



Achieving Net Zero: A Circular Approach to Workplace Compliance

Course Specification

This course is designed to give businesses an overview of their responsibilities in managing waste and the practicalities of empowering the workforce to change their behaviour to support this. With case studies covering a range of sectors, the content is adaptable to cover best practice across business operations and flexible to allow for collaboration to meet specific requirements. Legislation from Scotland, England, Wales and Northern Ireland are all included for businesses operating anywhere in the UK.



Contents

Introduction to Apex Training	2
About The Verdancy Group and REHIS	2
Overview	3
Duration	3
Who Is This Course For?	3
Materials And Certification	3
Assessment	3
Progression After This Course	3
Course Structure and Module Content	4

Introduction to Apex Training

Apex Training is the training arm of The Verdancy Group, delivering accredited green skills programmes across Scotland and the wider UK. We specialise in practical, industry-focused learning that supports individuals and organisations to develop the knowledge required for the transition to a low-carbon built environment.

Training is delivered online, in our Apex Training Centres and through partner venues, with options for employer-based delivery where suitable. All programmes are led by practising industry specialists to ensure alignment and compliance with current standards, regulations and sector expectations.

About The Verdancy Group and REHIS

The Verdancy Group is a specialist provider of green skills training, consultancy, sustainability education, and workforce development. Our programmes are designed to meet emerging industry needs and support national and regional Net Zero goals.

The Royal Environmental Health Institute of Scotland (REHIS) is a charity aimed at promoting the highest standards of environmental health within the community through campaigns, training and education, and by maintaining the professional standards of Environmental Health Officers across Scotland. Apex Training has worked in partnership with REHIS to create this course and is accredited by REHIS through their Joint Award Programme.

Achieving Net Zero: A Circular Approach to Workplace Compliance

Overview

This course provides learners with an overview of the circular economy, legislation and regulation associated with waste management, and practical guidance for teams to reduce consumption and business operational impact on the environment.

The course highlights the wider impacts of resource use, including its connection to climate change, Net Zero targets, environmental protection, and corporate responsibility. Learners will explore how adopting circular-economy thinking can reduce waste, cut overheads, strengthen brand reputation, and support eco-certification for their organisations (e.g., Green Tourism, Green Key, EarthCheck).

Duration

The award has a total notional learning time of 8 hours, comprising:

- Guided learning: 6 hours
- Independent learning: 2 hours

Delivery may be offered online, in person or through a blended model. These timings are to be considered guideline only and can be adjusted to fit business needs.

Who Is This Course For?

There are no pre-entry requirements, making it suitable for all staff, with the responsibility for managing waste in any form, in hospitality, food & drink, construction, or manufacturing. However, this course is easily adaptable to all sectors and businesses types and we will work with you to include the relevant case studies for your business.

Materials And Certification

Learners will be provided with access to all required learning materials through online or in-person delivery formats.

Learners who successfully meet the assessment requirements will receive a joint certificate of achievement issued by Royal Environmental Health Institute of Scotland and The Verdancy Group.

Assessment

This qualification will be assessed by 30 multiple choice questions. Learners will be required to complete an end-of-unit knowledge test covering the following learning areas:

- Climate Change, Net Zero and the circular economy.
- Waste management regulations across the UK.
- Implementing circular principles in the workplace.

Progression After This Course

Completion of this course and successful assessment confirm that the learner has developed a solid understanding of the wider impacts of resource use and the core knowledge and skills required to address this through their roles across hospitality, construction, and manufacturing. This includes the ability to contribute positively through responsibilities such as waste segregation, sustainable procurement, responsible production, and operational management. The course also supports staff development and can be used as evidence for eco-certification where staff environmental training is a requirement.

Course Structure and Module Content

There are three modules of learning within the Achieving Net Zero course:

Module 1

Climate Change, Net Zero and an Introduction to the Circular Economy

Module Purpose

To provide learners with the knowledge to identify the causes and impacts of climate change on the planet. The module focuses on the causes of climate change, international and regional policy to combat climate change and the potential impacts

Module Content

- Develop a clear understanding of key sustainability terms, including climate change, Net Zero, the circular economy, and the climate crisis
- Gain a broad awareness of major national and international frameworks such as the Paris Agreement (2015), the Climate Change Act (2008), and Scotland's Circular Economy Act (2024)
- Understand the waste hierarchy and how to apply it both within their organisation and in their own day to day behaviours

Module 2

The role of DEFRA and waste management regulations across the UK

Module Purpose

To highlight the reasoning behind decision making within a business by looking closely at the regulations which are required to be met by responsible businesses. The module focuses on waste regulation and the responsible management of waste streams.

Module Content

- Develop a clear understanding of key waste management terminology, including EWC codes, hazardous waste, special waste, waste carriers, contamination, compliance, duty of care, and waste segregation
- Gain an understanding of UK waste regulation and recognise the importance of effective waste segregation at both organisational and individual levels
- Understand the different waste streams and how various types of waste should be handled and managed in line with regulatory requirements

Module 3

Implementing waste management policies within your workplace

Module Purpose

Identify practical solutions to managing waste effectively through the sharing of best practice and identification of development areas of the business.

Module Content

- Learn how to develop an action plan to enhance circularity within their workplace, identifying practical steps to reduce waste and improve resource efficiency
- Assess the strengths and weaknesses of their current workplace waste management practices and will gain knowledge of effective strategies for making meaningful improvements

Version History

Version	Date	Summary of Changes	Actioned By	Reviewed / Approved By
Version 1.0	April 2026	First publication of the Award Specification for the REHIS Achieving Net Zero: A Circular Approach to Workplace Compliance course	Apex Training (Author)	Verdancy QA Lead

Document Control Statement

This document is maintained by Apex Training, part of The Verdancy Group. All updates are recorded through internal quality assurance procedures. The most recent version of this specification supersedes all previous versions.



Apex Training Centre
National Retrofit Centre
Unit A, 1 Watt Place
Hamilton International Technology Park
Glasgow
G72 0AH

