#	Dynamic	Question being addressed	Example Qualitative Measures				
			1	**2**	**3**	**4**	**5**
1	**Understanding and education**	To enable solutions to be developed and implemented it is essential that those involved and impacted fully understand the problem. What is being done to ensure that not only is the climate emergency clearly articulated and understood but is there an on-going programme of education to ensure all stakeholders are clear on the current issues and available solutions?	No evidence of raising awareness of the climate crisis or its impacts	Basic understanding of potential impacts to the organisation are communicated but no evidence of wider awareness raising or education	Evidence of communicating the potential impacts but activity ad-hoc and not part of a plan	Clear communication of the wider issues evidenced along with some attempts to educate stakeholders on the issues and solutions	Clear communication of the wider issues evidenced and an on-going programme in place to educate all stakeholders on the issues and solutions
2	**Power down**	The root cause of the climate crisis is our excessive use of energy. While moving to clean energy production is essential we will need to reduce the amount of energy used to both facilitate the switch to renewables and reduce our impact on other resources. How is energy reduction being addressed what is the current and planned value of energy use?	No evidence of any efforts to reduce energy usage	Limited improvements made, focus on cost rather than energy. Few future plans evidenced	Reductions in energy usage evidenced and plans in place to continue these	Significant reductions achieved in energy usage over previous years (-20%) with on-going plans to continue to reduce incrementally in the future	Dramatic reductions achieved in energy usage over previous years (-50%) with on-going plans to continue to reduce incrementally in the future
3	**Power up**	The switch to renewable energy provision is critical to addressing climate change. Organisations can already switch to renewable energy providers but are also able to use facilities to install renewable energy provision. To what extent has renewable energy been considered and, if actually generating, what is the equivalent emissions saving?	No use of clean energy providers or use of facilities for "on-site" renewable energy production	All energy procured through clean energy providers but no use of facilities for "on-site" renewable energy production	Renewable energy generation "on-site" produces >50% of energy the organisation uses. Remaining procured through clean energy providers	Renewable energy generation "on-site" produces virtually all the energy the organisation uses	Renewable energy generation "on-site" produces more energy than the organisation uses

4	**Travelling better**	Globally, transportation accounts for 14% of all emissions. In the UK emissions are decreasing slower than in all other sectors (with improvements in fuel economy being replaced by increased usage) and international aviation and shipping are excluded completely from our emissions totals. What plans are in place to reduce travel and ensure where it is undertaken it is done so in the most environmentally friendly manner?	No links made between travel and climate impacts. No restrictions established (beyond cost control)	General plans in place to reduce transport emissions	Plans to reduce travel in place and clear attempts made to use rail or other public transport	Clear evidence of reductions in travel. Where incurred increasingly takes place on rail or other public transport	Transport eliminated in all but exceptional circumstances and where incurred takes place on rail or other public transport
5	**Reducing waste**	Waste produces a relatively small proportion of emissions directly but has a wider environmental impact and highlights both the issues of over consumption and how embedded carbon in products with short life spans can be reduced. What plans are in place to reduce waste and improve recycling?	No awareness of waste produced or evidence of recycling	Basic regulatory requirements for waste management and recycling adhered to	Evidence of attempts to recycle beyond minimum requirements and waste levels reducing	>90% of waste recycled and efforts in place to reduce the remaining 10%	Waste all but eliminated. Volume of recycled materials reducing.
6	**Improving land use**	The IPCC 2019 special report on Climate Change and Land concluded that the way we are using land is worsening climate change with 23% of human caused greenhouse gas emissions coming from the way we use land. In the UK it is calculated that around 11MtCO2e is actually taken from the atmosphere each year (about 3% of domestic emissions) however nearly half of this amount is emitted by agriculture reducing the net positive land use impact to around 1.5%. Where applicable, how is available land utilised and what is the climate impact of this?	No understanding of the impact of how available land is used	General impacts of land use on climate and environment understood. Some plans in place to improve	Impact of land use on climate and environment measured and plans developed to reduce emissions and environmental impact	Plans to optimise land use in place and clear progress being made	Land use optimised to minimise emissions / capture carbon and overall positive environmental impacts achieved
7	**Eat well**	Although it will be incredibly rare for any organisation to produce all the food it needs on the land it has available, diet is closely linked to land use at a global scale. What steps are being taken to move to a low carbon diet?	No understanding of impacts of diet on the environment	General awareness of impacts evidenced but no specific plans to address	Clear understanding of the impacts of diet in existence and plans to improve in place	Clear evidence of plans being delivered and the impacts of diet reducing	A low carbon, low impact diet is the norm (e.g. all plant based and grown locally)

8	**Implementing and adhering to effective policies**	Not all policies will be controlled by individual organisations and, in many cases; activities may be more associated with lobbying for regulatory change. However, the culture of any organisation will be determined by the policies it sets and the degree to which it adheres to these. What policies are in place to address climate related activity and are these followed in day to day activities?	No specific policies in place and no reference to climate impacts in wider policies	General acknowledgment of climate impacts in key policies	All relevant policies assessed to understand where actions can have an impact on climate and reference made to addressing	All relevant policies contain clear reference to requirements to ensure climate impacts are addressed and implementation can be evidenced	All policies are climate compliant, adhered to and regularly updated. Strategic direction includes evidence of lobbying for areas out of scope
9	**Developing effective mitigation**	The effects of climate change are already with us. What plans are in place to mitigate the effects of these and to prepare for those anticipated in the future?	No understanding of areas where mitigation may be required	General understanding of areas where mitigation may be required and some evidence of plans to address	Clear understanding of where mitigation may be required and plans starting to be implemented	Clear understanding of where mitigation may be required and plans being implemented to address	Clear understanding of where mitigation where be required, plans implemented where required, consistently updated and future proofed
10	**Offsetting**	To what extent is offsetting considered where emissions remain above zero?	No offsetting	-	Excess emissions offset by recognised offsetting scheme	-	Not required as total of other operations are net zero or carbon negative