

CFO Sustainability Update

Summer 2025



Introduction

As part of our sustainability policy, CFO (and CFO Providers) are committed to reducing waste, energy consumption and promoting recycling. We also have a commitment to explore ways of minimising private transport usage and promote the use of public transport across our providers.

CFO and CFO providers have strong implementation plans to evidence our sustainable practices and ecology projects, all of which contribute to a happier, healthier planet.

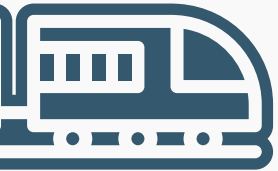
These activities and actions have impact on lowering our carbon emissions, reducing our waste and even contributing to better communities and providing participants with positive experiences.

If you have any queries about CFO's sustainability policy please email: **CFO-Communications@justice.gov.uk** – you can also email here for the latest copy of the CFO sustainability policy.



Creating a sustainable office environment

Within the last year, CFO staff travelled



18,222

miles using rail services.



By travelling this distance, CFO staff used **1.04** tonnes of carbon – had this distanced been covered by an average car, the result would have been **4.42** tonnes of carbon. Therefore, **CFO staff saved 3.38 tonnes of carbon by travelling via train!**

All furniture purchased for CFO Evolution Wings is made with up to **55% recycled materials** and ranges are **99% recyclable**.

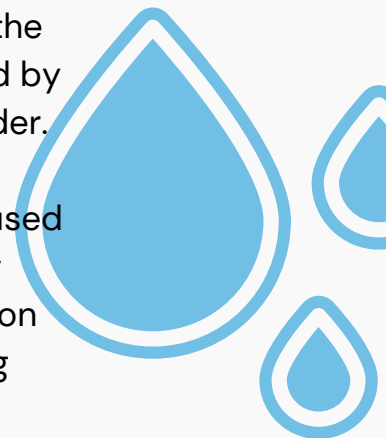
Stationary is all purchased from a company with **ethically sourced materials** and reduced packaging for their products.

Printed materials purchased by CFO is **recyclable**, and continues to be obtained by the HMPPS prison supply chain where feasible, or via a local supplier, reducing delivery milage.

CFO launched a new SharePoint site, which includes sustainability and encourages use of Teams for meetings. It also includes information about using public transport, the pool car and shared travelling. When attending large events (such as HMPPS Away Days) staff are encouraged to travel via train, or pool together if travelling by car is required. It also highlights that a salary sacrifice scheme and cycle to work scheme remains available to CFO staff.

Water coolers within the CFO office are supplied by a **carbon neutral** provider.

A water heater is also used rather than wasting electricity and water on consistently heating kettles.



Procurement

Community Sustainability.

Participants are able to engage with CFO Activity Hubs in the community – each of which has been designed to be accessible by public transport. Wider community delivery is available for participants who may not feasibly be able to travel to a CFO Activity Hub. This helps to reduce emissions taken by participants who access CFO services.

The North East, West Midlands and East Midlands regions also have electric minibuses available to help participants access their services. This can include working with prison departure lounges to help participants transition into the community. Buses are regularly charged overnight when the grid use is lowest to reduce load on electricity.

Most CFO Activity Hubs feature energy efficient lighting, with appropriate recycling disposal available – signage for which have been designed by participants in some regions!

CFO Activity Hubs often have outdoor spaces available to engage with gardening and other outdoor projects, contributing to their immediate community and creating environmentally-friendly areas. Participants have also been part of projects outside the Hubs, which have enhanced canals, Approved Premises and other community green spaces.



Arts and crafts activities regularly feature upcycled materials, helping participants to contribute to a circular economy!

In the North West, each of the six CFO Activity Hubs has a sustainability champion in place, whilst Yorkshire and the Humber locations feature members of the provider's 'Team Green.' These staff members assure that sustainability matters and practices are implemented into the Hubs. Elsewhere, South West staff are able to contribute to their local environment through volunteering days.



Phase 2 of CFO Wing delivery covers sustainable practices and giving back to prison and wider community. An example of this is the CLU Herb Garden has been created by Lifers residing on the CFO Community Living Unit (CLU) at HMP High Down. Participants had missed gardening, and the project is packed with sustainable credentials.

Participants cleared and organised the space before planting a variety of plant-species, which are now available for the whole community to use. The project has achieved a biodiversity gain with 6 different herbs and 12 vegetable plants being present within the garden. The group also planted 5 species of flowers to add to the aesthetic of the space, which provide pollinators to the space too.

The project has been worked on in different sessions, with up to 10 participants taking part at once (alongside the support of Specialist Officers Mandy and Marc who ensure good practice in delivery of the activity).

The HMP High Down 'Repair Squad' have been involved in the project too, upcycling materials for the garden. Everything grown in the garden has been donated as surplus to requirement elsewhere, minimising wastage at the prison.

Matheus*, who led on the project commented: "Setting up the Herb Garden has been a true community effort with input from different areas of the prison." Whilst Peter* added: "I am so grateful for the CLU Herb Garden. I have found it to be a place of reflection, calm and peace. I've been allowed to use it for meetings with my keyworker, and for meetings of my Twelve Steps group. It's a perfect place to escape the noise of the wing, and to breathe fresh air, smell the herbs and plants. It's made a positive difference in my life and I'm grateful."



Elsewhere, participants at several CFO Wings have been involved a project of collecting, cleaning and recycling old crisp packets to make blankets. They are then donated to local charities.

More than eight billion packets of crisps are sold every year in the UK, the majority of which end up in landfill. By reducing this waste, participants have been part of a project with both environmental and community benefits.



United Nations Goals

The United Nations (UN) Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we all face, including those related to poverty, inequality, climate change, environmental degradation, peace, and justice.

There are seventeen goals in total, all of which are interconnected – for CFO, five of these goals are of particular importance, which are:



Ensure healthy lives and promote wellbeing for all at all ages.

Participants can engage with activities around living well at a pace which suits them, with 1-2-1 and group settings available to ensure comfort. Activity schedules evidencing these activities are available monthly from regional providers.

Activities include: yoga, coping mechanisms, stress relief, healthy eating, mental wellbeing, exercise, sports, personal hygiene, confidence building, meditation, walking groups, problem solving, motivation, debating and independent living.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Digital College is accessible from multiple locations, offering a wide range of accredited courses for participants.

In addition, other educational programmes that directly support employability are available – both within custodial settings, at CFO Activity Hubs, and in the wider community. Peer Mentors in the East Midlands also play a key role by incorporating sustainability topics into their support sessions, helping to reinforce learning and raise awareness around environmental issues.



Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

CFO have a range of employability courses and interventions available to participants, including: self-employment, traffic management, eventing, construction, forklifting, bike maintenance and more.

Participants are supported to improve their CV, create disclosure letters, navigate the job searches (including application forms) and with interview skills/mock interviews. Each activity aims to move participants closer to the labour market, with in-work support now available via CFO Evolution.



Make cities and human settlements inclusive, safe, resilient, and sustainable.

Participants can access community locations using public transport, with costs covered. CFO Activity Hubs hold walking activities in the region, which can help participants learn about their local area and feel comfortable.

Community and custody locations have gardening and outdoor projects available for participants to contribute to their local environment. This includes: herb gardens, flower beds, allotments and more, with Phase 2 of the CFO Wing programme in particular delivery covering sustainable practices.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.

Sessions are available CFO with varied cohorts' needs considered. Reasonable adjustments can be made to ensure neurodiverse or female participants (for example) feel comfortable in engaging.

Participants are encouraged to contribute to their CFO environment, with artworks and such displayed on walls to create a community spirit. Peer Mentors are also present to help participants feel welcome and comfortable within CFO settings, helping others to feel included.

Make a referral

Referrals can be made to CFO Evolution via:

CreatingFutureOpportunities.gov.uk/CFO-Evolution-Referrals

or by scanning the QR code!



CreatingFutureOpportunities.gov.uk

*Names changed to avoid disclosure of identity