

The Hive Employment and Training- Sustainability Implementation Plan 2019-2020

This Implementation plan is specifically for the GLA- AEB funded training provision and will be made available to all staff and learners through our website.

Aim	Actions	Lead	Timescale	Evidence	Review/Update
<p>Minimise use of travel and promote use of public or green transport where travel is unavoidable</p>	<p>Increase the number of courses provided on-line or through blended learning – this will cut the use of travel to our centres by 50%- Baseline is 0%</p> <p>Achieve 90% of learners accessing our centres using public transport, walking or cycling.</p> <p>Provide information to learners attending our centres on public transport routes to use.</p> <p>Achieve 10% improvement in staff walking, cycling or using public transport to get to work. Baseline for current staff is as follows:</p> <p>0% cycling</p>	<p>Tanzeem</p>	<p>By July 2023</p>	<p>% increase of courses provided on-line</p> <p>Number of learners using public transport, cycling or walking to the centres- Baseline to be created using a full year data starting from August 2020.</p> <p>% increase in the number of staff walking, cycling or using public transport to get to work</p>	<p>The COVID 19 Pandemic has led us to re-look at our delivery model. We have started to deliver new courses on line and deliver existing courses on line. We have moved on from 0% of courses delivered on line and will provide the baseline data by 1st August 2020 from which we can measure future years.</p> <p>Future ILPs to capture how the learner will be travelling to the training centre. This will be monitored over 1 year starting August 2020 and will be used as a baseline from which to measure future years.</p>

	<p>7% walking 46% using public transport 43% driving</p> <p>Promote cycling to work for staff by providing secure storage facility for staff to use for bikes and encouraging take up of payments to purchase bikes available from HR</p>				
Minimise Energy consumption	<p>Reduce energy consumption by 10%</p> <p>Ensure light, heating and air condition switches are turned off when finishing training or meetings and energy efficient bulbs purchased to replace any existing high energy consuming bulbs</p> <p>Display posters to alert people to switch off energy consuming devices</p> <p>Provide information sheet to learners on energy savings and record learners intended</p>	Ana Mae	Annual reduction 3.3% over 4 years from August 2019 to July 2023	<p>Access annual energy use from August 2019 to July 2020 and use this as a baseline (although this might be slightly lower because of the shutdown)</p> <p>Posters displayed on reducing energy consuming devices</p> <p>Information on energy saving and completed learner induction sheets.</p>	Obtain energy consumption figures for baseline and annual comparisons

	actions to reduce energy consumption at induction				
Minimise Waste	<p>Increase use of recyclable and re-usable products by 15% over 3years</p> <p>Source consumables for the office which are recyclable</p> <p>Obtain baseline data on what percentage of products used in the office are currently recyclable</p> <p>Reduce the use of paper used in the office by 25% over 4 years</p>	<p>Akikur</p> <p>Ana Mae</p>	Annual reduction of 5% from August 2020 to July 2023	<p>a list all the regular purchasing and research evidence showing that these can be recycled and which companies provide similar products that can be recycled and which have good environmental practices</p> <p>A list of products purchases switched to in order to demonstrate achievement of 15% increase target.</p> <p>Log of paper purchased demonstrating reduction in use</p>	Already switched from non- recyclable paper cups for hot drinks to recyclable ones.

This implementation plan to be reviewed Quarterly.