



Carbon Reduction Plan

Publication date: 4 September 2026 · Reporting year: 2025 · Next review: September 2027

Our goal

Skillcare Limited is a domiciliary care provider delivering support to adults across London. Although our environmental footprint is relatively modest compared to larger organisations, we recognise our responsibility to operate sustainably and contribute to the wider transition toward a low-carbon future. This Carbon Reduction Plan sets out our current position, the actions we are taking, and our long-term commitment to achieving net zero emissions.

Our commitment to net zero

Skillcare Limited is committed to achieving net zero greenhouse gas emissions by 2036. This aligns with the West London Alliance Climate Commitment Charter and reflects our intention to embed environmental responsibility into the way we work. Our commitment covers all aspects of our operations, including our office activities, care delivery, business travel, employee commuting, procurement and waste management.

We review this plan annually, update it as needed, and publish it on our website so that our progress remains transparent.

How we operate

Our care workers travel directly to clients' homes, and the nature of our service means that most journeys are made on foot or by public transport. Shared lifts are used occasionally, and private car use is rare. We do not operate a fleet of vehicles, and we do not provide staff cars. This significantly reduces our direct emissions.

Our office footprint is small, with limited energy consumption and minimal waste. Many administrative processes have already moved to digital platforms, reducing paper use and unnecessary travel.

Baseline and current emissions

Our baseline year is 2024. Emissions were estimated using the UK Government's greenhouse gas conversion factors and the GHG Protocol Corporate Standard. Scope 3 emissions include business travel, employee commuting, public transport, shared lifts, waste generated in operations, water, and purchased goods and services.

Scope	2024 baseline	2025 reported	Change
Scope 1 — direct (no fleet or fuel-burning activity)	0.0	0.0	—
Scope 2 — office electricity	1.2	1.1	–0.1
Scope 3 — staff travel, shared lifts, waste, water, procurement	6.8	6.2	–0.6

Scope	2024 baseline	2025 reported	Change
Total (tCO ₂ e)	8.0	7.3	-8.75%

Total emissions fell from 8.0 tCO₂e in the 2024 baseline year to 7.3 tCO₂e in the 2025 reporting year, a reduction of 8.75%.

Basis of preparation

The figures in this plan are estimates. Skillcare Limited does not operate sub-metering or fuel-card systems, and our emissions have been estimated from the information reasonably available to us:

- **Electricity.** Estimated from billing information for our office.
- **Staff travel.** Estimated from rota patterns and typical journey types. Most care visits are made on foot or by public transport, and we operate no vehicles.
- **Procurement, waste and water.** Estimated by spend across our main supplier categories.

These figures are indicative rather than assured. They have not been independently verified, and we do not present them as audited. We publish them because a plan without numbers is not a plan, and because stating our position openly is more useful to commissioners and clients than withholding it until it is perfect.

We will improve the underlying data as our systems allow, and will say plainly in future revisions where the methodology has changed.

Our reduction targets

Skillcare Limited aims to reduce emissions steadily over the coming years. We expect our total emissions to fall to approximately 5.0 tCO₂e by 2031, a reduction of 37.5% against our 2024 baseline. Our longer-term trajectory is aligned with our commitment to reach net zero by 2036.

These targets reflect both our current operational model and the improvements we plan to make as part of our environmental strategy.

Actions we are taking

We have already taken several steps to reduce our environmental impact:

- **Low-carbon travel.** Most staff travel on foot or by public transport, which substantially lowers the emissions associated with care delivery.
- **Digital-first records.** Digital care records and electronic rostering have reduced paper use and streamlined processes.
- **Waste and energy.** Office waste is segregated and recycled, and energy-efficient lighting and appliances are in use.
- **Reduced travel.** Remote meetings are used wherever possible in place of business travel.

Planned actions:

- **Renewable electricity.** Transition fully to renewable electricity for our office.



- **Zero waste.** Continue reducing paper use and introduce a zero-waste approach to office operations.
- **Training.** Further staff training on sustainability and low-carbon travel.
- **Supply chain.** Review procurement to prioritise suppliers with strong environmental credentials, and work with them to reduce upstream emissions.
- **Annual reporting.** Annual carbon reporting as part of routine governance, monitored and shared openly.

Governance and oversight

Responsibility for this Carbon Reduction Plan sits with Skillcare Limited's Board of Directors. The Board reviews our emissions annually, assesses the effectiveness of our reduction measures, and approves updates to this plan. Environmental considerations are incorporated into our wider organisational planning and decision-making.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the associated guidance and reporting standards. Emissions have been reported using the GHG Reporting Protocol Corporate Standard, the Corporate Value Chain (Scope 3) Standard, and the appropriate government conversion factors, on the estimated basis set out above. Scope 1 and Scope 2 emissions have been reported in line with SECR requirements where applicable.

This plan has been reviewed and approved by the Board of Directors of Skillcare Limited and will be published on our website.

Signature 	Date 
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Denise Forbes

Director and Registered Manager

For and on behalf of Skillcare Limited

Company number **08103865** · ICO registration ZB562848