



Sustainable Development Management Plan 2025 – 2030

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Environmentally Sustainable Development Management Plan for Living Glory Social Care

1. Executive Summary

Living Glory Social Care, a domiciliary agency established in 2012, provides a range of home care services to individuals with varying needs. As part of its corporate social responsibility, Living Glory is committed to integrating sustainable practices into its operations to promote environmental stewardship, conserve resources, and reduce its carbon footprint. This Environmentally Sustainable Development Management Plan (ESDMP) aims to outline strategies, initiatives, and actionable steps to ensure the organization contributes positively to the environment while maintaining the highest level of care for clients.

This plan will cover areas such as waste management, energy conservation, sustainable procurement, employee education, and reducing environmental impact from travel. The goal is to align with both the UK government's sustainability targets and global environmental standards, focusing on reducing the organization's ecological footprint over the next five years.

2. Introduction

The environment is one of the most critical concerns in modern-day business operations. With increased global awareness of the challenges posed by climate change, resource depletion, and environmental degradation, businesses across industries are seeking ways to make their operations more sustainable. For Living Glory Social Care, operating a sustainable business goes hand in hand with providing quality care services.

As a domiciliary care provider, Living Glory Social Care understands that its activities—such as transportation, procurement, and daily operations—have a direct impact on the environment. This Environmentally Sustainable Development Management Plan aims to:

- Minimize the environmental footprint of the agency's operations.
- Ensure the sustainable use of resources in providing care services.
- Contribute to the wellbeing of the community and future generations by adopting greener practices.
- Engage employees, clients, and suppliers in sustainability initiatives.

3. Company Overview

Living Glory Social Care was founded in 2012 with the mission of providing high-quality domiciliary care services to vulnerable individuals, including the elderly, those with disabilities, and people requiring post-hospital care. The organization serves hundreds of clients across its service area and employs a dedicated team of caregivers, managers, and support staff.

Living Glory's services include:

- Personal care, such as assistance with bathing, dressing, and hygiene.
- Medication management.
- Meal preparation and nutritional support.
- Companionship and emotional support.
- Community services and activities.

The agency prides itself on being responsive to the needs of its clients and fostering a supportive and nurturing environment for both its employees and service users. As part of its long-term vision, Living Glory seeks to become a leader in environmental sustainability in the social care sector.

4. Sustainability Vision and Objectives

Living Glory's sustainability vision is to become an environmentally responsible domiciliary care provider that minimizes negative environmental impacts and contributes to a healthier planet. This vision aligns with the agency's broader mission of enhancing the quality of life for its clients by creating a cleaner, healthier environment for future generations.

Objectives of the ESDMP:

1. **Reduce Waste:** Implement waste management practices that prioritize recycling, reuse, and responsible disposal to minimize waste sent to landfill.
2. **Energy Conservation:** Reduce energy consumption across the organization's operations, focusing on more efficient use of energy in offices and during care delivery.
3. **Sustainable Transportation:** Encourage sustainable transportation options for staff, such as carpooling, use of public transport, or electric vehicles.
4. **Green Procurement:** Prioritize environmentally friendly products and suppliers, including sustainable sourcing for office equipment and eco-friendly care products.
5. **Employee Engagement:** Foster a culture of sustainability among employees by offering training, encouraging sustainable practices, and recognizing green initiatives.
6. **Minimize Carbon Footprint:** Establish and meet reduction targets for Living Glory's carbon emissions over the next five years.
7. **Compliance and Reporting:** Ensure all environmental practices meet or exceed regulatory standards and are transparently reported to stakeholders.

5. Key Focus Areas

5.1 Waste Management

The primary aim of Living Glory's waste management strategy is to minimize the volume of waste generated, especially single-use items, and to promote recycling and responsible disposal. In a domiciliary care setting, the main sources of waste include:

- Personal protective equipment (PPE) such as gloves, masks, and aprons.
- Medical waste including dressings, bandages, and medications.
- Office waste, such as paper, packaging, and electronic waste.

Strategies:

- Implement a waste segregation system that distinguishes between recyclable, hazardous, and non-recyclable waste. This is available at St George's Hub property.
- Partner with waste management companies that offer recycling and ethical disposal of medical waste.

- Encourage staff to reduce paper use and move towards digital documentation where possible.
- Set up collection points for recyclable items in the office and community areas.
- Transition to biodegradable PPE where safe and feasible.

5.2 Energy Efficiency

Reducing energy consumption is critical for mitigating environmental impact. The focus will be on decreasing energy use in both administrative offices and care-related activities.

Strategies:

- Conduct an energy audit to identify key areas of excessive energy consumption.
- Install energy-efficient lighting (e.g., LED bulbs) and motion sensors in offices and common areas.
- Encourage the use of energy-efficient appliances and technologies.
- Promote best practices for energy use, such as turning off equipment when not in use and reducing standby power consumption.
- Transition to renewable energy sources, such as installing solar panels or sourcing energy from green suppliers where feasible.

5.3 Sustainable Transportation

As a domiciliary care provider, transportation constitutes a significant part of Living Glory's environmental impact. Staff regularly travel to clients' homes to provide care, which results in emissions from fuel consumption.

Strategies:

- Introduce a carpooling program or incentivize employees to share rides when visiting nearby clients.
- Encourage the use of public transportation by providing subsidies or promoting travel cards for staff.
- Investigate the feasibility of incorporating electric or hybrid vehicles into the agency's fleet.
- Use route planning tools to optimize travel schedules, minimizing unnecessary trips and reducing fuel consumption.
- Promote cycling for staff who live close to clients by offering cycle-to-work schemes.

5.4 Green Procurement

Living Glory has the potential to make a positive environmental impact by making responsible purchasing decisions. The agency can contribute to sustainability through eco-friendly and ethically sourced products.

Strategies:

- Develop a procurement policy that prioritizes suppliers offering sustainable, fair-trade, and locally sourced products.
- When purchasing medical supplies, prioritize those made from biodegradable or recyclable materials.
- Encourage the use of sustainable packaging when sourcing food and hygiene products for clients.
- Source energy-efficient equipment and technology for offices and client use.
- Build relationships with suppliers that adhere to environmental standards and certifications.

5.5 Employee Training and Engagement

Creating a culture of sustainability within the organization is essential for achieving long-term goals. Employees buy-in is critical for the success of the ESDMP.

Strategies:

- Provide training and workshops to employees on environmental best practices and sustainable care delivery.
- Encourage staff to contribute to the sustainability agenda by forming a “Green Team” to develop and promote initiatives.
- Implement an employee recognition program to reward individuals or teams that demonstrate leadership in sustainability.
- Integrate sustainability into daily operations, such as reducing waste during care provision and ensuring responsible use of resources.
- Develop communication channels, such as online newsletters or brochures, dedicated to sustainability updates and tips.

6. Implementation Plan

The successful implementation of this ESDMP will require a phased approach over the next five years. The following action plan outlines key milestones, responsibilities, and timelines.

Phase	Action	Responsible Party	Timeline
Phase 1: Assessment and Preparation	Conduct an environmental audit of current practices, establish baseline data for waste, energy use, and carbon emissions.	Registered Manager	January 2025
Phase 2: Staff Training and Awareness	Roll out employee sustainability training and establish the Green Team.	HR and Training Department	March 2025

Phase 3: Waste Reduction Initiatives	Implement waste separation systems and reduce single-use items.	Office Managers, Caregivers	June 2025
Phase 4: Energy Efficiency	Begin transition to energy-efficient lighting and conduct energy audits.	Facilities Manager	September 2025
Phase 5: Sustainable Transport	Introduce carpooling, public transport subsidies, and explore electric vehicle options.	Transport Coordinator	October 2025
Phase 6: Green Procurement	Update procurement policies to prioritize sustainable suppliers.	Procurement Manager	December 2025
Phase 7: Continuous Monitoring and Reporting	Monitor progress towards targets and report to stakeholders annually.	Operations Manager	Ongoing

7. Monitoring and Evaluation

Effective monitoring and evaluation will be essential to track the success of this plan and make necessary adjustments. Living Glory will use key performance indicators (KPIs) to evaluate progress, such as:

- Percentage reduction in waste sent to landfill.
- Energy consumption in office location.
- Number of staff participating in carpooling or public transport programs.
- Carbon emissions reductions compared to baseline data.

Regular sustainability reports will be published annually, providing transparency on Living Glory's environmental performance and progress towards its goals.

8. Stakeholder Engagement

Living Glory's commitment to sustainability extends to its clients, employees, suppliers, and the wider community. The agency will engage with stakeholders by:

- Involving clients in sustainability discussions, such as promoting recycling and energy-saving measures in their homes.
- Partnering with local environmental organizations to support broader sustainability initiatives in the community.
- Encouraging feedback from staff and clients on how Living Glory can improve its sustainability practices.

9. Conclusion

Living Glory Social Care recognizes that environmental sustainability is a shared responsibility, and as a provider of domiciliary care, the agency is uniquely positioned to make a meaningful

impact. This Environmentally Sustainable Development Management Plan (ESDMP) outlines a comprehensive approach to reducing the organization's environmental footprint while continuing to deliver exceptional care services. By focusing on key areas such as waste management, energy efficiency, sustainable transportation, green procurement, and employee engagement, Living Glory will integrate sustainability into every aspect of its operations.

The implementation of this plan will contribute not only to environmental protection but also to the overall wellbeing of the communities Living Glory serves. Through regular monitoring, evaluation, and stakeholder engagement, the agency will ensure that its sustainability goals are achieved and that its practices remain aligned with industry standards and regulatory requirements.

Living Glory's commitment to sustainability is a long-term investment in the future, benefiting the environment, employees, clients, and society as a whole. As the agency continues to evolve, it will remain focused on reducing its carbon footprint, conserving resources, and leading by example in the social care sector. By embedding these principles into its operations, Living Glory aims to be both a trusted care provider and a responsible environmental steward for generations to come.