

Commitment to Sustainability

“Working together we strive to build respect for our planet and inspire motivation in support for global health”.

At Springfield training we are striving to build healthy regard from our colleagues, the local community, and our customers in support of our planet. Through inspirational delivery processes we will drive the continuous improvement of our business and build the respect that we feel is important for people to have in support of global health.

The Environment Act became law during the UK’s hosting of the COP26 summit in Glasgow 2021, during which the UK has brought the world together to secure ambitious commitments to tackle climate change. At Springfield training we will ensure compliance for this act by doing everything we can to reduce our carbon footprint.

To implement our commitment and place ourselves at the front in becoming market leaders in our sustainability journey, we will soon be moving to a new facility. This move is intended to be a huge implication in our commitment to becoming more energy efficient. The new building has a more energy efficient smart lighting system in place. The boiler system is more energy efficient, rooms can be heated and cooled independently of one another, and the building is rated A for its energy efficiency.

We will work smarter by reducing our waste production. We are in the process of moving to a paperless delivery system which will see our paper consumption reduce by 80%. To reduce this waste further Springfield training will be purchasing recycling and general waste bins to ensure that staff have the resources to recycle as much of their waste as possible. These bins will be labelled and emptied daily. Collections will be made by a waste company who are leaders in their field and guarantee that they recycle all materials where able. Staff will be encouraged regularly to be mindful of their impact. We will run prompts throughout the year on notice boards and in newsletters to remind the staff how important it is to be more mindful of their waste and the impact of this on the environment. We plan that by implementing the paperless system and placing recycling bins in all communal areas to encourage staff and all visitors to the building to recycle their waste we could reduce our waste to landfill by 99%

We encourage staff to work smart in their delivery, this involves only travelling when required. We have also implemented a small fleet of hybrid cars for all staff to use. Hybrid and electric vehicles play a critical role in reducing global greenhouse gas emissions, with transport estimated to contribute to 14% of the 49 GtCO₂eq produced annually. When calculating the energy return on investment of the various technologies based on the current energy generation mix, hybrid vehicles show the greatest environmental benefits, although this would change if electricity was made with high amounts of renewables. We do plan to grow and build on this fleet as the needs of the business grows and staff count increases. Whilst reducing travel and providing staff with more economical hybrid cars we are ensuring that at Springfield training we are leading the way as a business in helping to reduce carbon emissions.

We have recently built relationships with companies who are market leaders in sustainability, and we now use their environmentally friendly products in our cleaning line. This move ensures that we produce less waste in our larger facility. Our cleaning supplies are 100% environmentally friendly, they have 0% negative impact on water waste and the minimal waste we do produce from the packaging is all recycled.

At Springfield training sustainability is everyone's responsibility, staff are expected to be mindful of the impact they are having with every decision they make. Mental health, inclusion, wellbeing, screen time, travel time, home and work life balance all have an impact on our environment. As a result of this, in the breakout room we have implemented a suggestions box, these suggestions are taken account of by the colleague council and are intended to be around everything work based including sustainability. We feel that it is important that everyone has a say in the business processes and what we can do to make a positive impact. This also contributes towards a positive colleague mental health. We value everyone's opinion. The COVID-19 pandemic was a catalyst for employers to rethink how they implement workplace flexibility and work-life policies that meet the needs of their employees. The relationship between employees and employers has fundamentally changed, and new frontiers of the work-life balance are emerging. The rapid shift to remote working in response to COVID-19 restrictions demonstrated that employees were able to successfully work from anywhere, busting a myth previously held by many about the possibility and effectiveness of remote working.

We consider sustainability to be an important subject and plan to spread the word wherever we can. To demonstrate our dedication, we plan to create a course on sustainability and the importance of global wellbeing and what everyone can do in the journey to becoming more aware of our impact on the environment. We will embed this within our teaching and learning for all students. This will go a long way towards, spreading the word within our customer base and local community and demonstrate how we as leaders in the journey toward global health can empower others in the support for a more sustainable future.

As the world enters a post-pandemic environment, we have a unique opportunity to rethink the type of workplace cultures that enable the uptake of work-life balance policies, and to develop new policies that meet the changing needs of our environment. We at Springfield training welcome a variety of contributions (e.g., quantitative, qualitative, conceptual and literature reviews) in relation to sustainable workforces from the perspective of work-life balance, wellbeing, sustainable resources, and a more environmentally friendly future. Sustainability, from a business perspective, is focused on making decisions that provide long-term benefits, inclusion for all and minimise negative impacts for employees, employers, and our environment.

Over recent years we have adopted a greenspace in the local community and made this space a beautiful place for the local community to come and enjoy. We also have beautiful gardens around our new facility both of which we will work with and develop over time to become a haven for local wildlife. We feel that this will contribute towards balancing the parts of our carbon footprint that we cannot fully eradicate and go a long way toward supporting positive well-being of people who visit the spaces.

To lead the way in our journey to becoming 100% carbon neutral we have employed a facilities manager who is now responsible for the development and implementation of our sustainability and performance. They will ensure that research is regularly carried out, knowledge is kept up to date on global and local issues and new legislation is implemented. The facilities manager will lead the way, spreading the word on our commitments both internally and externally. They will develop resources, work on building current commitments further and ensure that we are doing all we can, on our journey to becoming market leaders in sustainability.