

Final Draft –
July 2021

one PLANET LIVING

REAL
IDEAS





Introduction

from Lindsey Hall, Chief Executive

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity & Local Economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

Pretty much all of us want to leave things in better shape than we found them. Sadly, if everyone in the world lived like we do in the UK, we’d need three planets – not just the one we have. Continuing as we are, is unsustainable and unfair.

The challenge is not motivation. We all want to live greener, more sustainable lives and do our bit, personally, and as part of Real Ideas to tackle the increasingly pressing challenges of climate change. How to make it happen is the “million dollars” question. This is where the One Planet Living Action Plan comes in.

It is a route map with ten, high level principles. Big, ambitious goals that frame and drive continual improvement and positive behaviours.

This is not a radical departure. Real Ideas is a successful social enterprise, committed to doing business ethically and continually delivering against the triple bottom line – people, planet, and profit.

But as we are all aware, being a social enterprise is not easy. Delivering social impact, financial sustainability, and environmental value, all at once, is complicated. We need to ask questions, make choices and balance sometimes competing needs.

It was just such a process of asking difficult questions that led us to One Planet Living. Although we have always paid attention to our carbon footprint, avoided single use plastics and embraced local and ethical sourcing, we know we have placed greater focus on the social impact we make for young people and in the communities, we work in.

None of this is going to stop, but now is the time to strengthen our commitment to positive environmental performance and wider sustainability. As we have developed this plan and the actions that underpin it, we have also come to realise that we can and need to create more synergy and overlap between our explicitly socially motivated work and our environmental action. They can and should be the same thing. Our work and intention have always been regenerative



Introduction

One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

(whether supporting young people to grow and develop their talent and potential) or bringing heritage buildings back into productive use. And, increasingly, we want to take the same regenerative approach to the environment too - not just acting to reduce damage and degradation but being proactive and doing what we can to make things better.

There is much to do and many challenges, not least the rapid changes – good and bad - caused by COVID-19. As an organisation we are developing the capacity of our systems to capture and manage data effectively. This is a key step. We need to know more about our environmental performance, so we can track change and see where the biggest potential impacts and scope for improvement are.

We are a complex organisation and uniform solutions are unlikely to work across everything we do. We are realistic and it will take time, but increased awareness, lots of small steps and renewed commitment from all of us will make a difference. This plan covers the internally focussed work and scope of the organisation. It can be read in conjunction with

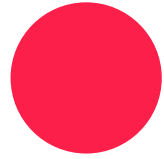
our new business plan, which describes in more detail the external work we are carrying out and developing – including our increased efforts to knit positive environmental action and support into all aspects of our endeavour.

As with everything we do it is about really putting good ideas into practice.

Our ambition is to embed gradual change into the way we work every day. In 18 months’, time we will report back more formally. We know there will be challenges and we will talk about them openly and honestly. Not everything we try will work. We are pushing ourselves to innovate and we will learn as much, if not more, from the things that are difficult.

Please take the time to read the One Planet Living Action Plan, ask questions and get involved. We can make a difference – it’s time to get cracking!





The One Planet Living Framework

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

The One Planet Living framework we have adopted was developed by the Worldwide Fund for Nature (WWF) and is championed by sustainability charity BioRegional www.bioregional.com/one-planet-living/

It includes:

- Ten simple principles that cover all aspects of social, environmental, and economic sustainability, with an action plan for each.
- Vision and goals, where we are now, and the actions we need to take – for each of the ten principles (themes) to move towards One Planet Living.

The Ten Principles



HEALTH & HAPPINESS



EQUITY & LOCAL economy



CULTURE & community



LAND & NATURE



SUSTAINABLE water



LOCAL & SUSTAINABLE FOOD



SUSTAINABLE materials



SUSTAINABLE TRANSPORT



zero waste



zero carbon



How we manage our Action Plan

- Introduction
- One Planet Living Framework
- Our Action Plan**
- Our Priorities for 21 – 22
- Health & Happiness
- Equity & Local Economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

Responsibility for overseeing implementation of the Action Plan will rest with the Head of Resourcing, working with the Leadership Team and Programme Leads and staff.

It will be used to help inform our direction of travel, provide stimulus and opportunity for conversation, leading to thoughtful behavior change and encouraging us all to take more responsibility.

The Operations Team will handle monitoring where required, shedding light on data and working closely with our finance team.

The reporting and review process will be led by the Head of Resourcing, supported by a One Planet Living (OPL) Working Group, including up to seven enthusiastic staff drawn from a cross section of the organisation – in terms of both seniority and teams.

The Working Group will review and revise the Plan after 18 months to keep it up to date and challenging. Its not intended

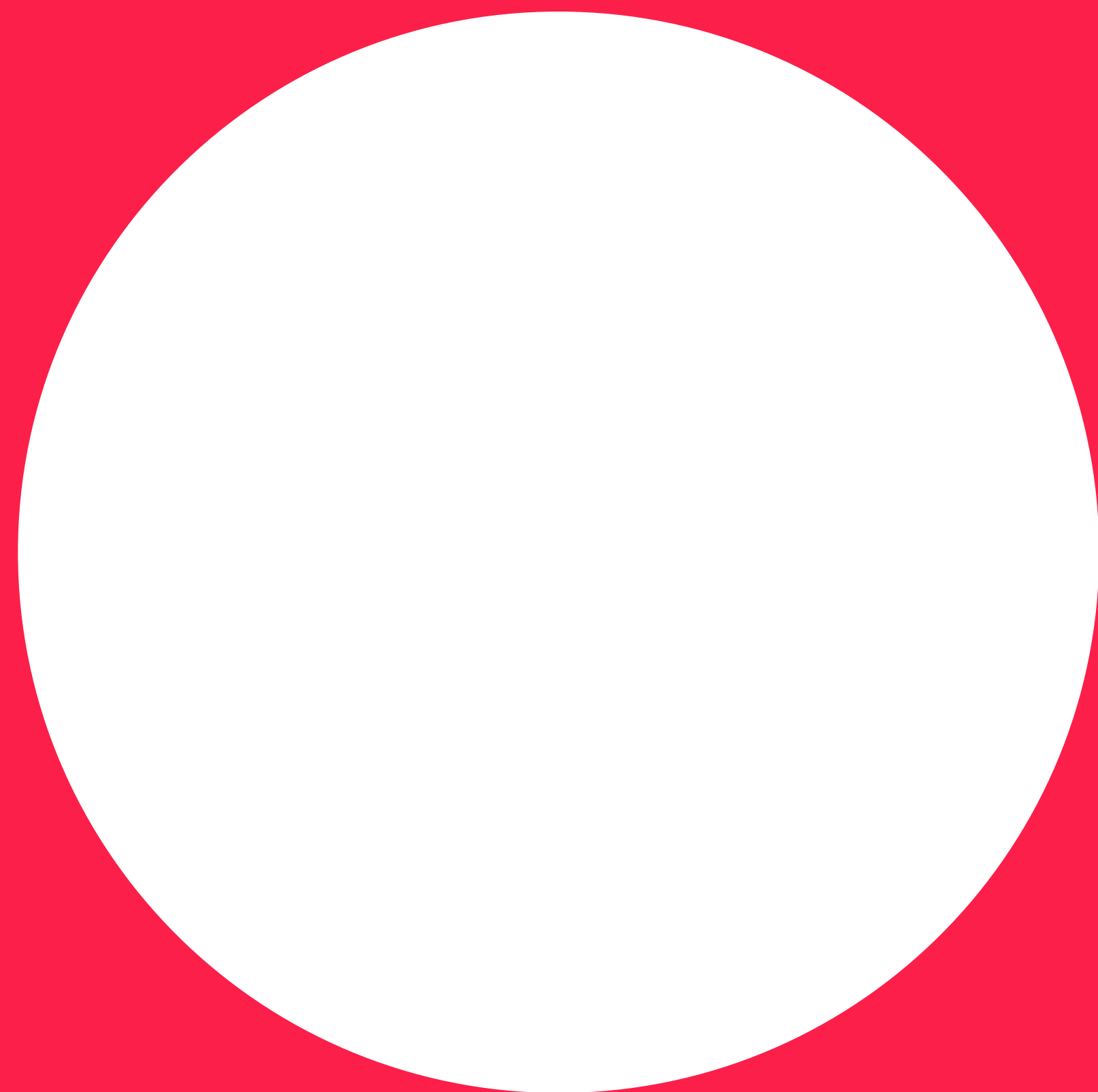
to be used as a set of hard and fast rules, a mechanism for flagging non compliance or dictating what gets delivered. Its about having effective, informed conversations and taking action which are key to the success of the plan.

The Working Group will benchmark the Plan and its targets against other One Planet Living Plans to sure it is sufficiently challenging and ambitious.

The Working Group will highlight to the Leadership Team where culture change/challenging behaviours may be necessary to achieve necessary change. It will also highlight to communications and marketing where there is cause to celebrate good practice.

The Reporting & Claims Team will work with funders to get used to viewing the One Planet Living Plan as the way we report on Sustainability and environmental performance.

Relevant (required) contractual targets will be fed into the review and revision process.







our PRIORITIES FOR 2021 – 2022



Our priorities for 2021 – 22

We have identified 4 priorities to focus our efforts on this year:



- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22**
- Health & Happiness
- Equity & Local Economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

PRINCIPLE	PRIORITY FOR 2021/22
<div><div>SUSTAINABLE MATERIALS & PRODUCTS</div></div>	<p>Sustainable Materials and Products is a priority theme because of all the embodied energy and carbon dioxide emissions involved in making the things we buy and build with; and because we have a new approach to this as an organisation, leading from our Sustainable Procurement Policy.</p>
<div><div>zero carbon ENERGY</div></div>	<p>Zero Carbon Energy is a priority because of the Climate Emergency and our commitment to significantly cut our emissions, modelling what has to happen across the economy and society.</p>
<div><div>EQUITY & LOCAL ECONOMY</div></div>	<p>Equity & the Local Economy are priorities because of the stark awareness arising from Me Too and Black Lives Matter that we must do more to create a fairer, more diverse and equitable organisation and ways of working; and because economic pressures have so intensified due to COVID 19.</p>
<div><div>SUSTAINABLE TRAVEL & TRANSPORT</div></div>	<p>Sustainable Travel & Transport are a priority because we want to cut carbon emissions and tailpipe pollution, and because less driving and more cycling, walking and even public transport journeys are healthier for staff.</p>



Actioning prioritised principles


In addition to maintaining the direction of travel, between July 2021 and 2022 the specific priority actions Real Ideas will take are:

PRINCIPLE	ACTION
 <div>Sustainable Materials & Products</div>	<p>We will complete Real Ideas Sustainable Procurement and Inclusive Partnering Policy, which includes environmental considerations for buying of key products and materials.</p> <p>We will develop and use a Preferred Suppliers List specifically referencing the used of sustainably sources materials and products.</p> <p>We will review the use of all IT equipment in terms of sustainability with our IT service provider.</p> <p>We will use VOC-free Ink cartridges for printers as standard; activate ‘Locked print’ (collected in person from printers) and double-sided printing default on all printers, to reduce unnecessary paper use; and set printers defaults to use 100 per cent recycled paper.</p> <p>We all need to: Consider sustainable purchasing options when we make decisions at work and in our personal lives. Supporting each other and exchanging ideas and knowledge in this area will help us all make better decisions.</p>
 <div>zero carbon Energy</div>	<p>We will explore smarter heating/energy management in our buildings by using remote/mobile technology. Outcome: improved energy management</p> <p>We will announce “Net Zero Carbon emissions” target date and road map and we will explore the cost and programming implications of offsetting the emissions we cannot avoid, to achieve net zero carbon dioxide emissions. Outcome: achieving net zero carbon.</p>



Actioning prioritised principles


In addition to maintaining the direction of travel, between July 2021 and 2022 the specific priority actions Real Ideas will take are:

PRINCIPLE	ACTION
 EQUITY & LOCAL ECONOMY	<p>We will publish and promote our updated Diversity, Equity & Inclusion Plan (internally and externally) and have a clear sign of what this means in terms of staff development, training, and programming. Outcome: revised policy by Dec 21.</p> <p>We will share the evaluation and impact reports for Cultivator & Workable so that we can adopt/adapt the good bits for our own recruitment practices. Outcome: evaluation and impact reports for Cultivator and Workable will be available by Spring 21.</p> <p>We will explore what more we can do to better understand ‘social mobility’ and what this means for us in terms of staff recruitment, progression, and opportunity by adopting the Jerwood Socio-Economic Diversity and Inclusion in the arts toolkit (which bases the method and interpretation on the NS-NEC Classification model).</p> <p>We will send our BCorp assessment for external certification; and explore how our B Corporation status can also help us achieve accreditation from B Lab (a non-profit organisation). Outcome: share the BCorp assessment on across Real Ideas and a plan for improvement to achieve BCorp accreditation by Dec 22.</p> <p>We all need to take:</p> <p>Producing improved policies, sharing learning and adopting new toolkits requires us all to make time and proactively engage with the ideas and recommendations they contain. Outcome: increased shared understanding and adoption of inclusive practices.</p>



Actioning prioritised principles

In addition to maintaining the direction of travel, between July 2021 and 2022 the specific priority actions Real Ideas will take are:

PRINCIPLE	ACTION
<div></div> <div>sustainable Travel & Transport</div>	<p>We will undertake focus groups and other approaches to understand the specific barriers people experience that stops them making more positive travel choices, even when resources and facilities are provided, for example the Cycle Scheme; showers at Devonport Guildhall and Market Hall; Co-Car membership etc. Using this information, we will design a practical programme to address the barriers that could include a wide range of measures such as discounted train ticket schemes; cycle buddies; training and information sharing. Outcome: a practical support programme based on clearly understood needs and wants that is taken up by a significant number of staff.</p> <p>We will introduce a carbon-progressive mileage rate that pays more per mile for smaller engine cars (under 1Litre engines) and less for bigger ones (over 2Litres); supply similar incentivised rates for hybrid and electric cars; and promote old vehicle scrappage schemes to staff. Outcome: staff use smaller cars.</p> <p>We all need to take:</p> <p>We all need to continue to think about our own travel to work plans and ways in which we can reduce mileage, our reliance on cars and feed these into conversations whilst recognising the challenges fo geography, distance and public transport limitations.</p>



Health & Happiness

Encouraging active, social, meaningful living to promote good health and wellbeing in work.



Our Vision

To create and support a great working culture which enables and promotes a wholesome and well-balanced life and ensures our staff feel safe, valued, and can see the value of their work.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- To better understand the relationship that work has with leading wholesome, well-balanced lives and to use this to help inform our culture and working practices.
- To understand and predict the impact of changes to working practices (e.g., remote working, automation) so that that we adapt and develop practice and policies that work well for us and our staff and avoid those which exhaust or dilute healthy relationships.
- To promote a culture and ethos based on ‘responsible freedoms’ and a good work-life balance where staff can use and develop their individual skills and strengths.
- To provide a working environment which celebrates and promotes diversity and inclusion.
- To offer competitive reward packages and career progression opportunities.
- To ensure we do our best for our staff by prioritising secure and responsible employment whenever possible, taking steps to involve staff in job design and the nature of their work and negating the need for less favourable terms and conditions.



Indicators

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- We will have created more and more ‘Good Work’ - i.e., work that is excellent (high quality), ethical (doesn’t harm, has social value), in engaging (absorbing and meaningful to do) and valuable (uses people skills well).
- We will have improved the ways we give encouragement and support to our staff and be better at sharing and celebrating the impact of the work we do and acknowledging the role we all play in our successes.
- We will have created a constructive and responsible approach to work, offering variation and opportunities for skills development and growth.
- We will not increase the gap between the highest and lowest paid jobs, and we will quickly act to address any statistically significant gender, disability and ethnicity pay gaps as they arise.
- We will watch and reduce the numbers of sick days taken which can attributed ‘to poor mental health’ as a direct result of work in our organisation.
- We will have adopted and promoted steps to enable us to diversify our workforce.
- We will have helped staff keep well through proactive, preventative measures by modelling good work behaviours such as regularly taking lunch or other breaks, running Blurt sessions, investing in Mental Health First Aiders and building on the lockdown principles we developed on approaches to flexible working.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Since the early days of Real Ideas, we've tried to embed the idea of responsible freedoms. Our aim is to create a framework of systems and processes that support people to take individual responsibility, use their professional knowledge and experience effectively, be generous, kind and act appropriately in any given situation. By letting go, we can have fewer but better 'guidelines', increasingly talented and skilled people, more autonomy, clear expectations, constructive dialogue and deeply responsible colleagues. This approach doesn't come without challenges and isn't something that happens overnight. Our aim is to create a working environment where staff feel valued and empowered to make good choices; where there's a shared understanding of what's right and healthy; and a place where staff can be themselves.

The effects of the pandemic cannot be underestimated. Working from home, during lockdowns and beyond was tiring and stressful for many, especially those with children and other caring responsibilities. Maintaining a positive work-life balance became tougher for some, and easier for others. Usefully, the Covid crisis increased focus on the care and

wellbeing of staff. By sharing the draft principles for coping during lockdown and with home working, we increased discussion about what works for staff, recognising the value and importance of flexible approaches, the uniqueness of lived experience and the need for this experience to inform the return-to-work post lockdown.

Staff were awarded an additional two days paid annual leave in August 2020 in recognition of the hard work and efforts during lockdown, plus another extra day in March 2021.

Although there are many day-to-day conversations, we currently have no systematic way of measuring staff satisfaction. We do recognise and appreciate that feedback is crucial and an area we can get better at.

Sickness rates are low. However, there is anecdotal evidence to suggest some staff choose to continue working when they are not fully well; and others take annual leave at times when they should be taking sick leave. There is also some evidence to suggest that rather than miss out on key conversations and



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

decision making, there is the occasional reluctance to take leave, even when they need it and have leave days to take.

Staff can take an unpaid lunch break of up to an hour, but in practice often don't, noticeably when working together in our offices. Working without appropriate breaks has never been explicitly encouraged but is perhaps experienced as part of our culture. This is not very healthy and a perception we need to challenge, giving space for people to apply the principles of responsible freedoms and find ways that work for them and those around them.

We are committed to challenging the negative stigma often associated with Mental Health and have signed up to 'Time to Change' and 'Purple Tuesdays' as part of our Diversity, Equity & Inclusion Plan. The Simplyhealth Cash Plan has been introduced and promoted, giving staff ready access to professional medical advice and counselling. Initiatives like 'Blurt', 'Let's Talk About...' and communal yoga continue to be run, giving space and opportunity to talk about mental health and other wellbeing issues.

We have become a Disability Confident Employer and have registered with Purple Tuesday, to improve awareness of the value and needs of disabled people.

DSE (Display Screen Equipment) training has been rolled out to help people manage screen time effectively, but the intensity of working remotely may yet have unforeseen impacts. As a Real Ideas staff benefit, we have a Registration Techscheme, providing discounted access to laptops, phones etc. through a salary sacrifice.

We believe a core foundation of a healthy, happy place to work is a culture that enables and promotes trust, personal judgment and accountability. Within legal constraints and what are reasonable, common sense, policies, we will continue Real Ideas commitment to enabling people to use personal judgement, based on what's good for Real Ideas and for each other.

Kindness, consideration, and when mistakes are inevitably made, the confidence to own up and take steps to ensure they don't happen again is the way we work.



Direction of travel

We will continue to move away from unnecessary, overly bureaucratic policies based on compliance towards a notion of fairness, starting from a position of trust and positive intent which promotes good judgment and personal accountability to cope with ambiguity

We will continue to create a better understanding the impact of remote working/automation and what this means for people, policy & practice through discussion, research, and the creation of think pieces.

We will continue to build a better understanding of the extent to which work is meaningful and how we can help staff develop a healthy and happy balance between different aspects of their lives by asking simple questions, creating space and opportunity for discourse, and involving staff in decision making.

We will continue to systematically review our recruitment and retention processes to find and remove barriers, particularly for those from underrepresented groups.

Between July 2021 and 2022 the specific action:

Real Ideas will take:

In the light of learning from Covid, we will review our approach to flexible working and develop a revised set of key principles and guidelines, potentially including new approaches to hybrid working, where applicable. Outcome: Revised flexible working guidelines.

We all need to take:

Individually and collectively, we need to think carefully about ways to create balance during our working day and explore ways to introduce breaks and physical activity, potentially including active lunch-hours. Outcome: evidence of staff led activities? New opportunities???



EQUITY & Local Economy

Creating safe, equitable
places to live and work which
support local prosperity and
social enterprise



Our Vision

To create and support a great working culture which enables and promotes a wholesome and well-balanced life and ensures our staff feel safe, valued, and can see the value of their work.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- To foster and promote diversity, equity, and inclusion in all parts of our organisation and use these principles in everything we do.
- To contribute to and promote a vibrant and resilient economy where a significant proportion of our money is spent locally.
- To create useful and meaningful partnering and support networks which can effectively and efficiently use joint resources and capital to create further local value (financial, social and environmental).
- To continue to pay staff at least a real living wage, avoiding high levels of income disparity, and to encourage our partners and suppliers to do the same.
- To continue to ensure that our pensions are competitive and managed in a socially and environmentally responsible manner.
- To ensure the products and goods we buy are fairly traded, produced without exploitation and, wherever possible, made in a way which maximises social and environmental value.



Targets & Indicators:

- We will have attracted and kept a workforce which better reflects the diversity of the wider local and regional population.
- A high percentage of our preferred suppliers will be from the local area and be able to show positive social and environmental value because of their actions. (The number will be clarified once we've introduced our preferred supplier list).
- We will pay our staff at least the Real Living Wage and will have increased our challenge to the culture of the SW as a low-wage economy by ensuring we are in line with or above regional rates of pay.
- Whilst recognising the value and flexibility of fixed-term, part-time and zero-hour contracts in some circumstances, we will offer more stable and secure employment for our staff.
- We will be effectively checking comparative pay rates by gender, disability and ethnicity, and addressing any statistically significant gaps.
- We will have achieved BCorp accreditation and certification because we believe this will help us to further our social aims, build our network and ability and set a good example for others to follow.
- We will be able to keep a balance between quality and cost so that local people can afford good quality service in our venues at an affordable price.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Real Ideas has a new set of Brand Values which strongly articulate our commitment to this theme.

Staff have developed a range of webinars promoting business support and collective action for SMEs, community and cultural organisations during the COVID-19 pandemic.

Real Ideas has helped to tackle digital exclusion – by opening our offices during the COVID pandemic to provide access to the internet for Universal Credit claimants: for access to food and health care, and to provide an opportunity to speak to family members.

We have been exploring more ways of providing free Wi-Fi to disadvantaged communities within close proximity to our buildings.

We furloughed casual staff to ensure they continued to be paid through much of 2020.

Real Ideas has completed and sent an on-line internal B

Impact Assessment against BCorp five areas of impact: Governance, Community, Workers, Environment and Customers.

Certification requires a score of at least 80 (out of 200) and our assessment is that we would expect to score 90.5

We are a registered Living Wage employer, working to reduce the gap between highest and lowest paid in Real Ideas; and we are a Disability Confident - Committed Employer.

Real Ideas works to diversify the wider workforce through the Real Recruitment programme, working with businesses to think and act more inclusively about recruitment and removing barriers. We have a wide range of other programmes to tackle inequalities in the SW, including Game Changer, Places, Cultivator, Kickstart, and Badge Nation.

The organisation advertises roles internally first and aims to promote career development and opportunities for progression within the organisation.



Where we are now?

Responding to the Black Lives Matter campaign, Leadership members developed a conversation about racial discrimination and diversity in the organisation. Work to radically overhaul and complete a new Diversity, Equity & Inclusion Plan was also prioritised. Enhancing social mobility in our organisation is part of the focus of this plan.

Our Pay Policy is to ensure we are in line with - or above - regional rates of pay. Our gender pay review is looking into the impact of having children on the progression of women within Real Ideas.

Our emerging Sustainable Procurement Policy addresses issues of ethics and social and environmental responsibility (who we will work with) as well as the values we look for from those we do businesses with; and how we work to target spending locally for our business (See Materials & Products section)

Direction of travel

We will consistently check how and where our pensions are being invested and if needed lobby or change suppliers (Peoples Pension); if we don't like what's being done with our money, we will change providers.

We will continue to work out what it means to be a welcoming and generous neighbour both for us and our local communities, so that our spaces and facilities can be used by everyone.



Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will publish and promote our updated Diversity, Equity & Inclusion Plan (internally and externally) and have a clear sign of what this means in terms of staff development, training, and programming. Outcome: revised policy by December 21.

We will share the evaluation and impact reports for Cultivator, Start Something & Workable so that we can adopt/adapt the good bits for our own recruitment practices. Outcome: evaluation and impact reports for Cultivator, Start Something and Workable will be available Spring 2022

We will explore what more we can do to better understand ‘social mobility’ and what this means for us in terms of staff recruitment, progression, and opportunity by adopting the Jerwood Socio-Economic Diversity and Inclusion in the arts toolkit (which bases the method and interpretation on the NS-NEC Classification model).

We will send our BCorp assessment for external certification; and explore how our B Corporation status can also help us achieve accreditation from B Lab (a non-profit organisation). Outcome: share the BCorp assessment internally and a plan for improvement to achieve BCorp accreditation by Spring 2022.

We all need to take:

Producing improved policies, sharing learning and adopting new toolkits requires us all to make time and proactively engage with the ideas and recommendations they contain. Outcome: increased shared understanding and adoption of inclusive practices,



CULTure & community

Nurturing local identity and heritage, empowering communities, and promoting a culture of sustainable living



Our Vision

We want to ensure that our work relates ever more strongly to the communities we work in, enhancing their sense of history, culture and local identity; and to enhance our own organisational culture of sustainability.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity & Local Economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

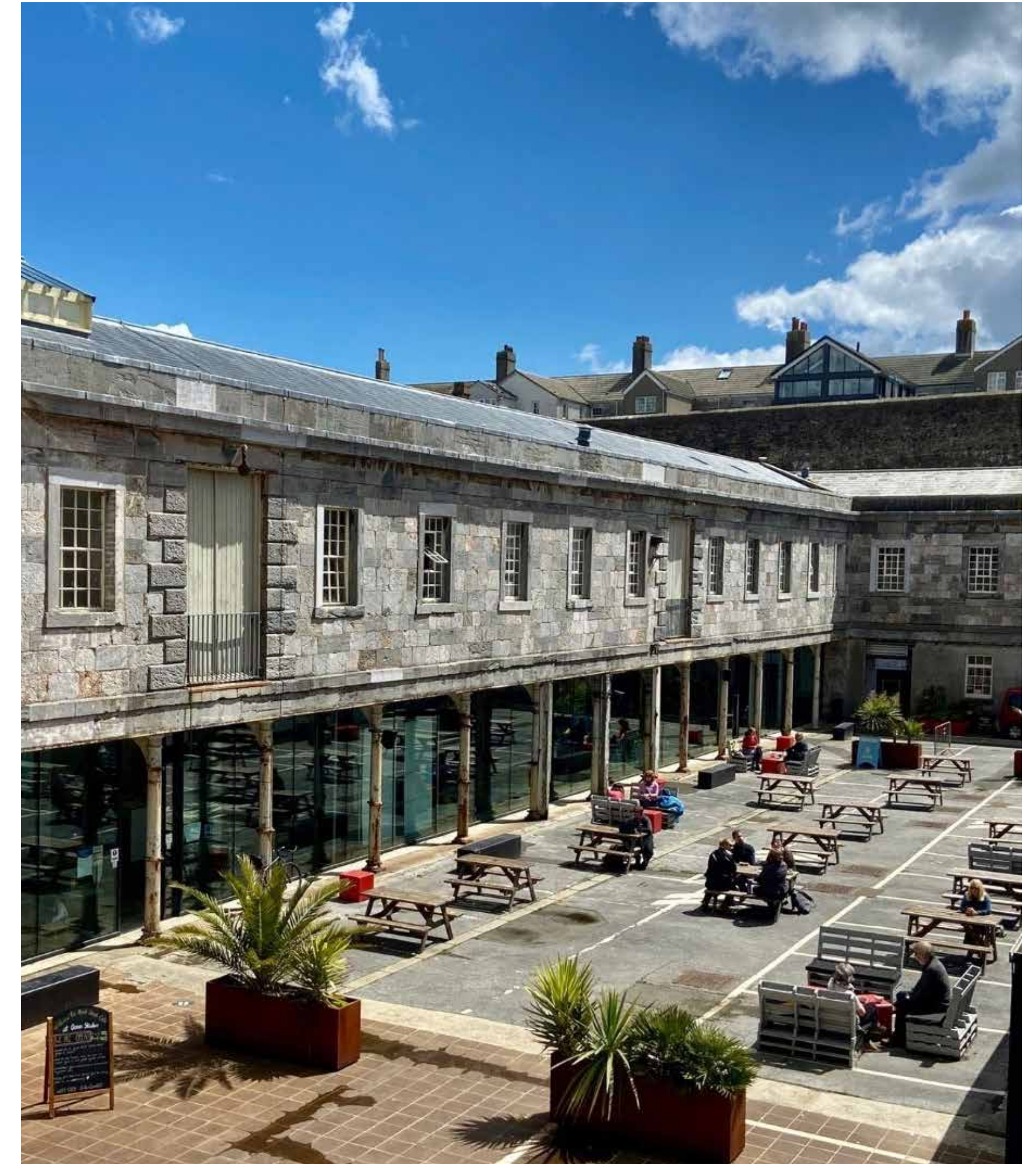




Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

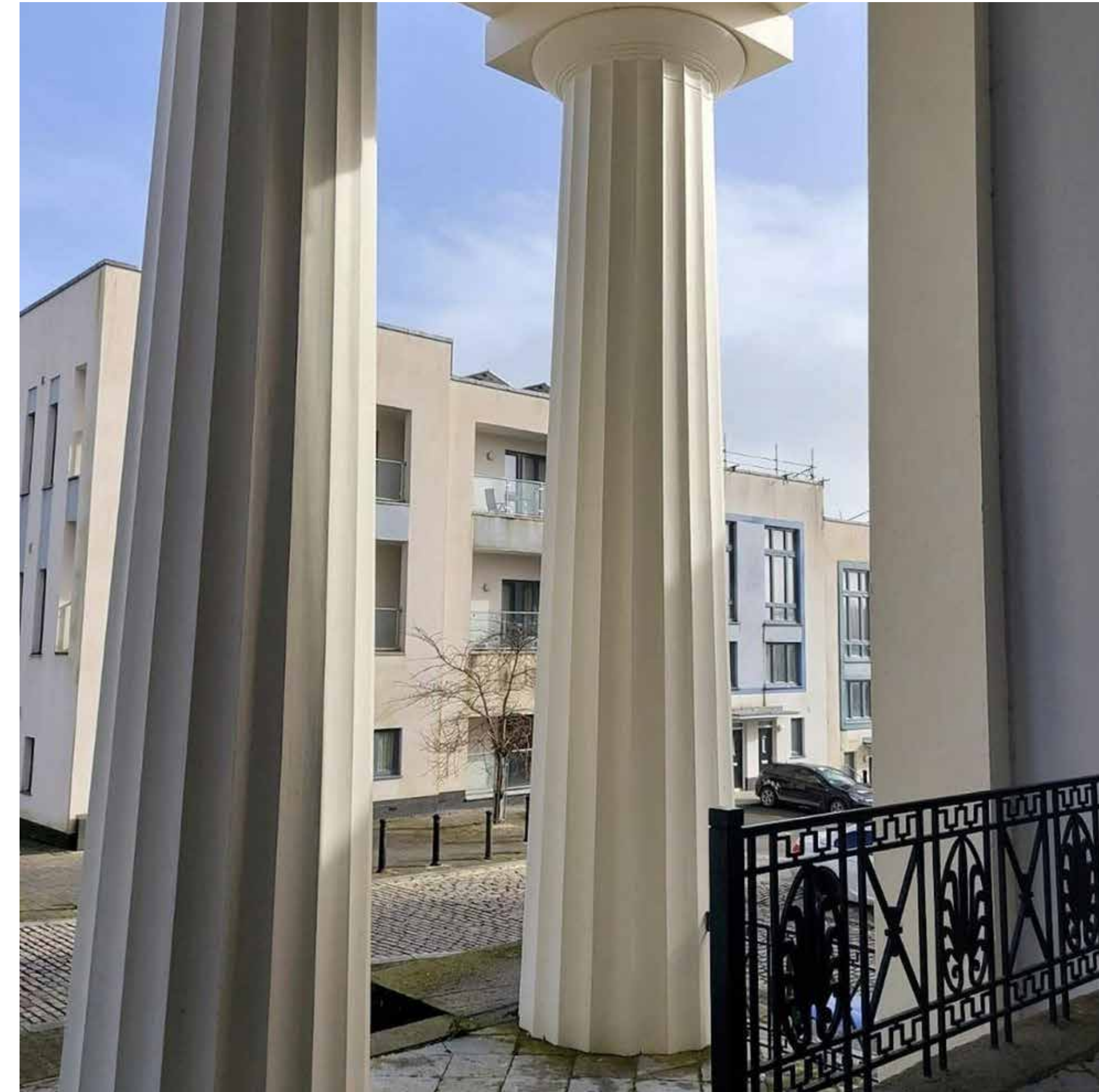
- To improve how we communicate the impact of what we do with staff and how this connects to our core Brand Values.
- To take practical steps to ensure all our staff understand and engage with our communities in a way which promotes cohesion, collaboration and sustainable living.
- To promote and encourage opportunities for staff so that they have meaningful engagement and input into what we do, to share great stories through content creation, newsletters and sharing best practice.
- To be able to communicate clearly what we mean by ‘Sustainability’, using the One Planet Living model, and then take informed action on this basis so that our performance in this area improves.





Targets & Indicators:

- We will be using a range of communication channels which enable our staff to have a better grasp of the impact our work has on local communities and the role they play within this.
- We will be providing more opportunities to share lessons, celebrate success and learn from failures.
- We will be offering space and opportunity for our staff to talk about their own experiences of being 'local', particularly in terms of culture & heritage, with this in turn then helping us make more positive impact.
- We will develop more targets and indicators for our own sustainability performance and embed sustainability as a value within the organisation and our work, to allow us to embrace regenerative practices that re-establish nature.





Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Our work is centrally about working in and with communities. And we are an organisation with a reputation for doing things differently, for making things happen and for our influence on cultural life and the creative sector in the southwest.

We have a strong identity and profile as a positive, can-do organisation in some communities, notably Plymouth and Devonport, in Liskeard, Newquay and to an extent across Cornwall. We are using our spaces to enable enterprises to start up, test ideas, and grow - many of the people involved in these developing social enterprises live locally: these include our Start Something cohort, many of whom are plant-based social businesses.

The work we're doing, especially in Devonport with Green Minds on public realm and green recovery, is working with communities to change behaviours – including how our spaces and buildings are used to generate further social and environmental value. We're also looking to replicate what works in other places.

We have a “People, Planet, Profit” set of guiding principles that we know are backed up less strongly by our “Planet” focus than the “People” part - hence the development of this plan and our stated desire to go much further in this area, boosting our proactive environmental activity and harnessing our regenerative approach to people and places and applying it here.

We have staff with strong values on environment and sustainability, without necessarily having regular messaging or adequately tracked and reported performance to match.

Our reputation is solidly based on being a progressive social enterprise with a strong focus on creativity and the arts and urban regeneration, entrepreneurship, support for young people who need help, and building social capital. We have clear aspirations to match this by becoming a more sustainable organisation both financially and environmentally.



Where we are now?

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community**
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

Restoration and re-purposing of historic buildings is something Real Ideas rightly takes a pride in - helping to regenerate areas through investment in the physical and community fabric of areas through creativity and providing opportunities - in Devonport and Plymouth, in Liskeard and Cornwall.

By creating a specialist provision in the form of unique managed workshops, Ocean Studios boosts art, making and cultural enterprise in Plymouth by engaging local people in the arts, craft and creativity.

The Market Hall is a world-class space for creative, digital, and immersive experiences, situated in the heart of historic Devonport, Plymouth. It is at the heart of Plymouth’s city-wide immersive futures strategy, growing the immersive tech sector in the region and beyond.

We ran a blog every week for 11 weeks during lockdown on the One Planet Living themes and these seemed to be well received, provoking interest and discussion. The engagement of a cross section of staff in developing the sections of this plan has been positive and shows a growing commitment to the ideas and proposals in it.



Direction of travel

We will continue to develop opportunities for engagement and conversation by all staff with the principles and practice around the community development and collaboration work we and others do, to better understand and extend participative democracy and collective activity.

We will continue to promote and produce think pieces, challenges and opportunities which encourage and enable staff to reflect on what ‘being local’ means to them and how this translates to local identity, heritage, and notions of being part of a community.

We will regularly review our BCorp environmental performance and look to improve it each time we are assessed, embedding sustainability in policy and decision making across the organisation.

We will continue to develop learning and engagement opportunities for staff in sustainability and the 10 themes of One Planet Living.

Between July 2021 and 2022 the specific actions:

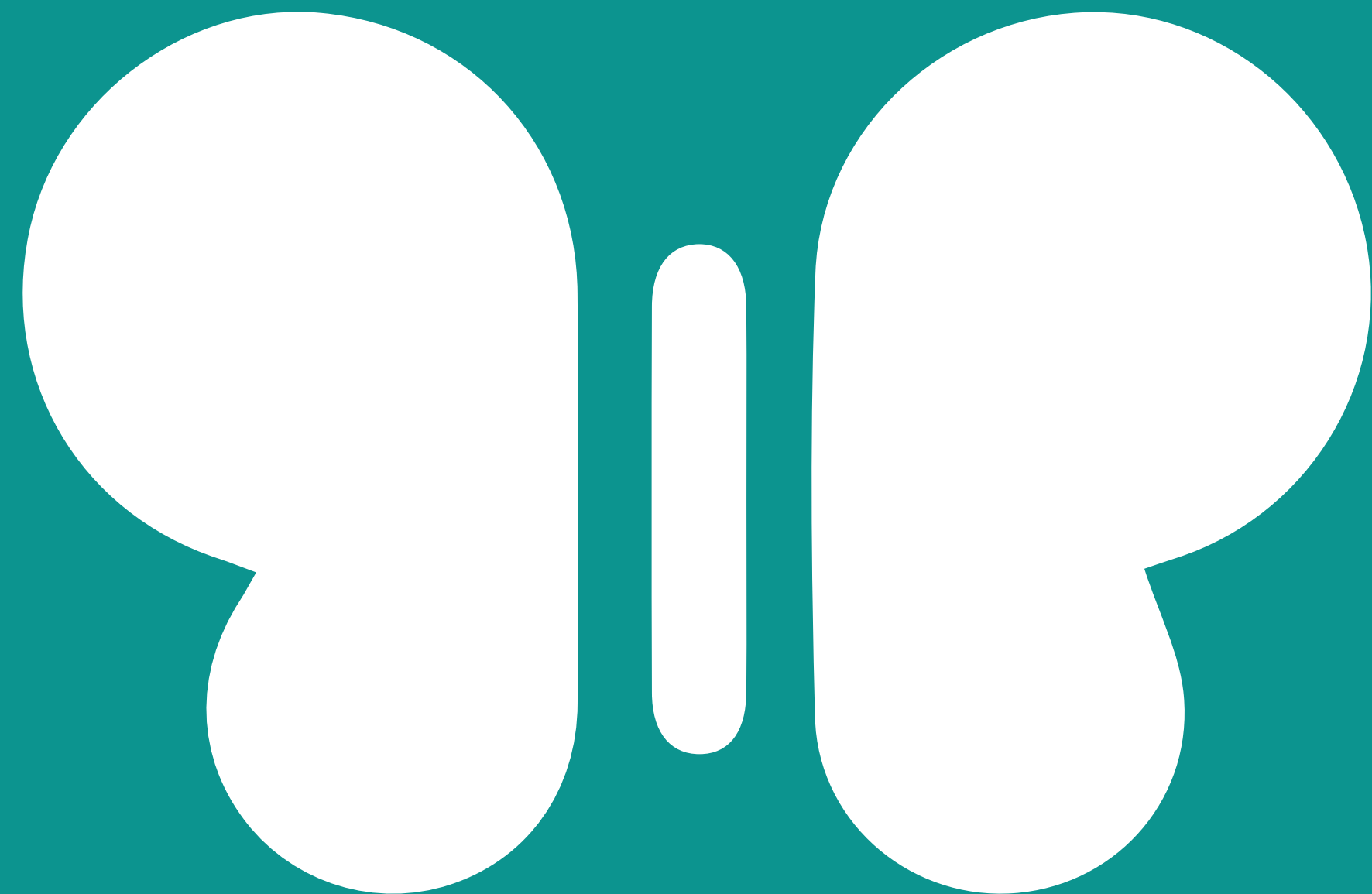
Real Ideas will take:

We will embed Social Value as a key aspect of Sustainable Procurement Policy. Outcome: a revised Sustainable Procurement Policy by July 2022.

We will run Bi-monthly blogs or think piece on Sustainability. Outcome: increased awareness of and discussion about sustainability as measured by number of blogs etc.

We all need to take:

We all need to read and engage with blogs and think pieces. Outcome: increased numbers of people reading the internal newsletters and leaving comments.



Land & Nature

Protecting and restoring land
and marine systems for the
benefit of people and wildlife



Our Vision

To play an active role in protecting and enhancing nature, improving local biodiversity and access to wild places, to regenerate both people and wildlife.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- To have a better understanding of the value and importance of access to land and nature and how these impact on our relationship with work.
- To promote and encourage the use of outdoor areas for meetings and workspace.
- To make better use of our buildings and spaces to promote positive care for, and enjoyment of, natural habitats and ecosystems.
- To raise awareness of and reduce, the harmful impacts to nature in all we do.
- To actively support the regeneration of natural systems and areas which enhance local biodiversity.
- To actively promote the importance of nature for wellbeing, reflecting on the importance of social prescribing of time in nature.





Targets & Indicators:

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- We will be running more ‘internally’ focused initiatives and developments which have land and nature as their primary focus and, through our external work, carrying out a wider range of projects which include significant elements of environmental regeneration.
- There will be opportunities for all our staff to actively engage in promoting the importance and value of nature and open spaces to the economy and to wellbeing.
- We will increase the number of local nature areas which can be enjoyed by our staff.
- We will run webinars, write blogs and ‘think pieces’ about biodiversity and natural habitats, exploring better links with our aims and ambitions around social value.
- We will gradually increase the number and value of products that are replaced by more ecologically sustainable alternatives in procurement (See Materials and Products section).



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Lindsey and others have written to staff during lockdowns about the importance of time outdoors in the natural environment; modelling and encouraging staff to get out and enjoy time in nature, not least for their own well-being.

Real Ideas owns some land, particularly around the Devonport Guildhall and our buildings are close to the sea, the moors and urban parks. We have worked with a local social enterprise, Pollenize, to install beehives in the Zion Garden by the Guildhall and are exploring ways to bring areas that are currently waste ground back into use for the local community.

We lead and partner in the delivery of programmes such as Green Minds - making nature matter in Plymouth and support young people towards green enterprise and jobs, building on our strength in that area and connecting it with our social and environmental networks and partners.

Teaming up with organisations like the Eden Project, Devon Wildlife Trust and the National Trust we regularly include activities in the natural environment within the work we do, recognising that spending time in green and blue spaces has positive health and wellbeing benefits.

Often though, nature has most appeal to the very young and to more mature adults - with a gap in the middle, when it can often strike young people as boring or less important than other things. Research shows how vitally important nature connection is to our health and well-being, so promoting more of it to our staff, stakeholders and, particularly, young members is more important now than ever.



Direction of travel

We will continue to embed learning from the work we do through external contracts like Green Minds into our approach to managing our own land, adopting regeneration of nature principles.

We will continue to model, promote and encourage staff to regularly connect with the local wonders of nature because it’s restorative.

We will continue to raise awareness of the nature and biodiversity around our buildings and explore opportunities for habitat creation in and around our sites (e.g., bird boxes, ponds, wildlife-friendly gardens).

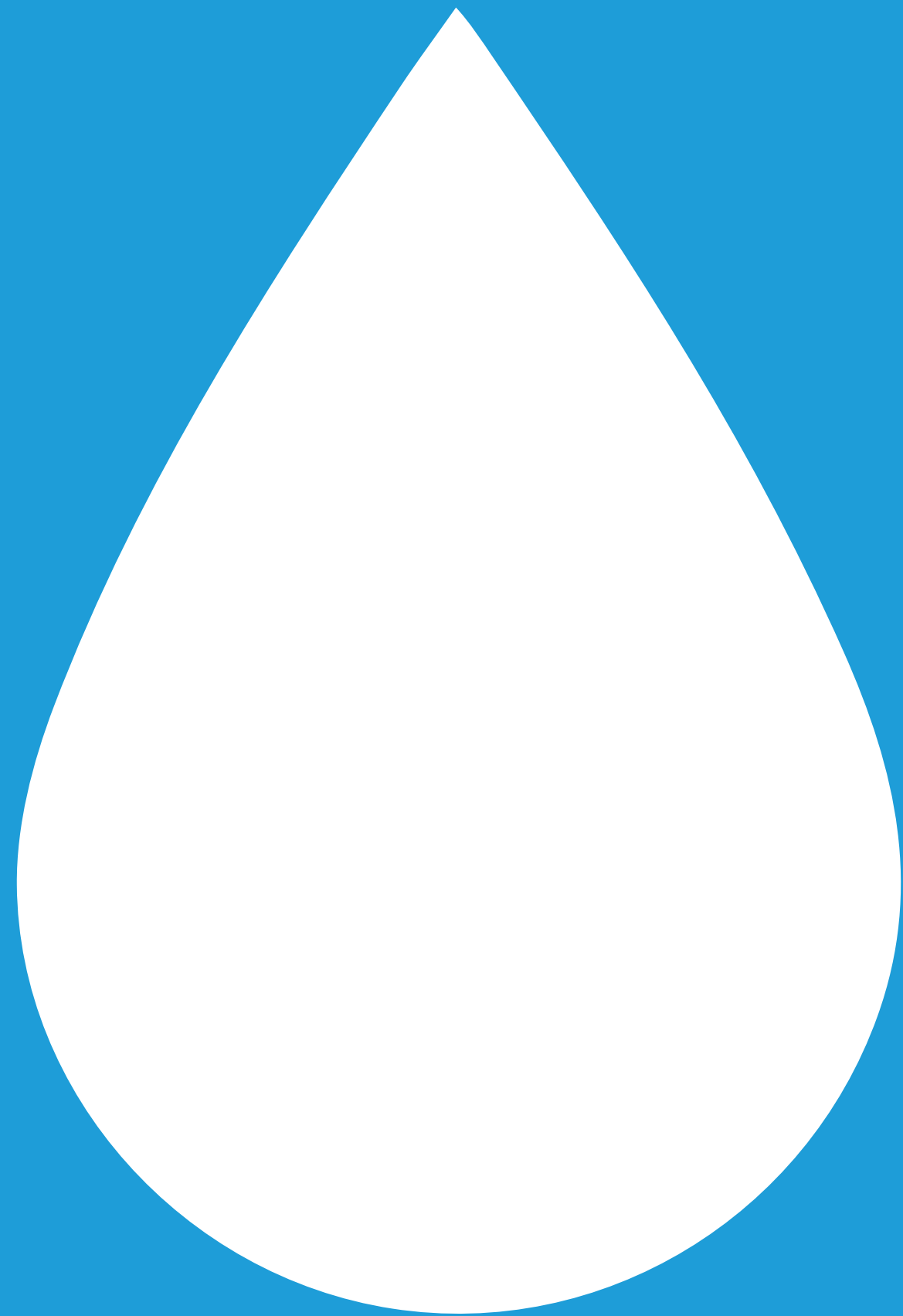
Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will conduct a snapshot audit of purchased materials for ecological impact and find alternatives (See Materials & Products section). Outcome: we will report on improvements made.

We all need to take:

Together, we will share and develop opportunities for all of us to contribute to and stay involved in nature conservation in our local areas. These could include activities in and around our physical spaces or promotion of wider opportunities. Outcome: report on the new ideas, activities and initiatives people have come up with by July 2022.



sustainable water

Using water efficiently,
protecting local water
sources and reducing
flooding & drought



Our Vision

To recognise and treat water as a valuable natural resource, using it efficiently and ensuring we return the water we use cleanly to the environment.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

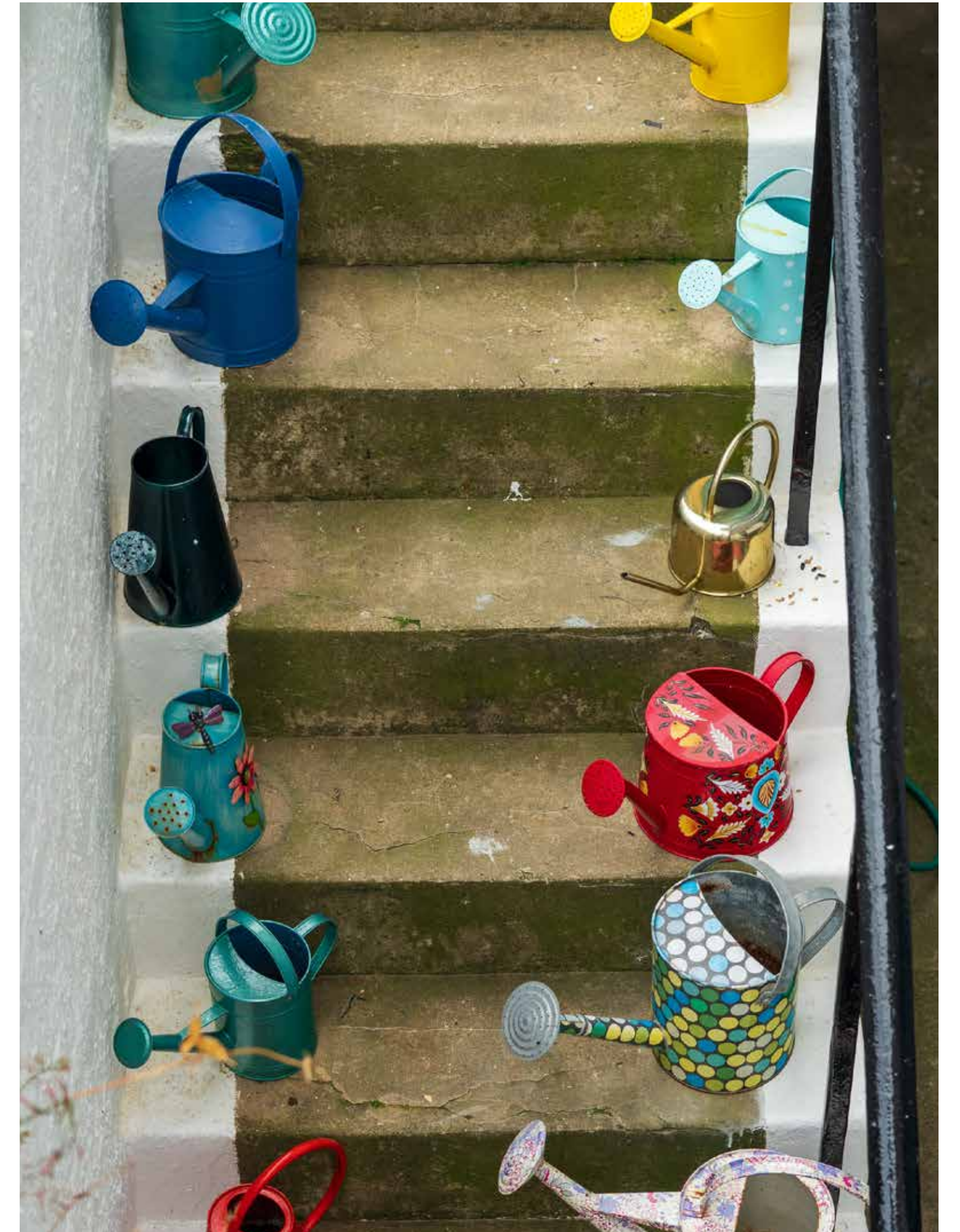




Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

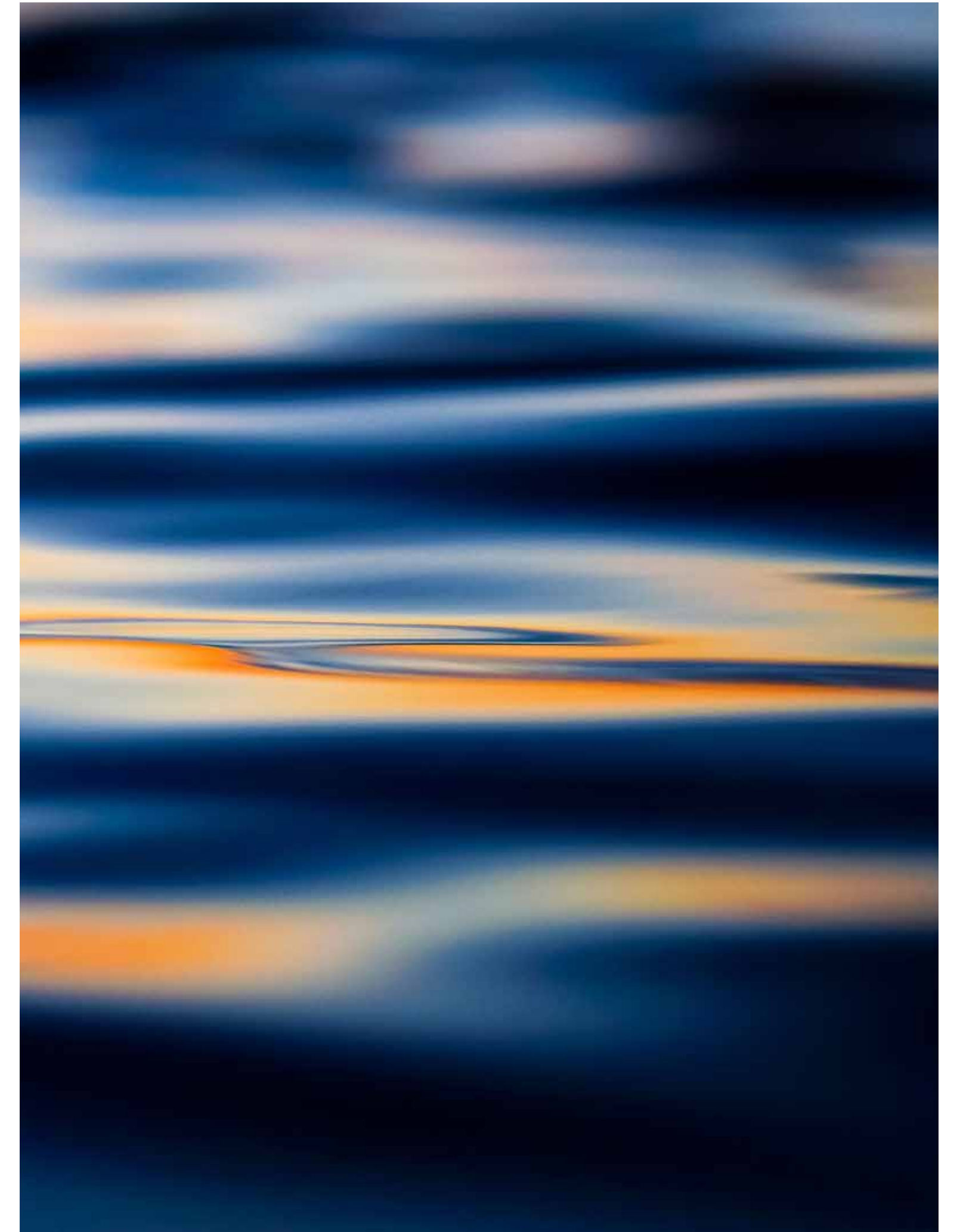
- To be able to measure and reduce our water consumption effectively as an organisation.
- To take practicable steps to ensure we do not pollute groundwater, rivers, and the sea.
- We will be known for having a positive impact on water management through all our services and products.
- We will avoid contributing to drought or water stress because of our operations and supply chain.
- To ensure we actively reduce any flood risks that may arise from, or affect, our buildings and operations.





Targets & Indicators:

- We will have introduced water-saving measures resulting in a reduction in our annual water consumption in our offices and buildings.
- We will run water use/pollution reduction initiatives across the year.
- We will proactively run information/nudge campaigns to reduce water consumption by staff and members using our buildings.





Where we are now?

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water**
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

As an organisation - like many others - we tend not to think much about water until there is too much or too little of it: very heavy rain and flooding, or drought.

Yet many of us were deeply moved by coverage of ocean plastic pollution highlighted by David Attenborough and pledged - or acknowledged the need - to cut out single-use plastic.

As a predominantly service-based organisation, our water use is not huge and is influenced mainly by the appliances in our buildings. We have installed Ecolab systems to reduce water use while maintaining good hygiene; and have developed a “water footprint” of our annual water use for the Devonport Guildhall and Ocean Studios.

We have baseline data for three of our buildings for the (tax) year of 2019/20: Devonport Guildhall, which at 560 cubic

metres used, is about half of what we have measured overall; the Liskeard office, which used 56 cubic metres; and Ocean Studios, which used 292 cubic metres.

We have no data for St Austell or Redruth offices, although these offices are small and therefore the contribution to overall water use will be insignificant. Similarly, we have no data to estimate water used by staff working from home due to Covid.

Our total measured water use was 908 cubic metres in a year. Water is heavy and so takes energy to pump around - but with relatively little usage, its contribution to our carbon footprint is negligible at 29kg in the year.



Direction of travel

We will continue to embed learning from the work we do through external contracts like Green Minds into our approach to managing our own land, adopting regeneration of nature principles.

We will continue to model, promote and encourage staff to regularly connect with the local wonders of nature because it's restorative.

We will continue to ensure all our building developments score maximum achievable BREEAM points, where practicable, for water efficiency, sustainable urban drainage (porous surfaces reduce flooding) and drought resistance (e.g. water butts or grey water captured for watering plants; drought-resistant planting).

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will explore and where possible adopt water metering/sub-meters for all our premises to ensure we can measure what we use. Outcome: we report on how many of our buildings and premises have water meters/sub-meters in July 2022.

We will seek standardised modelling for water use for working from home to estimate the 2020/1 total.

Outcome: we will estimate and report on water use related to working from home in July 2022.

We all need to take:

We will encourage and support each other to actively engage in campaigns and activities to reduce plastics in the ocean, such as beach cleans run by local groups and explore opportunities to programme events and activities related to the water cycle in our spaces and online. Outcome: we will report on the number of activities and events undertaken related to water by July 2022.



LOCAL & SUSTAINABLE FOOD

Promoting sustainable humane farming & healthy diets high in local, seasonable organic food and vegetable protein.



Our Vision

To be an organisation
that supports positive
food choices for all.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- Staff, customers, members and stakeholders are encouraged to adopt local, healthy, and sustainable food choices.
- Eating good food, with healthy portions and less meat is encouraged across the organisation.
- Cooking from scratch using affordable local and sustainable ingredients is encouraged for customers and members, using links to on-line cooking courses and practical demonstrations: and is seen as empowering for all sexes, ages and classes of people.
- Food growing by all is encouraged and supported.
- Sustainable food business is supported.
- Foraging /trying good, sustainable wild foods is encouraged.
- To be seen to be actively supporting sustainable and humane farming methods which protect and enhance biodiversity and healthy soils.



Targets & Indicators:

- We will seek out healthier options, encourage plant-based options and the use of seasonal, local ingredients.
- We will steadily reduce the amount of food waste being sent to landfill.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Real Ideas remains committed to supporting people to make positive food choices, in our spaces, through the support we give young people and the enterprises we help to grow.

During the first lockdown, we decided to stop our own, comprehensive food production activities at the Devonport Guildhall and have moved to supporting sustainable, local food producers to use our food production facilities and supply our cafes. The new food producers we are working with include Heyl Bakery, a vegan bakery using local sourced ingredients, and Hedgerow Hound, who are also vegan.

We have taken the decision for our cafes to be entirely vegetarian, not to offer high sugar, fizzy drinks and to only provide a simple, standard food offer that minimises waste.

Good food choices, affordability and socio-economic status are controversial issues and can be divisive if poorly handled. Food poverty and food banks are on the increase in our communities and have a significant impact on health, learning and life chances, especially for many of the young people we work with.

Through lockdown, activities took place to encourage young people to tackle new and interesting recipes (even foraged foods) and learn food hygiene and safety. They were introduced to the food and hospitality sector and the job opportunities available, building connections and confidence.

A simple, affordable recipes cookbook was developed by, and for young people through Generation E and a sustainable events checklist has been produced, with a progressive food section in it.

A number of the businesses supported by Start Something our enterprise start-up programme are local food businesses. The majority have explicit aims around locally sourced, ethical ingredients and the support they receive encourages them to make positive choices.

Anecdotally, lockdown and homeworking encouraged some staff to grow more of their own food, cook more at home/eat fewer take-aways, bake their own bread etc. These trends are to be encouraged.



Direction of travel

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food**
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

The criteria by which we choose the food businesses and suppliers we support continues to be determined by the principle they are locally sourced, ethical, healthy, predominantly plant based and support humane farming.

We will continue to develop partnering opportunities with organisations like Food Plymouth CIC and the Sustainable Food Places programme as part of promoting ‘Social Value’ and local networks.

We will move forward with our ambition to incorporate growing spaces into the development of any outdoor areas we are responsible for.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will increase the focus on positive food choices in the work we do supporting young people, including use of seasonal ingredients, plant based etc. Outcome: young people are better informed and able to make positive food choices.

We all need to take:

There is a wealth of knowledge amongst people working at Real Ideas about a wide variety of topics related to growing, selecting, cooking, storing and managing food for a healthy life. We all need to take responsibility for sharing the knowledge we have, by modelling positive behaviours, contributing information and encouraging others. Outcome: useful resources, such as recipes and information about opportunities for learning about food are visible in our internal communications.



sustainable materials

Using materials from
sustainable sources and
promoting products
which help people
reduce consumption



Our Vision

To achieve sustainable procurement of all products and services, strongly support the local and social economy and have a positive impact on our suppliers' policies and practices.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- To be advocates for a sharing economy by actively reduce consumption of products and materials.
- To restrict buying where possible to materials and products that have positive social and environmental benefits through sustainable procurement.
- To cut all chemicals (e.g. cleaning products) that are toxic to humans or wildlife at all stages in product life cycles.
- To actively support the circular economy (e.g. by testing products) and setting up end-of-life solutions that enable up-cycling, re-use, repair, or energy recovery.
- To ensure that the packaging we use is minimised, made from renewable or waste materials and is easily re-used or recycled.
- Ensuring that all stationary supplies are recycled or certified sustainable (e.g. FSC or PEFC).
- We'll apply basic sustainability criteria to all one-time and ongoing purchases.



Targets & Indicators:

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- We will have increased the percentage of products bought and sold containing re-used or recycled materials.
- We will have increased the percentage of products bought and sold which are sourced locally (within 50Km radius - roughly equivalent to TR, PL, TQ and EX postcodes).
- We will have increased the percentage of products and packaging materials that are recycled.
- We will have increased the proportion of IT products containing valuable materials (e.g. phones, laptops) that are ethically sourced.
- We will be able to measure the value (income generated/ expenditure saved) of sharing or re-use schemes.
- We will have ended the use of high VOC content of paints/ toner cartridges used across our estate.
- 100% of product range classified as “Sustainable” or “sustainably sourced”.
- We will only be using timber in building and renovation work that is sustainably sourced.
- There will be a dramatic reduction for paper being used in our offices.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Real Ideas appreciates that strong partnership working is a key factor in achieving social, economic, and environmental outcomes. Together, through sustainable and inclusive partnering, we can help nurture and develop a network of opportunities and ways of working which have Social Value at their core.

A focus on Social Value provides opportunities to think about how resources are distributed to the benefit of wider society and in particular our local communities. Considering Social Value goes beyond thinking about the cost and quality of piece of work or awarding a contract and takes a broader look at the collective benefits. By putting Social Value at the heart of our purchasing systems we can create relationships and supply chains which have sustainable local impact and reduce over reliance on organisations like Amazon.

We have registered with the Writing Instruments recycling pens scheme.

Eco-lab products are being used to reduce the use of toxic chemicals in all buildings.

We have stopped selling water in plastic bottles in the cafes in our buildings and do not use single use plastic cups or straws.

We have joined Borrow Don't Buy in Plymouth - a library of things where we can borrow stuff we need and not have to buy new.

We have invested in Adobe sign which means documents etc. can now be signed electronically, reducing the need to print (and post). Negotiations are underway with funders to ascertain the viability of reducing the requirements for wet signatures which incur large amount of printing, the need for plastic storage wallets and storage space.



Direction of travel

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products**
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

We will continue to ensure cleaning contracts specify eco and non-bleach products, ensuring this applies to external cleaning contracts.

We will continue to reduce the amount of stationary we buy through audit, including reducing the amount of paper we use across offices.

We will continue to work with local re-use and resource-saving schemes, identifying and joining additional schemes and creating partnership opportunities related to our programme, where appropriate.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will complete Real Ideas Sustainable Procurement and Inclusive Partnering Policy, which includes environmental considerations for buying of key products and materials.

We will develop and use a Preferred Suppliers List specifically referencing the used of sustainably sources materials and products.

We will review the use of all IT equipment in terms of sustainability with our IT service provider.

We will use VOC-free Ink cartridges for printers as standard; activate ‘Locked print’ (collected in person from printers) and double-sided printing default on all printers, to reduce unnecessary paper use; and set printers defaults to use 100 per cent recycled paper.

We all need to:

Consider sustainable purchasing options when we make



Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will complete Real Ideas Sustainable Procurement and Inclusive Partnering Policy, which includes environmental considerations for buying of key products and materials.

We will develop and use a Preferred Suppliers List specifically referencing the used of sustainably sources materials and products.

We will review the use of all IT equipment in terms of sustainability with our IT service provider.

We will use VOC-free Ink cartridges for printers as standard; activate 'Locked print' (collected in person from printers) and double-sided printing default on all printers, to reduce unnecessary paper use; and set printers defaults to use 100 per cent recycled paper.

We all need to:

Consider sustainable purchasing options when we make decisions at work and in our personal lives. Supporting each other and exchanging ideas and knowledge in this area will help us all make better decisions. Outcome: regular exchange of ideas and perspectives through internal communication channels.



sustainable Transport

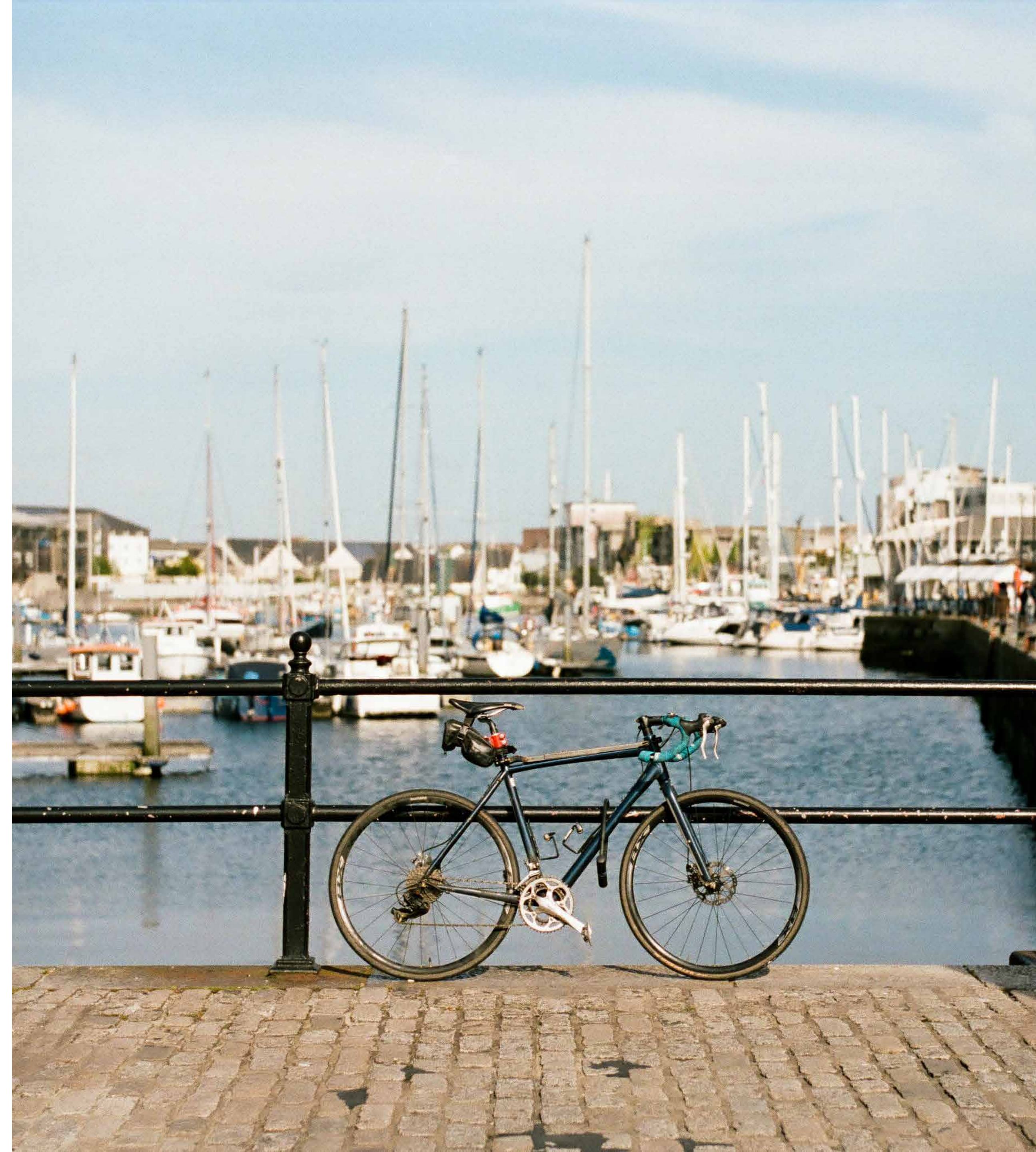
Reducing the need to travel,
encouraging walking, cycling
and low carbon transport



Our Vision

To reduce the need to travel without compromising the ability to interact effectively, minimising our carbon footprint from all travel and transport connected with our work.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

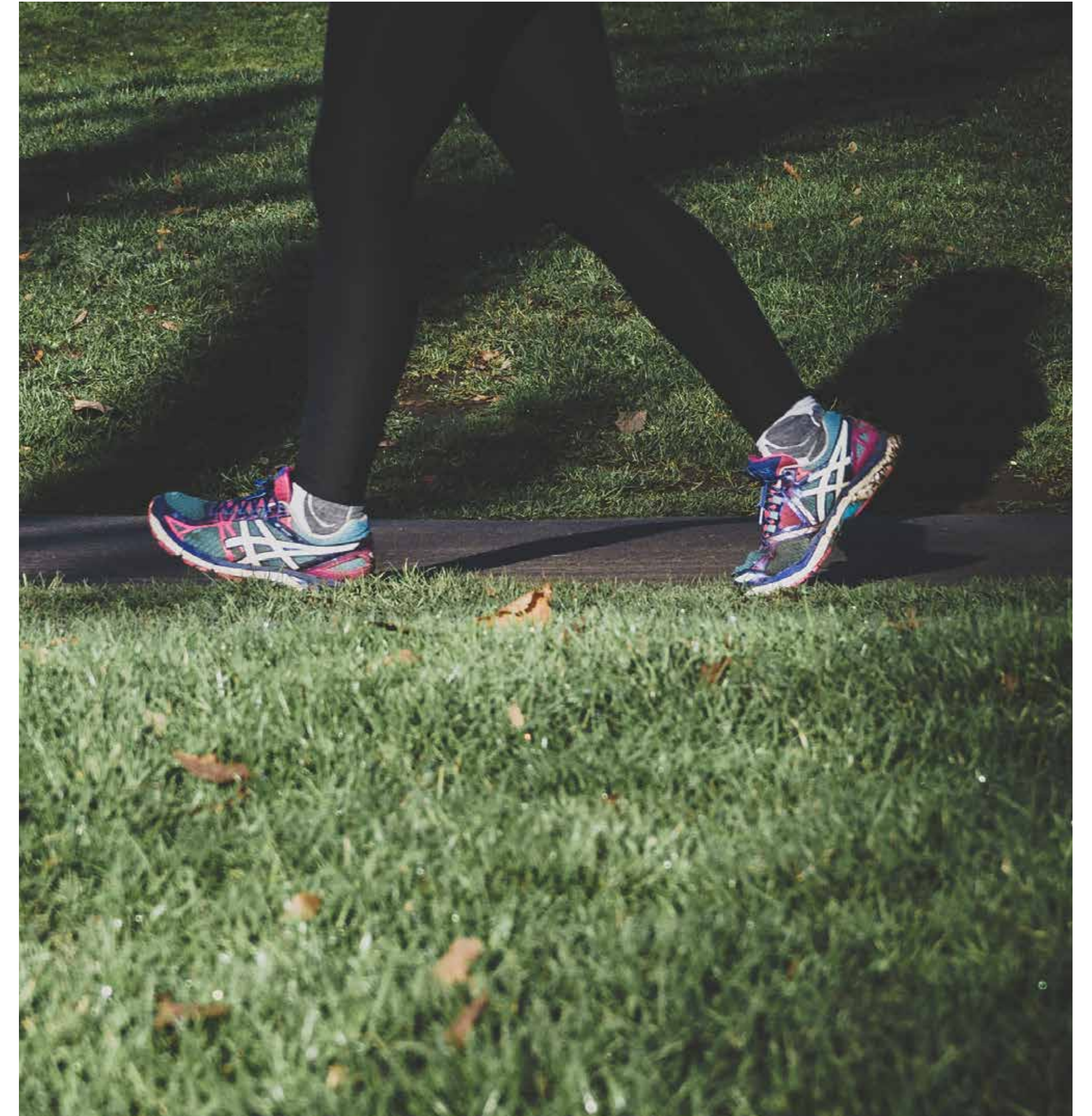
- To support and re-enforce the reduced need to travel by continuing to provide services and products online wherever practicable.
- To make it easy and attractive for staff to walk, cycle, use public and low carbon transport.
- To minimise the carbon footprint from transport of our operations and supply chain.
- To widen the scope of this section by capturing more data over time on the carbon footprint of travel: our staff commute and people attending our events.





Targets & Indicators:

- We will be able to measure and then reduce annual business mileage.
- We will be reducing carbon emissions from transport.
- We will be able to regularly check the modes of transport used by visitors/members to attend our events and consistently review travel plans produced and implemented for events and venues.
- We will have reduced emissions from business travel by 50% in 2022/3 compared to our baseline year (2019/20).
- We will have reduced carbon emissions from flying by 50% in 2022/3 compared to our baseline year (2019/20).
- We will see an increased proportion of staff walking and cycling to work, using public transport or lift sharing.





Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

We travelled 131,871 miles on business according to mileage claims for April 2019 - March 2020. This accounted for a fifth of our measured carbon footprint. We also took/paid for a dozen business flights and these amounted to 73,704 miles – 12% of our total carbon footprint.

Of all the areas of our work, this is the perhaps the one most changed recently by the COVID-19 pandemic. Working from home became universal for a while, and is still the norm for many staff, with more limited use of our offices. Meetings in person have been replaced to a large extent by meetings on “Teams”. Our work with people was – for most of 2020/1 - exclusively by phone, text, email or online. We have developed new methods of engagement and education through webinars, GoToMeetings workshops and other on-line techniques.

Though we are not yet clear on the overall carbon impact of this (see Zero Carbon section) due to the absence of carbon emissions modelling of our home working and increased online presence, it is safe to assume we have reduced transport emissions substantially.

This is not universally positive - many have missed the human touch of face-to-face contact, not least with colleagues; and the connection and trust-building effect of meeting in person with the young people we work with. Nonetheless, some things may have changed for good, and the days of long journeys to meet with colleagues regularly would seem to be over. Working from home may well be the new norm for some of the working week, for many of us. Flights are likely to be taken much less often.

We have not - and should not - look to restrict or penalise essential journeys to carry out business in a time- and cost-effective way; or to connect with each other young people face-to-face or to develop new business opportunities - notably in Cornwall, where public transport is sporadic and slow, and many areas are poorly served by it: car journeys are often essential. Physically being with other people brings wellbeing benefits and can produce better outcomes from meetings and discussions.



Where we are now?

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport**
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

Alongside this, willingness to use public transport has declined, at least for the short term. Willingness of staff to car share (e.g., to meetings) - previously encouraged through a slightly higher mileage rate paid – maybe be affected too.

A potential partnership has been explored with Co-Cars who are setting up car clubs (by-the-hour hire) in Plymouth and Newquay, as well as Exeter. This could reduce personal car use, congestion, emissions etc.

Real Ideas is registered with Cycle Scheme™, a benefit system that enables employees to save money on a range of cycling equipment and accessories. There are no upfront costs and payments are deducted from salary before tax. The scheme enables Real Ideas employees to adopt a zero-carbon form of transport for commuting and leisure, whilst keeping active lifestyles to improve health and wellbeing.

Unfortunately, our cycling incentive scheme has had limited traction to date, attracting just seven or eight participants.

Anecdotally, our facilities such as dry covered cycle parking, lockers and showers for cyclists commuting to work are haphazard, not reflecting potential demand.

The shift to online provision of many of our products and services can also compound digital inequality unless we take measures to ensure both in-person contact/provision and even wider access to both computer hardware and connectivity for the most excluded (e.g., poor, and elderly people).

We have produced a detailed transport plan for Illuminate to reduce congestion and carbon emissions associated with travel to see it. We have also developed a Sustainable Events Checklist that includes a section on Travel.

Transport is a subject that readily engages staff: in nearly all conversations about this plan, staff members talked - even spontaneous - about staff travel, commuting, issues and incentives.



- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport**
- Zero Waste
- Zero Carbon Energy
- Glossary of terms

Direction of travel

We will continue to explore the viability of flexible ‘home working’ and the impact this has on productivity, wellbeing and organisational culture.

We will continue to explore and invest in IT to enhance the experience of face-to-face and virtual meeting (e.g., Clevertouch); and the creation of pods/spaces in buildings for staff to have easier and more private online meetings.

We will continue to promote the advantages of train travel as a part of the working day, including information about free places to leave cars near stations and planning meetings/scheduling work time to coincide with public transport networks.

We will continue to develop and promote Real Ideas coworking spaces as accessible spaces for cycling and walking, setting a standard for our buildings for provision of showers, lockers, and covered cycle parking facilities.

We will continue to encourage electric vehicle and bike take up and use through the installation of electric vehicle charging points at our buildings and involvement in schemes and programmes as they become available.



Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will undertake focus groups and other approaches to understand the specific barriers people experience that stops them making more positive travel choices, even when resources and facilities are provided, for example the Cycle Scheme; showers at Devonport Guildhall and Market Hall; Co-Car membership etc. Using this information, we will design a practical programme to address the barriers that could include a wide range of measures such as discounted train ticket schemes; cycle buddies; training and information sharing. Outcome: a practical support programme based on clearly understood needs and wants that is taken up by a significant number of staff.

We will introduce a carbon-progressive mileage rate that pays more per mile for smaller engine cars (under 1Litre engines) and less for bigger ones (over 2Litres); supply similar incentivised rates for hybrid and electric cars; and promote old vehicle scrappage schemes to staff. Outcome: staff use smaller cars.

We all need to take

We all need to continue to think about our own travel to work plans and ways in which we can reduce mileage, our reliance on cars and feed these into conversations whilst recognising the challenges fo geography, distance and public transport limitations.



zero waste

Reducing consumption,
re-using and recycling to
achieve zero waste and
zero pollution



Our Vision

To achieve zero waste to landfill and so be an organisation that produces minimal waste and does not pollute.

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms





Our Goals

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- To supply products and service in a way that reduces the amount of waste generated.
- To achieve zero waste to landfill from all our operations and to be supporting and encouraging our suppliers to do the same.
- To actively support a “circular economy” by promoting and adopting a reduce, repair, up-cycling, re-use, and recycling hierarchy
- To cut all toxic pollution from products, operations, and our supply chain.





Targets & Indicators:

- We will have a better understanding the volume of waste created and recycling by weight collected from our premises and reduce the number of black bags used and collected in the cleaning of our premises (volume of waste).
- We will have achieved a significant reduction in waste produced by both volume and weight.
- We will have increased the percentage of total waste that is recycled.
- We will see an increase in the number of re-use / redistribution initiatives (of unwanted items) used in our buildings.
- We will have achieved a high percentage recycling / composting rate.
- We will be moving towards Zero waste to landfill.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

The waste data we have is from Devonport Guildhall and now from Ocean Studios, totalling 139 tonnes of waste in the baseline year April 2019/20. Figures for DG show we threw away 71 tonnes of general waste in the year April 2019/20, and 67 tonnes at OS, both based on the assumption that all bins were full on emptying.

- 227,700 litres of general waste were collected by volume
- 47,520 litres of food waste were collected
- 115,500 litres of cardboard were collected
- 24,000 litres of glass were collected
- 110,000 Litres of recycling were collected

There are, or have been, recycling facilities at other offices and premises but data was not collected.

This theme is closely related to our procurement practice covered in the Sustainable Materials and Products section of this plan. Purchasing standards to reduce and phase out the procurement of disposable and single-use plastic items

are being proposed for the revised Sustainable Procurement Policy currently being finalised. Work is underway with ITEC to reduce unnecessary and wasteful printing by default.

Alternative business models such as sharing, leasing, rental, repair and take back are also proposed.

Anecdotally there is inconsistent attention given to influencing staff and customers' behaviours in relation to consuming and wasting less and recycling more.

We have traditionally printed out or produced quite a lot of print (e.g., forms, flyers, leaflets, and business cards) and this has anecdotally led to unnecessary waste (albeit most recycled), with a financial implication too. We have started to consider what is necessary and not necessary when it comes to our marketing materials. Any information we're planning e.g., posters may now be printed at a minimum number and people are directed digitally to our website rather than have leaflet piles at till points etc.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

Other things such as business cards we're reviewing – again due to COVID but also the realisation they might not need to be printed and can be digital. Once someone has the details, a business card is not needed any more.

Weighing of waste may be achievable during quieter times (e.g. lockdown) but may well impact upon cleaners' time after a return to more 'normal' working in offices.

Littering and full bins can be a problem at our large-scale public events. Counting or weighing them can also be the last thing on the mind when clearing up afterwards.





Direction of travel

We will continue to improve data collection across all our premises to better understand and reduce waste. This includes establishing a comprehensive, online, asset management system to enable everyone to know what equipment we have and where it is.

We will continue to work with our IT supplier to research, implement, and communicate a progressive disposal policy for upgrading IT equipment including phones and laptops.

We already offer refill discounts; use compostable, wooden cutlery and cardboard cups for events; and will continue to explore opportunities to improve practice, particularly through communication with members and ticketholders.

We will continue to work towards reducing waste to landfill, including exploring how to introduce food waste storage and composting or collection arrangements for all our offices/buildings.

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will introduce weighing and counting of waste bags and recycling into all cleaning/collection contracts and improve the range, signage, and visibility to increase recycling rates and reduce recyclables contamination. This will be linked to a communications campaign for members and staff. Outcome: increase recycling.

We will improve the way we dispose of unwanted equipment, seeking partners who can re-use or giving staff opportunities to join repair cafes and refurbish items. Outcome: life of equipment is extended.



zero carBOn

Making buildings energy
efficient and supplying all
energy with renewables

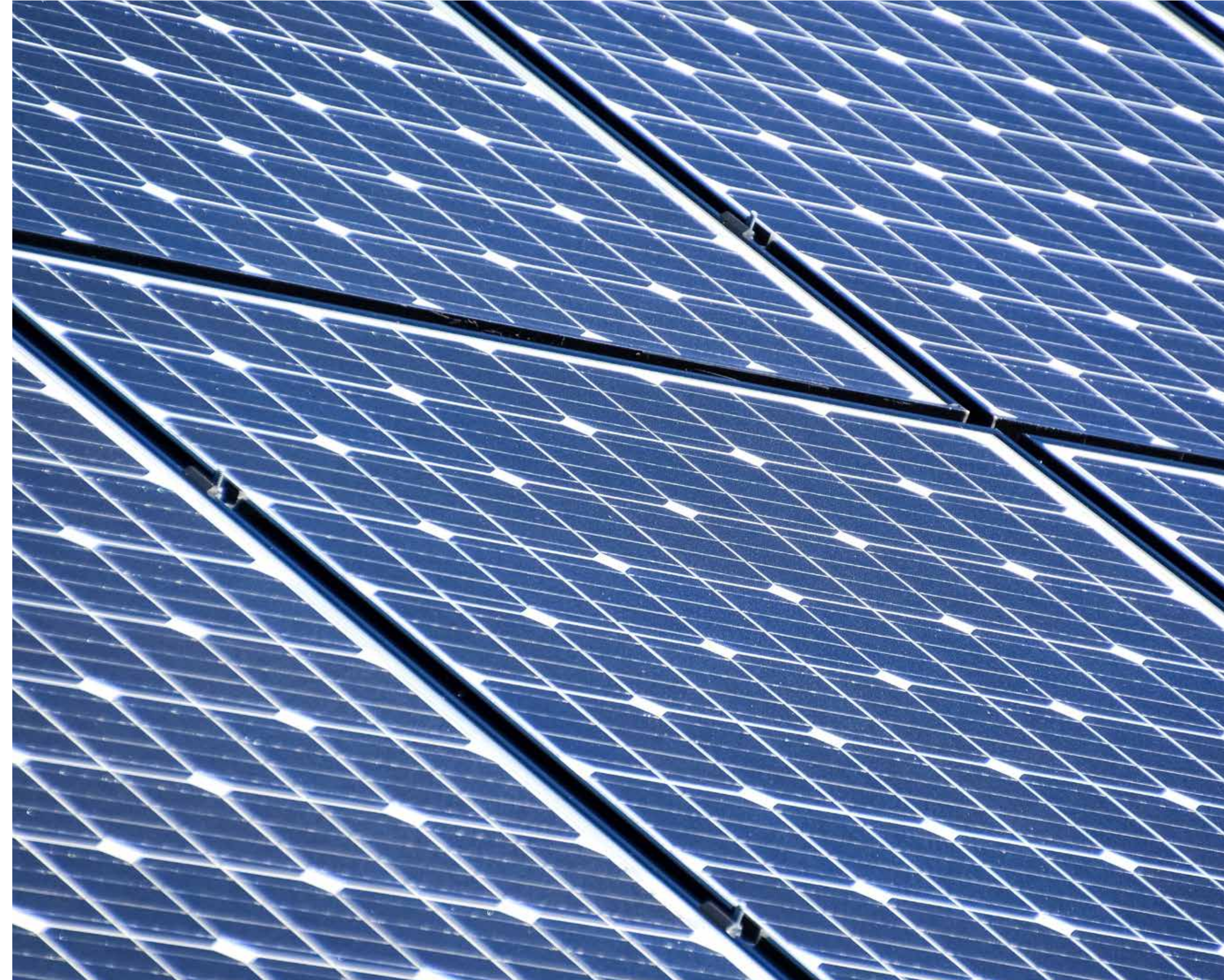


Our Vision

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

To become a net zero carbon organisation.
We want all our buildings to be as energy efficient as possible and to run on renewable energy; and to extend this to our supply chain, our members, and our customers.

Real Ideas recognises the climate emergency, and so prioritises this theme for action.





Our Goals

- We will set a “zero carbon emissions” target date with a road map to achieve it.
- We will ensure that all our buildings are as energy efficient as possible.
- To steadily improve our carbon footprint data collection and analysis.
- To progressively extend the scope of our carbon footprint from a focus on our own buildings to one that includes our work from home, commutes, our suppliers, and then the embodied emissions of our equipment and materials.
- Seek opportunities for our own renewable energy generation (e.g. solar panels).
- To be known for encouraging and supporting our members and stakeholders to save energy, to use renewable energy and to cut their carbon emissions.
- To offset the carbon emissions we cannot avoid, as a last resort.



Targets & Indicators:

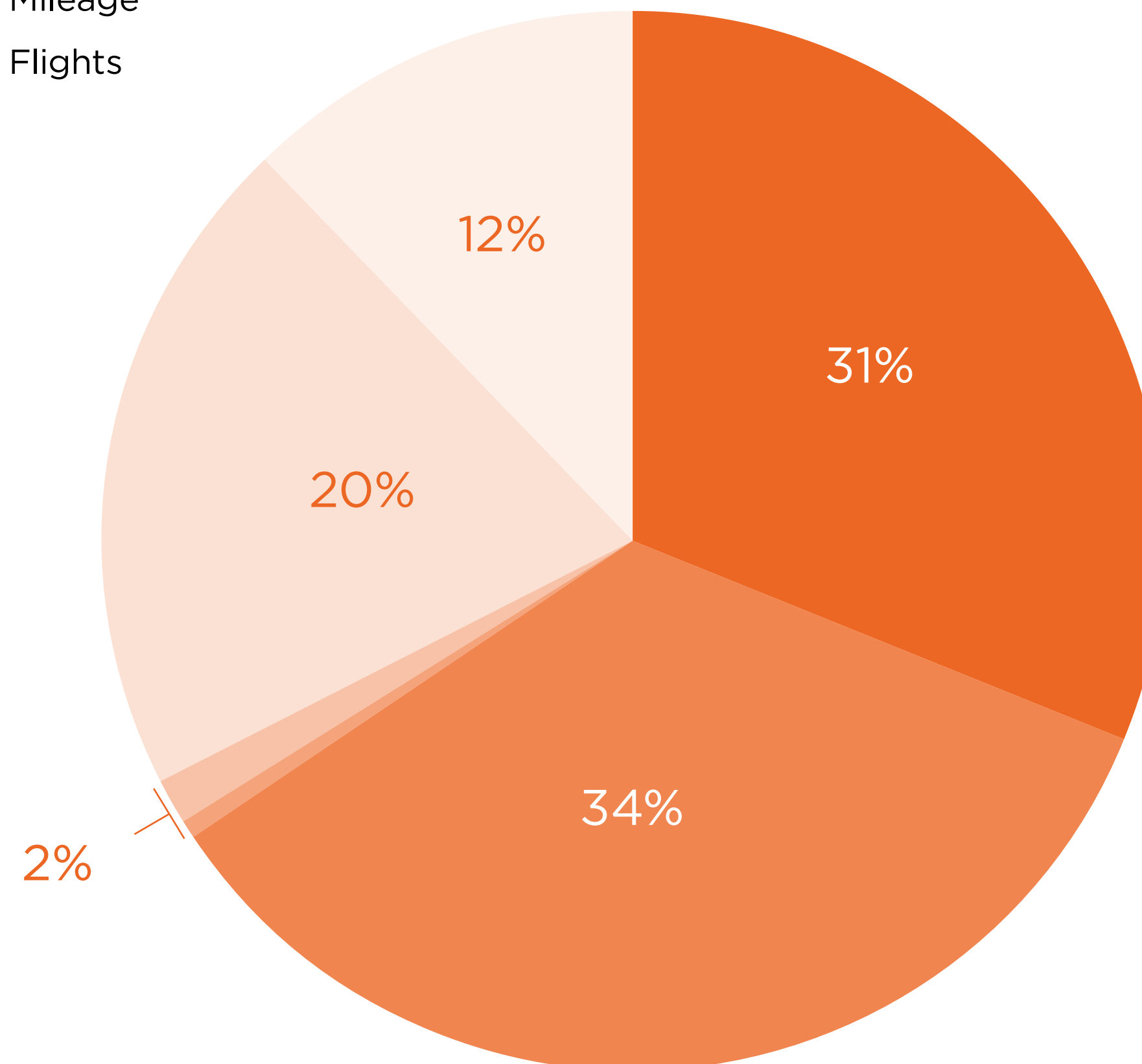
- We will have seen an increase in the number of energy reduction/efficiency initiatives in a year.
- Direct Greenhouse gas emissions Scope 1 (from our own operations).
- There will be a significant annual reduction in the carbon footprint of our buildings.
- We will have achieved and keep 100 % renewable energy bought for our electricity use.
- We will have improving Energy Performance Certificate ratings for our buildings.
- There will be good BREEAM ratings for our building projects, especially the Energy/Carbon score).
- We will have a good picture of our indirect greenhouse gas emissions (Scopes 2 & 3) in the medium - long term).
- We will have an increased focus on energy efficiency within Real Ideas' programme and communications.



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

- Electricity
- Gas
- Water
- Waste
- Mileage
- Flights



Electricity & Gas made up just over half of Real Ideas' carbon footprint in the last “normal” year, April 2019 to March 2020. Car mileage accounted for a fifth, and flights 12%.

We might think that Real Ideas' overall carbon footprint has reduced significantly since March 2020 due to drastically reduced commuting and business mileage (see Travel & Transport section) as well as having little need for energy use in our offices and buildings.

But Research from WSP UK, a London-based consulting firm specialising in engineering, shows that working from home in the UK may only be more environmentally friendly in the summer. Examining the carbon output of 200 UK-based workers across different locations, researchers found that the environmental impact of remote work was higher in the winter due to the need to heat individual workers' buildings versus a few office buildings.



Where we are now?

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy**
- Glossary of terms

We need to do the modelling to estimate our carbon footprint for the “working from home year” April 2020 - March 2021, but the WSP research suggests much a much higher working from home carbon footprint because most UK heating systems are for the whole house. As air conditioning is rare in UK homes, our work from home footprint is lower in summer, but this does not outweigh the winter impact, the research suggests. We have more work to do to understand the detail and implications of this.

Re: data, Finance staff had to work hard to collect data across several areas of our operations for the last “normal year”, April 2019-March 2020, to give us a baseline year against which we can measure future performance. It has thrown up some significant issues in the capture, availability, and time-consuming nature of data collection itself. It took longer and was more difficult than expected; diminishing returns also mean that chasing hard-to-obtain or small amounts of data for small offices is simply not an effective use of staff time. This is the data collected thus far:

Units	Usage	DGH	OS	Liskeard	St Austell	Total
kWh	Electricity	106,989	109,961	15,541	1,534	234,026
kWh	Gas	73,883	257,260	-	-	331,093
m ³	Water	560	292	56	-	908
Tonne	Waste	71	67	-	-	139
Miles	Milage	131,871	-	-	-	131,871
Miles	Flights	73,704	-	-	-	73,704



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

So, we only have a partial picture of our overall baseline carbon footprint. And we will need to measure future performance against our baseline carefully to ensure that we are measuring “like for like”. We will also need to improve our data availability and capture over time to supply a fuller picture and be able to track the changes in our annual carbon emissions.

We don’t really have a true picture either of the carbon emissions impact of our increased online presence and practices. Large data centres are energy-hungry and unless they are run on renewables, contribute increasingly to global carbon dioxide emissions.

Anecdotally staff tend to leave laptops on more than they need to during breaks / time away from the desk during the working day. This means emissions from more energy use than necessary, not least because laptop fans must come on to cool the devices; this can reduce laptop life itself.

Part of the raison d’être for Real Ideas has been to restore and regenerate old and historic buildings, bringing new creative and economic vibrancy to buildings and the surrounding areas.

These buildings were built in a bygone age, before the era of energy efficiency and often involving large airy spaces that are challenging to heat and keep warm, even sometimes to light. Listed Building status further limits the range and scope of changes that are even allowed, so we need careful consideration of retrofitting things like insulation, draft excluders etc.

In practice, there have been significant restrictions - therefore - to making these buildings energy efficient and this is especially true for Devonport Guildhall and the Market Hall.

While we should aspire to achieve an “Excellent” rating in all conversions and building works under the Building Research Establishment Environmental Assessment Method



Where we are now?

Introduction
One Planet Living Framework
Our Action Plan
Our Priorities for 21 – 22
Health & Happiness
Equity and local economy
Culture & Community
Land & Nature
Sustainable Water
Local & Sustainable food
Sustainable Materials & Products
Sustainable Travel & Transport
Zero Waste
Zero Carbon Energy
Glossary of terms

(BREEAM, which is broader in scope than just energy), we have to acknowledge that this has just not been achievable in some cases.

Other buildings can bring different energy challenges, as was the experience with the former Redruth offices at both CN4C and Station Road. These were south facing with large windows and so experienced their own “greenhouse effect”: spells of spring and summer sunshine could often lead to over-heating. This inevitably led to fans and even a portable air-con system being used to make conditions bearable to work in. Cooling can also be energy-hungry, especially as extreme weather events like heatwaves become more common due to climate change (this is an unwelcome “feedback loop” that it is easy for office workers to get caught up in). Good natural ventilation is important.

Our Energy procurement management agency Smarta says Haven Power are our supplier of choice - on Real Ideas’ instruction - when sourcing power contracts as they supply 100% renewable Biomass Energy for our electricity use.





Where we are now?

Renewable energy pricing with certain suppliers has now levelled out and is not considered to be a problem in terms of higher costs.

Most of our buildings' energy use, though, comes from gas and there has been limited scope to date to use anything else or to make this renewable (Ecotricity has a "Bio-gas" tariff) - though this is changing, so procuring "green gas" is being explored by Smarta as it is more readily available now.

In the past we have done valuable work with eco events organisation "Julie's Bicycle" to show the carbon footprint of events like Illuminate; we have also used modelling to estimate the carbon footprint of certain programmes on a standard CO2 emissions per square metre calculation to meet funders' requests.

We are also introducing measures like motion-sensor lighting into buildings, e.g., at Ocean Studios.

Work with ITEC is underway to review our print operations and set defaults to reduce environmental impacts including carbon emissions. Staff are also being advised about unnecessary communications ("Reply to All") and other protocols.

Contract managers' report that funders - notably the Arts Council - increasingly demand evidence of our environmental performance, notably to reduce carbon emissions, and this Action Plan is prompt and welcomed in the context of that reporting.



Direction of travel

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy**
- Glossary of terms

We will continue to check and review data collected by the Finance Team to shape future work, to get a clearer picture about data gaps and ways of filling them. This includes researching authoritative sources for CO2 footprint per staff member FTE for homeworking, to develop a more realistic picture of the 2020/1 carbon footprint.

We will continue to work with our IT service provider to set up best practice re laptops to enable clear, simple messages to staff about carbon emissions, energy efficiency and laptop life, to encourage behaviour change. Similarly, for phone charging to get best life and efficiency from our new phones.

We will continue to review green energy suppliers, particularly seeking to reduce use of gas and obtain “Green Gas” for all our buildings through Smarta when the current contracts end.

We will budget for and roll out programme of independent environmental assessment across all buildings to develop an action list of energy (and water) efficiency measures covering equipment, lighting, thermostats, insulation, glazing, air circulation and cooling. This should include Energy Performance Certificates and the feasibility of installing renewable energy generation. Energy performance will inform future re-location.

We will continue to work with Plymouth City Council on the feasibility of Real Ideas joining the next generation of low carbon district heat networks and explore the feasibility of renewable energy generation for our buildings’ heat and electricity.



- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity and local economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy**
- Glossary of terms

Between July 2021 and 2022 the specific actions:

Real Ideas will take:

We will explore smarter heating/energy management
in our buildings by using remote/mobile technology.

Outcome: improved energy management

We will announce “Net Zero Carbon emissions” target date
and road map and we will explore the cost and programming
implications of offsetting the emissions we cannot avoid,
to achieve net zero carbon dioxide emissions. Outcome:
achieving net zero carbon.



GLOSSARY OF Terms



Glossary of terms

- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity & Local Economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms**

We have tried to keep our One Planet Living plan as clear, practical and straightforward as possible – so that we all know what we are trying to achieve together and, just as importantly, why.

However, it is a big, broad and ambitious plan and it covers a lot of ground. Why is that? Well, we face a big challenge and can’t approach this area in a small scale or piecemeal way – though we do of course recognise that lots of small, concrete and coherent actions can join up to make a big difference.

So, whilst we are trying to be as clear and concrete as possible, we have to take care not to oversimplify too – hence this glossary where we explain some of the concepts, ideas and terminology that we are wrestling with as we try to make the biggest difference we can together.

These are often big concepts and ideas, and we are trying to change, work in innovative ways and forge new paths in relation to them. Language, definitions and understanding really matter because they affect our focus, intention and the impact we seek. We are learning and developing as we go, and we can’t necessarily rely on old logic, ideas, terms or frameworks either. They are often part of the problem. We are trying to change or escape from some of these old ways of thinking and acting.

We have also realised that it is important not to separate out ‘social’ from ‘environmental’ – as we might have done in the past – because what we do as people, how we behave and the actions we take in the places we live, and work are so intrinsically bound up with the world around us. If we are serious about making a difference, we can’t be narrow and we can’t see ‘environment’ as something completely separate from each of us, how we live, how we feel and the work we all do even if, for many of us, this work has a predominantly social focus (e.g. supporting young people, helping organisations, encouraging the development of social enterprise etc.) We think this separation has been part of the problem.

We are aiming to broaden the regenerative approach that we take to the people we work with, the buildings we bring back into productive use, and the communities we support and apply this strength and approach to the environment and the natural world. Therefore, not just seeking to limit damage or ameliorate, but develop and grow.



Glossary of terms

Collective activity: is the activity of a group of people who interact to carry out a task.

Environmental Value: the cumulative value of the environment in a wide range of interrelated ways, each of which can be grown or depleted to produce an overall balance at any one time. We want to be broad and holistic about how we approach environmental value, and it includes:

1. Aesthetic value - appreciating beauty through the senses.
2. Cultural value - Maintaining the attitudes and practices of a specific group of people.
3. Ecological value - Maintaining the integrity of natural systems.
4. Economic value - ecosystem services (e.g., fresh water, clean air, pollination etc) and the exchange of natural capital (e.g., timber, agricultural land etc) for money.
5. Health value – biophilia and eco psychology show the fundamental importance of natural environments to human health and wellbeing
6. Educational Value – valuing nature as a resource for study

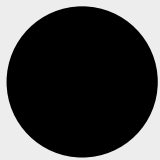
Exploitation is the act of selfishly taking advantage of someone or a group of people in order to profit from them or otherwise benefit oneself/ the organisation one works for. Exploitation can be social, environmental or financial and, as above, these often intertwine.

Fairly Traded: bought and sold in a way that makes certain that the people who produce goods receive a fair price. It’s when the price we pay for products gives enough to producers for them to afford life’s essentials - like food, education and healthcare. The term is often used when producers in developing countries are paid a fair price for their work, by companies in developed countries, but it can also apply within countries and between producers and consumers with different amounts of power.

One Planet Living is a vision of the world in which people enjoy happy, healthy lives within their fair share of the earth’s resources, leaving space for wildlife and wilderness.

Participatory democracy or participative democracy - a model of democracy in which citizens are provided power to make political decisions. It is primarily concerned with ensuring that citizens are afforded an opportunity to participate or otherwise be involved in decision making on matters that affect their lives.

Regenerative practice: when used in relation to the environment this term implies active renewal or restoration activity, e.g. of a biological system (such as a forest, a peat bog, heathland, or wildflower meadows) after destruction, loss or damage; relating to something growing or being grown again.



- Introduction
- One Planet Living Framework
- Our Action Plan
- Our Priorities for 21 – 22
- Health & Happiness
- Equity & Local Economy
- Culture & Community
- Land & Nature
- Sustainable Water
- Local & Sustainable food
- Sustainable Materials & Products
- Sustainable Travel & Transport
- Zero Waste
- Zero Carbon Energy
- Glossary of terms**

Glossary of terms

Social value: is the quantification and summative understanding of the relative importance that people place on the developments they experience in their lives. By changing the way we understand, account for and create value, we believe that we will end up with a world with more equality and a more sustainable environment. We want to see social and environmental value (often intertwined) given more focus when set alongside financial value.

Sustainability: meeting our own needs without compromising the ability of future generations to meet their own needs (aka “not cheating on our children and grandchildren”).)

In addition to natural resources, we also need social and economic resources; but there is a bottom line about environmental ones: humanity must change to live off the earth’s interest, not its capital (i.e. live like there is one planet, not 3.5 of them). Sustainability is the avoidance of the depletion of natural resources in order to maintain an ecological balance. As above, it can also imply, require or entail regenerative action to counter the degrading effects of human action. Therefore, embedded in most definitions of sustainability we also find concerns for social equity and economic development – and we have chosen the OPL framework for this reason too, because we are concerned with this broader definition of sustainability.

Contact

Real Ideas Organisation,
Devonport Guildhall,
Ker Street,
Plymouth
PL1 4EL.

0330 223 4158
info@realideas.org