Carbon Reduction Plan

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About BHT Sussex

BHT Sussex is both a housing association and a homeless prevention charity, delivering essential services across Brighton & Hove, Eastbourne, Hastings and West Sussex.

Our organisation operates from multiple offices, including shared premises, and provides supported accommodation and a day centre for individuals experiencing homelessness. As a housing association we manage around 740 tenanted properties.

Our Commitment to Net Zero

BHT Sussex is committed to achieving Net Zero greenhouse gas emissions by 2050. This pledge reflects our dedication to environmental sustainability and responsible service delivery.

Emissions Reporting Methodology

We follow the Greenhouse Gas Protocol's Corporate and Value Chain Standards (ghgprotocol.org) to account for emissions.

These standards classify emissions in three scopes:

- Scope 1 – Direct emissions from company-owned vehicles, fuel combustion, processes, or leakages.
- Scope 2 – Indirect emissions from purchased energy (electricity, heating, cooling).
- Scope 3 – Emissions occurring across our value chain, both upstream and downstream, as a result of our operations.

All emissions are measured in carbon dioxide equivalents (CO2e), which account for the varying global warming potentials of different greenhouse gases (e.g. carbon dioxide, nitrous oxides, methane etc.).

We have used the UK Government's greenhouse gas reporting conversion factors, to calculate our emissions.

Baseline Emissions Footprint

Our baseline year is the 2022 - 2023 financial year, which serves as the reference point for tracking future emissions reductions.

During this period:

- Turnover: £16,929,933
- Full-Time Equivalent (FTE) Employees: 292

Baseline Emissions – Financial Year 2022 - 2023

Baseline year 2022 - 23	
Emissions	Total (tCO2e)
Scope 1	375.27
Scope 2	0
Scope 3	154.53
Total	529.8

Additional information

Scope 1 - Covers gas used across the organisation.

Scope 2 - Covers electricity used across the organisation - our electricity supplier is carbon neutral.

Scope 3 - Emissions:

a) Upstream transportation and distribution - not applicable.

b) Waste generated in operations - not included in this report. We are working on methodology for data collection across our multiple offices and supported accommodation and drop-in services to include in our next Carbon Reduction Plan.

c) Business travel - included. Employee travel - frontline staff visiting clients and tenants across Sussex in support services and mileage from leased vans used by our repairs team.

d) Employee commuting - included. Data used from 2021/ 2022 employee travel survey.

e) Downstream transportation and distribution - not applicable.

Emissions per employee	1.81	Emissions per £1k turnover	0.03

Current Emissions footprint

For the financial year April 2025 - April 26 turnover was £18,994,474.

The business had 239 full time equivalent (FTE) employees.

Year 2025 - 26	
Emissions	Total (tCO2e)
Scope 1	302.9
Scope 2	0
Scope 3	243.4
Total	546.3

Additional information

Scope 1 - Covers gas used across the organisation.

Scope 2 - Covers electricity used across the organisation - our electricity supplier is carbon neutral.

Scope 3 Emissions:

a) Upstream transportation and distribution - not applicable.

b) Waste generated in operations - this year waste generated by contractors undertaking work for Housing Services - as far as available, is included for the first time, alongside data from across our offices, supported accommodation and drop in services. We are working to improve data collection across all areas of operations.

c) Business travel - included - employee travel - frontline staff visiting clients and tenants across Sussex in support services and mileage from leased vans used by our repairs team.

d) Employee commuting - included - employee commuting survey undertaken in 2025.

e) Downstream transportation and distribution - not applicable.

Emissions per employee	2.28	Emissions per £1k turnover	0.03

2023 - 2024

In 2023 - 2024, our total emissions decreased by 70.37 tCO_2e, representing a 13% reduction compared to the baseline.

This reduction was primarily due to a decrease in Scope 1 emissions, specifically from reduced gas usage across our properties.

2024 - 2025

In contrast, emissions increased by 96.82 tCO_2e compared to the baseline year. This rise was driven by:

- Scope 1: Gas usage increased by 35.4 tCO_2e, reaching 405.8 tCO_2e.
- Scope 3: Emissions from employee business travel and commuting both rose.

2025 - 2026

Total emissions calculated increased by 16.5 tCO2e.

Scope 1: Gas usage reduced by 72.5 tCO2e compared to the baseline year.

Scope 3: total emissions 88.9 tCO2e increase from our baseline. We have captured more data on waste.

Scope 3 Emissions Breakdown

- **Business Travel:**

Total emissions have reduced very slightly from our 2022 baseline of 32.69 to 32.09.

Our Housing Services and frontline teams use personal vehicles to deliver responsive services across Sussex. Emissions are influenced by employee location and service delivery needs.

We are actively working to reduce travel-related emissions through improved journey planning and promoting the use of lower-impact vehicles.

- **Employee Commuting**

No change 179.86 tCO_2e.

- **Commuting data is from survey undertaken in 2025. We will repeat the survey in 2027.**

- **Waste**

We first included waste in our 2024 calculation and continue to develop a more accurate system for collecting waste data across our offices, supported accommodation, drop-in centres and this year have included data provided by contractors supporting our housing services. Based on data collected for 2025 emissions were 31.45 tCO_2e.

Carbon Hotspots and Reduction Focus

Energy use

Many of our properties were built prior to 1900 and converted from other uses. These properties are difficult to heat and expensive to retrofit. We are actively seeking funding for:

- Improving insulation
- Upgrading heating systems

- Replacing outdated lighting with LEDs and PIRs

and

- Promoting energy-saving behaviours among employees, clients and tenants

Employee travel

Our services span East and West Sussex, including areas with limited public transport. We encourage:

- Efficient journey planning.
- Vehicle sharing where possible.
- Our repairs team currently operates two leased diesel vans. We are researching suitable low-emission alternatives.
- Use of public transport where available.
- Active travel.

Employee Commuting

Our operations are spread across Sussex, covering areas poorly served by public transport. Where possible, remote meetings are used but the nature of our support services requires staff to travel to places of work. While we encourage lift sharing and use of public transport, reducing emissions in this area will to a large extent depend on decarbonising vehicles.

Maintenance and repairs

This area involves a complex supply chain, including both an in-house repairs team and external contractors. We are exploring ways to monitor and account for and minimise emissions from this area.

Actions

Quick wins - Now (1-3 months)

- Encourage services to manage business mileage more efficiently.
- Promote behaviour change through regular employee, client and tenant communications focused on:
    - Low-impact travel
    - Energy saving
    - Waste reduction and reuse

Core Actions – Next (3-12 months)

- Continue identifying funding for insulation and energy upgrades.
- Currently developing service-specific environmental plans for accommodation-based services, including energy awareness initiatives.

Commitments and Targets

BHT Sussex is committed to aligning with the latest climate science and the global goal of limiting warming to 1.5°C. Our targets are:

- 30% reduction in carbon emissions by 2030.
- 90% reduction by 2050.

We acknowledge that achieving these targets is challenging and depends on external factors such as:

- Availability and affordability of low-emission vehicles.
- Access to public transport.
- Funding for building upgrades.
- Decarbonisation of the maintenance/ retrofit supply chain.

We will report progress annually and remain committed to the actions outlined in this plan. Our efforts will be supported by the decarbonisation of the national grid, heating infrastructure, transportation systems and future innovations. This Carbon Reduction Plan is a live document and targets and actions will be reviewed regularly.

Reporting Standards

This Carbon Reduction Plan complies with PPN 06/21 and associated guidance and reporting standards. Emissions have been calculated using the Greenhouse Gas Protocol and the UK Government's GHG reporting conversion factors.

We focus on Scope 1 and 2 emissions and relevant Scope 3 emissions over which we have operational control.

By approving this document, BHT Sussex acknowledges a clear understanding of its key emissions sources and commits to meaningful action to reduce them.