



Carbon Reduction Plan

2025

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Carbon Reduction Plan

Commitment to achieving Net Zero

TeacherActive is committed to being a Carbon Neutral organisation by 2030 and achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Reporting Period: August 2022 – July 2023

Additional details relating to the Baseline Emissions calculations:

TeacherActive had not previously assessed or reported emissions. The data from reporting period stated above forms our baseline calculation. Scope 3 emission calculations for this period are based on procurement spend, and this category will be further developed and explored in future calculations.

Scope 1 Emissions	2.5
Scope 2 Emissions	50.1
Scope 3 Emissions (Included Sources)	1056.3
Total Emissions	1108.86

Current Emissions Footprint

Current Reporting Period: January 2024 – December 2024

Additional details relating to the Baseline Emissions calculations:

TeacherActive have previously reported baseline emissions calculations for the period of August 2022 – July 2023. We have since adjusted our reporting period to calendar years in line with other business operations. As TeacherActive do not yet meet the criteria for mandatory reporting, the period of August 2023 – December 2023 will be discounted, and reduction targets will be measured against the baseline 12-month reporting period.

Scope 1 Emissions	0
Scope 2 Emissions	18.9
Scope 3 Emissions (Included Sources)	967.39
Total Emissions	986.30

Emissions Reduction Targets

To continue our progress towards achieving Net Zero by 2050, we have adopted the following carbon reduction targets:

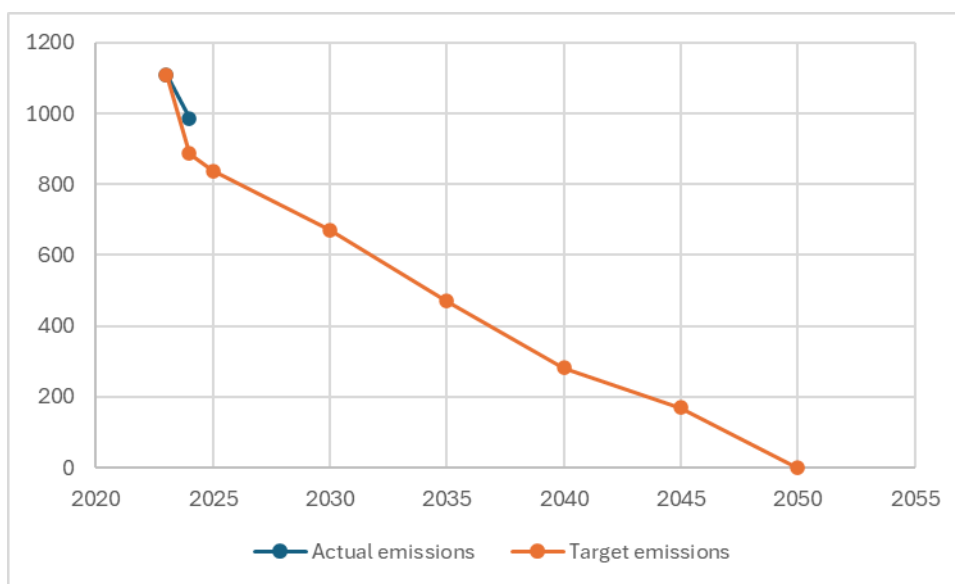
Year	Target	Actual	Reduction
2023	N/A	1108.86	Baseline
2024	887.09	986.30	20%
2025	838.36		10%
2030	670.68		20%
2035	469.48		30%
2040	281.69		40%
2045	169.01		40%
2050	0		100%

In the report published following our baseline reporting period, we set a reduction target of 20% for the following year only. Against this target of 20%, we achieved a reduction of 11%. We achieved a decrease across all calculated direct and indirect sources, with the exception of procurement.

Taking this into consideration, allowing for the further development of our Scope 3 calculation, and the recognition that our emissions from procurement will be in part dependent on development of technologies and policies outside our control, we have now implemented a reduction plan through to 2050 which operates on a sliding scale.

This section of our Carbon Reduction Plan will be updated annually to show our performance against target and our continued progress towards NetZero.

Emissions Reduction Targets: Projected vs Actual



Carbon Reduction Projects

Previous Carbon Reduction Initiatives

In our previous report, we separated the initiatives that we planned to review for feasibility into four categories: Offices, Travel, People, and Supply Chain. The initiatives which have progressed or been completed since the previous report are as follows: -

Offices

- Conducted a QHSE audit of all offices to understand their current practices
- Where we have moved or opened new offices, we have factored their sustainability practices into our decision-making process

Travel

- Reviewed and amended our expenses policy, to enable more accurate calculation of Scope 3 emissions
- Partnered with TravelPerk, to offset our emissions from business travel through this platform

People

- Further developed our annual employee survey to more accurately report our Scope 3 emissions
- Communicate and shared our Carbon Reduction Plan with all employees
- Launched an employee-led sustainability focus team

Supply Chain

- Implemented a new process for office procurement, reducing deliveries to each of our locations

Planned Carbon Reduction Initiatives

Offices

- Introduce a CSR matrix which incorporates sustainability. This will be used to score our current locations and provide a baseline expectation for future office spaces

Travel

- Reduce the number of inductions and in-person training to reduce business travel
- Further review submitted proposals for employee initiatives to promote more sustainable travel

People

- Implementation of a CSR task force, to align the efforts of our sustainability team with other employee-led initiatives to generate greater employee engagement
- Develop a calendar of events and activities to raise awareness and share knowledge with our wider teams

Supply Chain

- Introduce a contractor selection and contractor audit process

Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 TeacherActive:

Name: Richard Taylor

Position: Chief Operating Officer

Signature: 

Date: 10th October 2025