



CAMHS Professionals

Carbon Reduction Plan

About Us:

CAMHS Professionals was established to support clients in meeting the increasing demand for child and adolescent mental health services at a time when specialist staffing levels are critically low. As the only staffing provider exclusively supporting child and adolescent mental health services, we take pride in our high fill rates and ethical, transparent service. Our business thrives on repeat work and word-of-mouth referrals.

We collaborate with NHS services, commissioners, local authorities, private services, and education provisions, providing both temporary and permanent staffing solutions. Our offerings include ad-hoc block bookings, locum, fixed-term, permanent, and master vendor options. We specialize in setting up crisis services, eating disorder services, and assisting with ADHD, ASD, CBT, and generic assessment waiting times. Our services extend to long-term placements in tier 4 PICUs, ED Low Secure, and Acute services.

Contact:

CAMHS Professionals

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Net Zero Commitment

CAMHS Professionals is committed to achieving Net Zero emissions by 2040. This commitment involves a comprehensive strategy to reduce greenhouse gas emissions across all operations and minimize our environmental impact through sustainable practices.



Baseline Year 01/03/22021 31/03/2022

Scope 1	No emissions identified due to restrictive business processes and activities.
Scope 2	Scope 2 total – 19.41 tCO ₂ e Electricity UK – 19.41 tCO ₂ e
Scope 3 (Included Sources)	Scope 3 total – 91.59 tCO ₂ e Waste – 0.10 tCO ₂ e Business Travel – 20.16 tCO ₂ e Employee Commuting – 71.33 tCO ₂ e Upstream emissions are not applicable to the service industry and our business processes, and therefore, no emissions are reported in this category. Downstream emissions are not applicable to the service industry and our business processes, and therefore, no emissions are reported in this category.



Submission Year 01/03/2022 31/03/2023

Scope 1	No emissions identified due to restrictive business processes and activities.
Scope 2	Scope 2 19.89 tCO ₂ e Electricity UK – 19.89 tCO ₂ e
Scope 3 (Included Sources)	Scope 3 total – 46.9 tCO ₂ e Waste – 0.04 tCO ₂ e Business Travel – 29.07 tCO ₂ e Employee Commuting – 17.79 tCO ₂ e Upstream emissions are not applicable to the service industry and our business processes, and therefore, no emissions are reported in this category. Downstream emissions are not applicable to the service industry and our business processes, and therefore, no emissions are reported in this category.

Net Zero Targets and Action Plans

Short-term Target (by 2025)

Reduce Scope 2 emissions by 15%

- **Action Plan:**
 - Implement energy-saving measures such as LED lighting and energy-efficient appliances in all office locations.
 - Transition to renewable energy sources, such as solar or wind power, to supply our offices.
 - Conduct regular energy audits to identify and implement further opportunities for energy savings.

Reduce Scope 3 emissions from business travel

- **Action Plan:**
 - Promote virtual meetings and remote working to reduce the need for travel.



- Incentivize the use of public transportation, carpooling, and other sustainable travel options among employees.
- Implement a travel policy that prioritizes low-emission transportation methods.

Medium-term Target (by 2030)

Achieve a 30% reduction in overall emissions

- **Action Plan:**
 - Implement comprehensive waste management strategies to reduce, reuse, and recycle materials.
 - Enhance employee awareness and participation in emission reduction programs through training and internal campaigns.
 - Adopt a sustainable procurement policy to ensure that suppliers and products meet environmental standards.

Engage supply chain partners

- **Action Plan:**
 - Work with suppliers to encourage and support their efforts to reduce emissions.
 - Set environmental criteria for selecting new suppliers and renew contracts with those demonstrating a commitment to sustainability.
 - Regularly review supplier practices and progress towards emission reduction.

Long-term Target (by 2040)

Achieve Net Zero emissions

- **Action Plan:**
 - Continuously improve and invest in sustainable technologies and practices.
 - Explore and adopt innovative solutions for reducing emissions across all aspects of the business.
 - Maintain transparency in reporting emissions and progress towards Net Zero goals, engaging stakeholders and the community in our efforts.

Supply Chain Management

To achieve our Net Zero targets, we will actively engage with our supply chain partners to ensure they are also committed to sustainable practices.

Sustainable Procurement Policy

- Set environmental standards for all suppliers.
- Prioritize suppliers with robust sustainability practices and certifications.
- Incorporate sustainability criteria into supplier evaluation and contract renewals.



Supplier Engagement

- Collaborate with suppliers to share best practices and support their emission reduction efforts.
- Provide training and resources to help suppliers understand and meet our sustainability standards.
- Establish regular communication channels to monitor and discuss progress towards sustainability goals.

Staff Training and Policies

To foster a culture of sustainability within CAMHS Professionals, we will implement comprehensive staff training and policies.

Staff Training

- Develop and deliver training programs focused on sustainability practices, energy efficiency, and waste reduction.
- Encourage staff to participate in sustainability initiatives and provide recognition for their contributions.
- Regularly update training materials to reflect the latest best practices and technological advancements.

Sustainability Policies

- Implement policies that promote energy conservation, waste reduction, and sustainable commuting options.
- Establish a green office program that encourages staff to adopt eco-friendly practices in their daily work routines.
- Create a sustainability committee to oversee and drive the implementation of our Net Zero strategy.

Conclusion

CAMHS Professionals is dedicated to reducing its environmental impact and achieving Net Zero emissions by 2040. By setting clear targets, engaging with our supply chain, and providing comprehensive staff training, we aim to lead the way in sustainability within the child and adolescent mental health services sector.

Declaration and Sign Off

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 standard¹ and uses the appropriate [Government emission conversion factors for greenhouse gas company reporting](#)².

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) Standard³.

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

Signed on behalf of CAMHS Professionals:

Name: Michael Wigington

Date: 21/09/2022

Title: Managing Director

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>