

Carbon Reduction Plan (CRP)

Supplier Name: Deen Consult Services Limited

Publication Date: 20 June 2025

Reporting Period: 1 April 2024 – 31 March 2025

Next Review Due: Within 12 months

This Carbon Reduction Plan (CRP) has been prepared in accordance with UK Government guidance on Carbon Reduction Plans for public sector procurement (PPN 06/21 and subsequent updates). It is intended for use in education-sector and public-sector tenders.

1. Commitment to Achieving Net Zero

Deen Consult Services Limited is committed to achieving Net Zero greenhouse gas emissions by 2050.

This commitment applies to all business operations of Deen Consult Services Limited, including the recruitment, supply, and management of teaching and education support staff. Senior management endorses this commitment and will ensure that sufficient resources and governance arrangements are in place to support delivery of this target.

2. Organisational Boundary and Structure

Deen Consult Services Limited is the bidding entity for public-sector and education contracts. This Carbon Reduction Plan applies directly to Deen Consult Services Limited and covers all activities under its operational control.

Where no parent company exists, this CRP applies solely to Deen Consult Services Limited.

(If applicable in future, a parent company CRP would only be used where wholly owned and formally adopted by the bidding entity.)

3. Baseline Emissions Footprint

The baseline emissions footprint represents an estimate of greenhouse gas emissions for Deen Consult Services Limited based on available operational data and reasonable assumptions, calculated in line with the GHG Protocol and UK Government GHG Conversion Factors.

Baseline Year: 2024

The estimates below reflect the size and nature of the organisation as an education staffing and teacher supply provider.

Baseline Emissions (Estimated tCO₂e)

Emissions Source	Scope	Basis of Estimate	Emissions (tCO ₂ e)
Fuel Consumption (2 business vehicles)	Scope 1	Approx. 40 litres/week (petrol & diesel)	~5.4
Purchased Electricity	Scope 2	Small office, energy-efficient equipment	~1.0
Business Travel	Scope 3	Approx. 200 miles/week	~2.9
Employee Commuting	Scope 3	10 staff, 2 days/week average	~3.5
Waste Generated	Scope 3	<30 kg/week, largely digital operations	~0.7
Total Estimated Emissions			~13.5

4. Current Emissions Reporting

Reporting Year: 1 April 2024 – 31 March 2025

As this is the baseline year for Deen Consult Services Limited, current emissions are equal to baseline emissions. Future reporting periods will track year-on-year reductions against this baseline using the same calculation methodology.

Current Emissions (Estimated tCO₂e)

Emissions Source	Scope	Emissions (tCO ₂ e)
Fuel Consumption (2 business vehicles)	Scope 1	~5.4
Purchased Electricity	Scope 2	~1.0

Emissions Source	Scope	Emissions (tCO ₂ e)
Business Travel	Scope 3	~2.9
Employee Commuting	Scope 3	~3.5
Waste Generated	Scope 3	~0.7
Total Emissions		~13.5

5. Emissions Reduction Targets

Deen Consult Services Limited has set the following carbon reduction targets:

- Achieve Net Zero emissions by 2050
- Reduce operational emissions year-on-year from the baseline
- Increase the proportion of local teacher placements to reduce travel emissions
- Reduce emissions intensity per placement through digital processes and efficient workforce planning

Progress against these targets will be reviewed annually.

6. Carbon Reduction Measures

The following environmental management measures are in place and will be applied when performing education and public-sector contracts, including the supply of teachers:

6.1 Travel and Transport

- Prioritisation of local teacher placements
- Promotion of public transport, walking, cycling, and car sharing
- Use of virtual interviews, onboarding, and meetings
- Reduction of unnecessary site visits through digital compliance systems

6.2 Energy and Office Operations

- Use of energy-efficient lighting and IT equipment
- Power management practices for office equipment
- Increased remote and hybrid working to reduce office energy demand

6.3 Digital and Paper Reduction

- Digital recruitment, vetting, and compliance processes

- Electronic contracts, timesheets, and payroll systems
- Reduced printing and paper storage

6.4 Procurement and Supply Chain

- Consideration of environmental performance in supplier selection
- Preference for low-impact and durable products
- Engagement with suppliers on sustainability where appropriate

6.5 Staff Awareness

- Promotion of environmental awareness among staff and supplied teachers
- Guidance on sustainable travel and resource use

7. Governance and Reporting

Responsibility for carbon management rests with senior management. Emissions data, progress against targets, and carbon reduction actions will be reviewed annually.

This Carbon Reduction Plan will be updated at least once every 12 months to ensure accuracy, relevance, and alignment with organisational operations.

8. Declaration and Sign-Off

This Carbon Reduction Plan has been reviewed and approved by senior management and confirms Deen Consult Services Limited's commitment to achieving Net Zero by 2050.



Signed:

Name: Rashidat Hassan

Position: Chief Executive Officer

Date: 20/06/2025