

**Helping you
navigate
sustainability
with confidence**



Contents

It's time to take action on sustainability.....	03
Why study with Activate Learning	04
Working in Partnership	05
An Introduction to Sustainability.....	06
Induction Training in Sustainability	07
Sustainability for Managers	09
Sustainability for Business Leaders	10
Sustainability for Strategic Decision Makers	11
10-week Skills Bootcamp in Sustainability.....	13
Start your sustainability journey with Activate Learning	18



It's time to take action on sustainability

We're living in a world where sustainability is an ever-growing priority – customers are making more informed decisions, employees are choosing to work for organisations that are tackling environmental issues, and regulations are evolving to become more rigorous. This is all resulting in businesses facing increasing pressure to change the way they operate.

With sustainability touching every area within an organisation, it can feel overwhelming to know how to get started or where to go for information to make the right changes. But embracing sustainability could be an opportunity – helping your business become more resilient.

With the right support, you could make more of an impact than you might think. And that's where Activate Learning comes in. As a leading provider of sustainability courses specifically for SMEs, we can help you on your journey.

Why study with Activate Learning

We can help your business take meaningful steps towards becoming more sustainable. Developed in partnership with local businesses that are leading the way in sustainability, our courses equip you with the knowledge and resources you need to navigate sustainability with confidence.

Award-winning learning

Our sector-leading approach to learning has been recognised by the Association of Colleges – we've been awarded two Beacon Awards for our use of technology and practical approach.



Accessible

Our courses are designed to work around you and sessions are predominantly held online.



Practical

We'll equip you with the tools you need to assess your business's current impact.



Skills-focused

Build the skills you need to embed sustainable practices within your business.



Sustainability experts

Learn from industry experts with real experience in making their business more sustainable.



Comprehensive

Gain a clear understanding of the key areas of sustainability you need to take action on.



Grow your network

Interact with like-minded individuals who share your passion for sustainability.

Working in Partnership

Activate Learning has partnered with Bioregional, an award-winning purpose-led sustainability consultancy, to develop a series of short courses in sustainability.

Bioregional supports businesses and organisations to transition to a net-zero carbon, circular, and sustainable future, and works with partners to create homes, workplaces, and retail destinations that enable sustainable living.

Bioregional helped develop BedZED – the UK’s first major sustainable community in South London which was completed in 2002. From the learnings of this project, Bioregional created the One Planet Living framework with WWF – comprising ten simple sustainability principles with detailed goals and guidance on how to ensure we live within the planetary boundaries of our one planet, Earth.

Since then, Bioregional has accrued over 20-years’ experience working with a wide range of organisations from small businesses and charities to large multinationals on calculating their carbon footprint, setting net zero targets, and developing sustainability strategies and reports.

Visit Bioregional’s [website](#) to find out more about their impactful work and access useful sustainability resources and case studies.



An Introduction to Sustainability

A 1 hour+ course to help you understand the importance of sustainability

Developed in partnership with Bioregional, this 1hr+ online programme will kickstart your sustainability journey with an overview of corporate sustainability concepts, benefits, trends, and actions.

After this course, you will feel clearer on what sustainability means for you and your business and feel confident to start conversations and take action within your organisation.

What does this course cover?

- Sustainability concepts and the global context
- The benefits of sustainability
- Carbon emissions and net zero
- Wider sustainability trends and case studies
- Communicating and inspiring action on sustainability
- Building trust with stakeholders and developing impactful communications



Location

Online



Duration

1 hour+

**Find out more
and enrol**



Induction Training **in Sustainability**

A 1-hour+ course for introducing sustainability to new employees

Looking to imbed sustainability into your staff induction programme?

Developed in partnership with Bioregional, this 1hr+ online programme will kickstart your workforce's sustainability journey with an overview of corporate sustainability concepts, benefits, trends, and actions.

After this course, your staff will feel clearer on what sustainability means for them and your business and feel confident to start conversations and take action within your organisation

What does this course cover?

- Sustainability concepts and the global context
- The benefits of sustainability
- Carbon emissions and net zero
- Wider sustainability trends and case studies
- Communicating and inspiring action on sustainability



Location

Online



Duration

1 hour+

**Find out more
and enrol**



Course Content

Sustainability Concepts and the Global Context

This section will introduce key definitions around sustainability, cover the impacts of the world's environmental crisis, and the current actions and progress towards a more sustainable environment. This introduction will help you articulate the environmental crisis and key sustainability concepts with your colleagues.

The Benefits of Sustainability

This section will cover the risks and opportunities associated with becoming a more sustainable business. You will feel more confident about talking to your colleagues about the importance of sustainability in your workplace.

Carbon Emissions and Net Zero

This section will look at carbon emissions – what is a carbon footprint, what committing to net zero means for a business, and how companies can start reducing their greenhouse gas emissions. After this section, you will feel more knowledgeable on climate change action and how to get started with your colleagues.

Wider Sustainability Trends and Case Studies

This section will explore waste management, more circular business models, the importance of nature and biodiversity, and social sustainability in the workplace. You will feel inspired to discuss and champion wider sustainability action with your colleagues.

Communicating and Inspiring Action on Sustainability

This section will cover how businesses can communicate internally and externally transparently, effectively, and authentically. You will be armed with communication techniques that put sustainability on the agenda at work.

Sustainability **for Managers**

A 1 day+ course to help you understand the importance of sustainability

This six-part online course, created in partnership by Activate Learning and Bioregional, is specifically designed for managers seeking to incorporate sustainability into their teams and daily operations. The course provides an overview of essential sustainability concepts, benefits, trends, and actions, guiding managers on how to implement sustainability practices at the departmental level. Each module includes real-world case studies, actionable strategies, and practical exercises, helping you build a set of sustainability commitments for your team and align with broader company goals.

What does this course cover?

- Introduction to Sustainability
- Net Zero Leadership for Managers
- Embedding the Circular Economy and Technology
- Nature-Positive Practices and Biodiversity
- Promoting Ethical and Sustainable Operations
- Building Transparency and Engaging Stakeholders



Location

Online



Duration

1 day+

**Find out more
and enrol**



Sustainability **for Business Leaders**

Combines strategic insights with practical exercises to enable business leaders to make informed decisions and set measurable targets

This six-part online course, developed in partnership by Activate Learning and Bioregional, is tailored for business leaders who aim to drive sustainability at an organisational level. The course provides a strategic overview of key sustainability concepts, benefits, trends, and actions, equipping leaders with the knowledge to embed sustainability across their companies. Each module includes practical strategies, real-world case studies, and exercises designed to support impactful decision-making. Upon course completion, participants will have a 1-hour consultation with a leading sustainability organisation to discuss customised methods for embedding their learning into their business.

What does this course cover?

- Introduction to Sustainability
- Net Zero Leadership for Managers
- Embedding the Circular Economy and Technology
- Nature-Positive Practices and Biodiversity
- Promoting Ethical and Sustainable Operations
- Building Transparency and Engaging Stakeholders



Location

Online



Duration

1 day+

**Find out more
and enrol**



Sustainability for Strategic Decision Makers

A 1-day+ course that covers critical aspects of sustainability leadership, positioning you to drive impactful changes at an organisational level

This exclusive six-part online course, designed in partnership by Activate Learning and Bioregional, is tailored for strategic business decision makers who are driving high-level sustainability initiatives across their organisations.

The course offers a strategic exploration of sustainability concepts, trends, and actions that can be embedded into company operations and strategy. Kicking off with an in-person launch event, participants will have the opportunity to hear from leading industry speakers, network with other business leaders, and build momentum for the course. Upon completion, participants will receive two 1-hour consultations with a top sustainability organisation to discuss tailored approaches for embedding their learning into their organisational strategy.

What does this course cover?

- Introduction to Sustainability
- Net Zero Leadership for Managers
- Embedding the Circular Economy and Technology
- Nature-Positive Practices and Biodiversity
- Promoting Ethical and Sustainable Operations
- Building Transparency and Engaging Stakeholders



Location
Online



Duration
1 day+

**Find out more
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Course Content

Introduction to Sustainability in Business

Begin with an overview of key sustainability concepts, the triple planetary crisis, and the primary drivers for corporate responsibility, setting the foundation for the journey toward sustainability.

Strategic Net Zero Leadership

Dive into net-zero commitments at the organisational level, learning how to assess, manage, and reduce your company's carbon footprint. Develop a structured approach to set and achieve ambitious emissions reduction goals.

Circular Economy Integration and Innovation

Understand the circular economy and explore how to reimagine business models for efficiency and sustainability. This module also covers how emerging technologies and cleantech innovations can create new business opportunities and support sustainable growth.

Embedding Nature-Positive Strategies and Biodiversity

Examine the interdependencies between business and nature, exploring how to incorporate nature-positive practices that safeguard ecosystems, strengthen supply chains, and mitigate environmental risks.

Leadership in Ethical and Sustainable Supply Chains

Learn how to elevate social and environmental sustainability across your operations and supply chains, creating resilient partnerships and promoting ethical standards at every stage.

Transparency, Communication, and Stakeholder Engagement

Develop best practices for communicating sustainability initiatives transparently. This module includes strategies for engaging internal and external stakeholders effectively to build trust and support for your sustainability agenda.

Skills Bootcamp in Sustainability

A 10-week course for embedding sustainable practices within your business

This 10-week course provides simple, practical guidance on how you can embed sustainable practices within your business. Designed for business leaders and individuals with a passion for sustainability, we give you the confidence you need to drive positive change.

Once a week, you'll attend a three-hour, tutor-led session. The first half of each session will cover the fundamentals of that week's topic, example issues and related principles and practices. In the second half of each session, you will explore the topic in more detail (in the context of your business) and work on your Sustainability Action Plan.

Following each session, you will engage in further learning at a time that suits you, which could include additional reading, watching videos, reviewing case studies or listening to podcasts. You will also have access to an online forum where you can debate and discuss topics with your peers.

What are the entry requirements?

- You must be over 19 years of age.
- You must have the right to work in the UK.
- You should have a basic working IT knowledge.
- Preferably you should hold a Maths and English qualification (GCSE level or equivalent).
- You must live or work in the county where the course is being delivered.



Location

Berkshire, Oxfordshire, Surrey and Online



Duration

10 weeks



Time commitment

1 x 3hr session per week

**Find out more
and register**



Funded by



**Department
for Education**

Skills Bootcamp in Sustainability

Working in Partnership

Activate Learning has partnered with Oxfordshire Greentech, Blenheim Palace and Siemens Healthineers to develop the content of our Skills Bootcamp in Sustainability

Blenheim Palace is an excellent example of a local organisation who is leading the way in sustainability. In 2017, Blenheim Palace made a five-year pledge to become a net generator of green energy. They are working towards this through significant energy savings by converting to electric cars and LED lighting, and insulating roofs across the Estate.

At Siemens Healthineers, they want to advance a world where breakthroughs in healthcare create new possibilities with a minimal impact on our planet. As a leading MedTech company they are uniquely positioned to solve healthcare challenges through technologies and innovative solutions.

Oxfordshire Greentech is a business network supporting the growth of the low-carbon sector in Oxfordshire. They bring together businesses and organisations to encourage innovation, collaboration and knowledge transfer, to facilitate the transition towards a sustainable, low carbon future in Oxfordshire and the world.

Oxfordshire Greentech started as part of the OxFutures programme, which was a £3.2m project to boost low carbon economic development in Oxfordshire. It was supported by the European Regional Development Fund (ERDF) and run through a collaborative partnership between the Low Carbon Hub, Cherwell District Council, Bioregional, Oxford City Council, the University of Oxford, and Oxford Brookes University. It has been operating as its own network since March 2020!





Week 1

An introduction to sustainability

Start your sustainability journey with a presentation from Siemens Healthineers where you'll learn about their sustainability plans and what they have already done.

Our learning journey for this week covers:

- The climate emergency and global warming
- Sustainability and one planet's worth of resources
- The Triple Bottom Line: What is it and how does it work?
- Why sustainability makes good business sense
- Starting your sustainability action plan



Week 2

How sustainable is your business currently?

Learn how to assess how sustainable your business is using the right tools and understand how to develop a sustainability audit.

Our learning journey for this week covers:

- Calculating your business's carbon footprint
- Understanding and calculating greenhouse gas emissions
- Carrying out a sustainability audit on your business
- What other businesses of different sizes across different sectors are doing

"People joining the programme will receive expert mentoring, helping them to create a bespoke action plan they can take away and apply to any organisation."



Kevin Coolin

*HPS Manager, Business Excellence
& Communications Consultant*
Siemens Healthineers



Week 3

Energy: Powering down

Discover effective strategies for reducing your energy consumption and small changes you can make to operate more efficiently.

Our learning journey for this week covers:

- Building retrofitting: Installing insulation, replacing lighting, upgrading windows, draught-proofing and installing heat pumps
- Optimising operations: Installing smart meters, running a timed heating schedule and conserving energy by powering machines down
- Engaging with commercial landlords for businesses that don't own their premises



Week 4

Energy: Powering up

Understand how the energy system works and find out more about green energy and how your business could benefit from it.

Our learning journey for this week covers:

- Understanding the energy system, including National Grid and decarbonisation
- Installing renewable energy sources, including solar panels and wind turbines
- Green energy tariffs: What are they and how can your business benefit?
- Funding options for sustainable energy sources



Week 5

Resource efficiency and waste

Learn about the circular economy and discover how a circular business model could help your business reduce waste.

Our learning journey for this week covers:

- Waste hierarchy: Reducing, reusing and recycling
- The cost implications of bin collections and associated transport emissions
- Landfill implications: Methane emissions and the negative social impacts of landfill
- Designing out waste: Investigating circularity



Week 6

Transport

Understand the impact transport has on your sustainability targets and discover ways to make transport more sustainable.

Our learning journey for this week covers:

- The impact employee commuting has on the environment
- Business travel: Choosing greener options
- Fleet management and making logistics more sustainable



Week 7

Sustainable supply chains

Gain the skills you need to make your supply chain more sustainable – from increasing efficiency to mitigating supply chain risks.

Our learning journey for this week covers:

- Where or who you procure from and the materials or products you use
- What happens in the downstream?
- Ethical and economic impacts, as well as environmental
- Supply chain resilience: How prepared are you for environmental risks to your supply chain?
- Engaging with suppliers on sustainability and ethical practices

"This is a real opportunity to save energy, cut costs, win customers and make a positive impact on your community, building a world where businesses thrive and our planet prospers."



Hannah Scott

Chief Executive Officer

Oxfordshire Greentech



Week 8

Stakeholder engagement

Find out how to use communications to bring stakeholders on your sustainability journey with you by engaging them from the beginning.

Our learning journey for this week covers:

- Upskilling your employees and engaging them with delivering your sustainability action plan
- Engaging customers with your sustainability commitments, winning new business and effectively communicating sustainability externally



Week 9

Certification, regulation and upcoming policy

Learn about upcoming regulations and legislation, and explore various sustainability certifications to decide which could be right for your business.

Our learning journey for this week covers:

- Sustainability certifications: Exploring B Corp, ISO 14001, SBTi and other certifications
- Deciding which certification is right for your business
- Understanding sustainability regulations: What's on the horizon – especially for smaller businesses?



Week 10

Finalising your action plan

Enjoy a tour of Blenheim Palace and an interesting talk on the organisation's sustainability initiatives, followed by a problem-solving session and a chance to present your Sustainability Action Plan.

Our learning journey for this week covers:

- Identifying actions, progress metrics and indicators
- Defining a timeline and indicative budget for your action plan
- Assigning responsibility for actions within your business
- Presenting your action plan to your cohort, including a vision for your business

Start your sustainability journey with Activate Learning

Whether you are looking for practical ways to start reducing your emissions or you're looking to step up your fight against climate change, our courses will help you take action.



Register your interest and we'll be in touch to give you all the information you need to book your space on our next available course.



For more information

Visit: adult.activatelearning.ac.uk/find-a-course/sustainability/

Call us: 0800 612 6008

