

Area 51 Education -

Action Area	Specific Initiative	Target/Goal
Energy Efficiency	Install solar panels	Generate 20% of energy from renewable sources by 2032
	Replace old/obsolete gas boilers with new energy-efficient boilers and/or heat pumps	Transition to low-emission heating by 2028
	Improve building insulation	Reduce heating needs by 15% by 2027
	Decrease electricity usage.	20% reduction in electricity consumption by 2028
Sustainable Transport	Work with transport providers to encourage transition to electric minibuses	50% of sub-contracted fleet electric by 2030
	Promote walking and cycling or car pooling for staff	30% increase in active commutes by 2032; 20% reduction in total number of staff driving to work by 2032
	Promote travel by foot or public transport for attendees	20% increase in active commutes by 2032
Operational Practices	Switch to LED lighting in all areas	100% switch completed by 2026
	Educate staff and service users on sustainability practices	Regular training sessions, materials, campaigns. Purchasing policy which emphasises local

	Water conservation	Ensure all plumbing fixtures/fittings are low flow. Awareness raising of reducing water usage.
Waste Reduction & Recycling	Implement comprehensive recycling programme	100% recycling compliance Upcycling project as part of service offer.
	Reduce the use of paper-based documentation and information-sharing.	Awareness raising and staff training to promote online communications/sharing of information; documents transferred to electronic format
Certification and compliance	Establish a formal sustainability forum	Sustainability to be a standing agenda item on all partnership forums.
	Achieve a green certification	Successfully achieve certification from a recognised sustainability standard.

Carbon Reduction Plan 2025

Timeline	Responsible Person/Team	Progress Metrics	Notes
2032	Senior Leadership team	KWh generated, % of energy from renewables	Seek funding for grants
2028	Facilities Manager	% reduction in emissions from heating	Cost & feasibility study. Seek grant funding
2027	Facilities Manager	Energy bills, indoor temperature surveys	Assess insulation, identify improvement costs, seek grant funding for improvements
Ongoing	Sustainability forum	Energy bills, site surveys.	Improve awareness-raising / signage
2030	Facilities Manager	Fleet type, mileage, emissions saved	Explore incentives for sub-contracted transport providers to switch to electric.
Ongoing	Senior Leadership team	Uptake of cycle-to-work scheme; staff surveys.	Incentives for sustainable travel; seek funding for secure bike storage.
2028 - two staff trained as travel trainers	Service Manager(s)	Surveys, travel logs, number of people travel-trained.	Seek grant funding to train staff in travel training for LD.
2026	Facilities Manager	Energy consumption, number of LEDs replaced	Budget for lighting upgrades
Ongoing	Facilities Manager	Number of sessions, participation rates	Monitor engagement levels

Ongoing	Facilities Manager	Water bill reduction	Monitor engagement levels
Ongoing	Facilities Manager	Waste audit reports, recycling volumes	Partner with local recycling services
Ongoing	Senior Leadership team	90% of organisational communication / sharing carried out electronically. Reduction in stationery orders.	Continued compliance monitoring; staff training for digitally-illiterate staff.
2026	Service Manager(s)	Meeting minutes.	
2027	Senior Leadership team	Certification.	Source a suitable certification to work towards.