

Carbon Reduction Policy

Organisation: Deen Consult Services Ltd

Effective Date: 20/06/2025

Review Cycle: Annual

Approved By: Management

1. Policy Statement

Deen Consult Services Ltd is committed to reducing its carbon footprint and contributing to the global effort to mitigate climate change. We recognise that our operations have an environmental impact and we are dedicated to conducting our business in a responsible, sustainable, and environmentally conscious manner.

This Carbon Reduction Policy outlines our commitment to measuring, managing, and reducing greenhouse gas (GHG) emissions across our operations while promoting sustainable practices among employees, clients, and partners.

2. Objectives

The objectives of this policy, in the context of education sector tenders and the supply of teaching staff, are to:

- Reduce carbon emissions associated with the delivery of teaching and educational support services
- Minimise environmental impact linked to staff deployment, travel, and office-based operations
- Support schools, academies, colleges, and education authorities in meeting their own sustainability and net-zero goals
- Embed sustainable practices into workforce planning and service delivery
- Demonstrate compliance with environmental expectations commonly required in public-sector and education tenders

3. Scope

This policy applies to all employees, contractors, and teaching staff supplied by Deen Consult Services Ltd, as well as all business activities supporting education service delivery, including:

- Recruitment, placement, and management of teaching and support staff
- Office and remote-working operations
- Business travel, staff commuting, and school placements
- Use of digital platforms for recruitment, compliance, and communication
- Procurement of goods and services related to education delivery

4. Carbon Reduction Commitments

Deen Consult Services Ltd commits to the following actions:

4.1 Measurement and Monitoring

- Identify and monitor key sources of carbon emissions (e.g. electricity use, fuel consumption, business travel)
- Establish a baseline carbon footprint where feasible
- Review emissions data regularly to track progress and identify improvement opportunities

4.2 Energy Efficiency

- Use energy-efficient lighting, equipment, and appliances
- Power down or switch off equipment when not in use
- Where possible, source electricity from renewable or low-carbon energy providers

4.3 Sustainable Travel and Transport (Education Services)

- Prioritise local teacher placements to reduce travel distances and emissions
- Encourage the use of public transport, walking, cycling, and car-sharing for school assignments
- Promote virtual interviews, onboarding, training, and meetings wherever possible
- Reduce unnecessary site visits by using digital compliance and monitoring systems
- Encourage efficient journey planning when travel to schools is required
- Encourage virtual meetings to reduce the need for travel
- Promote the use of public transport, car-sharing, and low-emission vehicles
- Prefer economy-class travel and lower-carbon transport options where business travel is necessary

4.4 Sustainable Procurement

- Consider environmental performance when selecting suppliers and service providers
- Prefer products with lower environmental impact, durability, and recyclability
- Reduce unnecessary purchasing and promote reuse where possible

4.5 Waste Reduction and Resource Management

- Minimise waste generation through efficient use of materials
- Promote recycling and responsible disposal of waste
- Reduce paper usage by encouraging digital documentation and communication

4.6 Awareness and Engagement

- Promote environmental awareness among office staff and supplied teaching personnel
- Encourage teachers to adopt sustainable classroom practices where appropriate (e.g. reduced printing, digital resources)
- Share sustainability expectations with schools and education partners
- Encourage feedback and ideas from staff to improve environmental performance

5. Legal and Regulatory Compliance and Standards Alignment

Deen Consult Services Ltd is committed to complying with all relevant environmental legislation, regulations, and standards applicable to education service providers and recruitment agencies. Our approach is aligned with recognised frameworks commonly referenced in education and public-sector procurement.

5.1 ISO 14001 – Environmental Management Systems

- Incorporate carbon reduction into operational controls supporting teacher recruitment and deployment
- Identify environmental impacts related to travel, office energy use, and digital systems
- Set objectives and targets that support continual improvement and service reliability
- Review performance through management review processes

5.2 SECR (Streamlined Energy and Carbon Reporting)

Where applicable, Deen Consult Services Ltd will:

- Monitor energy use and emissions from office operations and business travel

- Use SECR principles to demonstrate transparency and year-on-year improvement
- Maintain records suitable for education-sector audits and tender evaluations

5.3 ESG (Environmental, Social and Governance) Principles

Our carbon reduction activities support wider ESG outcomes valued in the education sector:

- **Environmental:** Reduced emissions from staff deployment and operations
- **Social:** Support for wellbeing of teaching staff through local placements and reduced travel burden
- **Governance:** Clear accountability, ethical recruitment practices, and transparent reporting

6. Roles and Responsibilities

- **Management:** Provide leadership, resources, and oversight for implementing this policy.
- **Employees:** Actively support carbon reduction initiatives and comply with policy requirements.
- **Procurement and Operations:** Integrate sustainability considerations into purchasing and operational decisions.

7. Targets, Reporting, and Continuous Improvement

In support of education-sector tenders, Deen Consult Services Ltd will establish practical and measurable carbon reduction targets, which may include:

- Increasing the percentage of local teacher placements year-on-year
- Reducing average travel distance per placement
- Increasing use of remote recruitment, compliance checks, and training
- Reducing paper use through digital documentation for schools and staff

Progress will be monitored at least annually and reviewed by management. Outcomes will be used to demonstrate continual improvement and to support tender submissions, client reporting, and stakeholder assurance.

8. Communication and Review

This policy will be communicated to all employees and made available to relevant stakeholders. It will be reviewed annually or sooner if significant changes occur in business operations or regulatory requirements.



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Signed:

A handwritten signature in black ink, appearing to read 'Rashidat Hassan', enclosed within a hand-drawn oval.

Name: Rashidat Hassan

Position: Chief Executive Officer

Date: 20/06/2025