Real Life Options
a real choice | a real voice | a real difference

We recognise our responsibility to help protect the planet. We are committed to minimising our impact on the environment and supporting those who are working to improve global environmental sustainability. We are committed to operating our business responsibly in compliance with all legal requirements relating to the provision of bespoke support services for those with learning disabilities, complex behavioural issues, autistic spectrum disorders, profound multiple disabilities and people with enduring mental ill health and older people.

We are mindful of the Climate Change Act 2008 and the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, and our policy is to operate with, and to maintain good relations with, all regulatory bodies. We carry out all measures reasonably practicable to meet, exceed, or develop all necessary or desirable requirements and to continually improve environmental performance through the implementation of the following:

- Assess and regularly re-assess the environmental effects of the Organisation's activities

- Training of employees in environmental issues

- We aim to reduce waste generation at the source and endeavour to minimise the waste we send to landfill

- We promote reuse and recycling, as well as the use of supplies that are recycled and recyclable, and whose production and use minimise the consumption of natural resources. Specifically, we aim to reduce our consumption of single-use plastics, use environmentally friendly paper, and recycle where possible, including plastics and large electronic equipment

- We encourage our offices to drive initiatives to reduce waste, including sorting and recycling materials, donating used technology equipment, putting drinking water taps in place, reducing food waste, and running recycling campaigns

- Control noise emissions from operations

- Minimise the risk to the public and employees from operations and activities undertaken by the Organisation

- Hold meetings and training, as much as reasonably practicable, via digital technology and thereby reduce the level of travel required across the Organisation

RESPECT   HONESTY   RESPONSIBILITY   ACHIEVING EXCELLENCE

- We use ISO 14001 environmental management systems to support our SECR and ESOS compliance, and this, coupled with the above approach, reduces both energy and travel costs thus supporting our ongoing sustainability.

David Sargent
Group Chief Executive Officer

Effective from March 2024

RESPECT   HONESTY   RESPONSIBILITY   ACHIEVING EXCELLENCE