impact reports for Cultivator and Workable will be available by Spring 21.

We will explore what more we can do to better understand 'social mobility' and what this means for us in terms of staff recruitment, progression, and opportunity by adopting the Jerwood Socio-Economic Diversity and Inclusion in the arts toolkit (which bases the method and interpretation on the NS-NEC Classification model).

We will send our BCorp assessment for external certification; and explore how our B Corporation status can also help us achieve accreditation from B Lab (a non-profit organisation). Outcome: share the BCorp assessment on across Real Ideas and a plan for improvement to achieve BCorp accreditation by Dec 22.

We all need to take:

Producing improved policies, sharing learning and adopting new toolkits requires us all to make time and proactively engage with the ideas and recommendations they contain. Outcome: increased shared understanding and adoption of inclusive practices.



Actioning prioritised principles

SUSTAINABLE TRAVEL & TRANSPORT

Direction of travel

We will continue to explore the viability of flexible 'home working' and the impact this has on productivity, wellbeing and organisational culture.

We will continue to explore and invest in IT to enhance the experience of face-to-face and virtual meeting (e.g., Clevertouch); and the creation of pods/spaces in buildings for staff to have easier and more private online meetings.

We will continue to promote the advantages of train travel as a part of the working day, including information about free places to leave cars near stations and planning meetings/scheduling work time to coincide with public transport networks.

We will continue to develop and promote Real Ideas coworking spaces as accessible spaces for cycling and walking, setting a standard for our buildings for provision of showers, lockers, and covered cycle parking facilities.

We will continue to encourage electric vehicle and bike take up and use through the installation of electric vehicle charging points at our buildings and involvement in schemes and programmes as they become available.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will undertake focus groups and other approaches to understand the specific barriers people experience that stops them making more positive travel choices, even when resources and facilities are provided, for example the Cycle Scheme; showers at Devonport Guildhall and Market Hall; Co-Car membership etc. Using this information, we will design a practical programme to address the barriers that could include a wide range of measures such as discounted train ticket schemes; cycle buddies; training and information sharing.

Outcome: a practical support programme based on clearly understood needs and wants that is taken up by a significant number of staff.

We will introduce a carbon-progressive mileage rate that pays more per mile for smaller engine cars (under 1Litre engines) and less for bigger ones (over 2Litres); supply similar incentivised rates for hybrid and electric cars; and promote old vehicle scrappage schemes to staff. Outcome: staff use smaller cars.

We all need to take:

We all need to continue to think about our own travel to work plans and ways in which we can reduce mileage, our reliance on cars and feed these into conversations whilst recognising the challenges for geography, distance and public transport limitations.

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