

Sustainability Champions



Calcot & Spa



Chew Valley bees



Re-wilding

Calcot & Spa

Lindsay Reynolds, PA to Chairman and EarthCheck Coordinator

Set within 220 acres of Cotswold countryside, Calcot & Spa is a luxury retreat determined to decrease their environmental footprint. The hotel's EarthCheck Coordinator, Lindsay Reynolds, explains how they've embedded sustainable practices throughout the business.

How did you start your sustainability work?

"We wanted to ensure we had a strategic approach to sustainability changes across the business, so we created and shared a sustainability policy with team members, suppliers, and stakeholders. We also developed a sustainable purchasing policy and suppliers charter to support buying local products and produce. More recently, we've implemented a wood-burning policy to reduce the number of logs burnt."

Are staff involved in your sustainable practices?

"Absolutely, all our staff play an integral role in our sustainability practices. Every team member is trained on the importance of sustainability, understanding why it matters and how they can contribute both at home and at work. Each department has specific sustainability Standard Operating Procedures (SOPs) woven into their roles."

"We also have the 'Climate Crew,' a dedicated group of sustainability champions from across the hotel who support and implement all our sustainability initiatives. Staff are encouraged to participate in tree planting and to celebrate our sustainability achievements together."

Can you tell us about your nature-related activities?

"Over the past 25 years, Calcot has allowed nature to rewild over 220 acres through wildflower planting and organic farming practices. More recently, in 2012, the planting of over 21,930 native trees and the creation of a new woodland area brought exciting news of an increasing number of rare and endangered farmland birds spotted within our grounds, as well as an abundance of butterflies, moths, and wildflowers. We are also now home to five hives of Chew Valley bees, which thrive on the wildflowers and hedgerows."

"In December 2024, the National Trust herd of Belted Galloways returned to graze on our land as part of our ongoing partnership with the National Trust and the Stroud Landscape Project. Affectionately known as "Belties," these cows have become a popular feature across the Cotswold landscape. Acting as natural lawnmowers, they are experts at grazing areas that other livestock find less appetizing."

Tell us about your energy and resource efficiencies

"We've taken a variety of measures across the business to reduce energy use including

changing lighting in public areas to LED and we've added a pool cover to the outdoor pool to retain heat and save energy.

"In guest rooms we've switched from paper to digital magazines, replaced room slippers with flip-flops that can be reused or recycled and removed all single-use plastic."

"Back of house we've removed clingfilm use from both bars entirely and the kitchen is working to reduce its use. We've switched all office paper to recycled and unbleached paper and introduced initiatives to reduce printing in many departments."

"We've also started sourcing eco-friendly products when replacing items. For example, we're working with a local seamstress to design and make aprons using UK-made fabric and we've introduced umbrellas made from recycled plastic bottles with sustainably sourced wooden handles."

How do you manage your waste?

"We started by conducting a waste audit to see how we could improve our recycling rates and from that created a waste management plan to reduce waste."

"Some of the changes we've made so far include removing 78% of plastic milk bottles in favour of milk pergals (a box which holds

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Lindsay Reynolds



Explore the diverse birds, flora and fauna



A dedicated group of sustainability champions

Calcot & Spa continued

24-pints of milk in a plastic bladder), switching waste management companies for better prices and recycling facilities, and adding a food waste stream to create energy. We've also started providing bottled water in-house, reducing waste from thousands of bottles, and switched the spa to a sustainable product line with refillable products, minimizing single-use plastics."

What are you hoping to do next?

"Our plans are exciting and impactful! We aim to plant more trees in partnership with the National Trust, continue our work in rewilding and encouraging evermore biodiversity at Calcot.

"We want to foster greater collaboration with our local community and sustainability groups, host more sustainability and rewilding events, and provide further education for our teams.

"We're also looking to increase the use of seasonal and local produce on our menus.

"We're determined to meet targets we've set for this year to reduce our water and energy consumption and lessen our waste."

Do you get comments from customers about your sustainability practices?

"We've received a lot of positive feedback from our guests about the beauty of the grounds here at Calcot. Guests and members regularly

enjoy the nature walks that we arrange, which allow them to fully immerse themselves in the stunning surroundings and learn about our re-wilding. These walks provide a wonderful opportunity to explore the diverse birds, flora and fauna that thrive in our rewilded spaces.

"We hope our guests leave with a renewed sense of appreciation for nature and the work we do to preserve it."

What advice would you give to businesses who are starting on their journey?

"Our advice would be to just make a start on the journey towards sustainability. Every small action helps contribute to a larger impact, so it's important to begin, even if it feels like a small step. Start small and focus on one thing at a time. As you become more comfortable with these changes, you can gradually incorporate more sustainable practices.

"Sustainability is a journey, not a destination. It's about making continuous improvements and being mindful of the choices we make. By starting small and building on each success, you'll find that these actions become habits, and over time, they can lead to significant positive changes for the environment.

"Additionally, sharing your journey with others can inspire them to take their own steps towards sustainability. Whether it's through conversations with friends and family, or by

participating in community initiatives, your efforts can have a ripple effect, encouraging more people to join the movement towards a more sustainable future."

What quick wins would you suggest?

"Clearly define your sustainability goals at the start to ensure everyone understands what you're trying to achieve. Find small ways to improve your energy efficiency, such as adding signage in staff areas to remind people to switch off lights and unplug devices when not in use.

"Look for ways to reduce waste by recycling or reusing more items. Think before you throw things away and consider conducting a waste audit to identify areas for improvement. Aim to reduce single-use plastics, wherever possible.

"Reduce water consumption by installing flow restrictors on taps and fixing any leaking toilets or taps. Add signage in staff areas to remind people to turn off taps when not in use.

"Engage with your local community by organising litter-picking events. These activities not only help clean up local areas but also build team relationships and encourage participation. They can also help you make valuable contacts within local sustainability groups."

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