



ACT Sustainability Academy

Leading the Change | Toward a Greener Future



OPERATIONS LEVER



Accelerating Compass Transition

Improvement Project Aims

As part of the Operations Lever, delegates will identify and implement projects aimed at reducing food waste and driving operational efficiency across Compass sites. These initiatives will focus on identifying practical, scalable ways to cut waste in preparation, service, and storage, whilst also exploring opportunities to reduce costs without compromising quality or sustainability.

Delegates will collaborate with peers in the Ingredients and Supply Chain Levers to ensure that operational improvements align with sustainable sourcing and nutritional goals. With a focus on innovation, data insight, and continuous improvement, these projects empower delegates to challenge existing processes, implement smart solutions, and deliver measurable impact. The work done in this lever will not only support Compass Group's Net Zero and sustainability objectives but also support in shaping more efficient, responsible kitchens across the organisation.



Improvement Technician Level 3:

This programme focuses on developing individuals to deliver and support improvement activities while utilising Lean, Six Sigma and related methodologies within their operational team(s). Suitable applicants should be working at (or closer to) a directly operational level, with responsibilities including problem-solving, engaging colleagues in performance improvements and applying business improvement tools.

Improvement Practitioner Level 4:

This programme focuses on equipping individuals with Lean, Six Sigma, project, and change management tools to lead improvement initiatives and deliver sustainable change across their team, department or organisation. Suitable applicants should be operating at a professional level with the opportunity to manage smaller projects, with responsibilities including stakeholder engagement, problem-solving, team coaching and process optimisation.

Continuous Improvement Level 3 & 4

Both Level 3 Improvement Technicians and Level 4 Improvement Practitioners will follow the same core programme. However, Level 3 delegates will support and contribute to improvement projects, while Level 4 apprentices will take the lead in delivering them. In addition, Level 4 learners will explore more advanced tools and techniques to manage projects of greater depth and complexity.

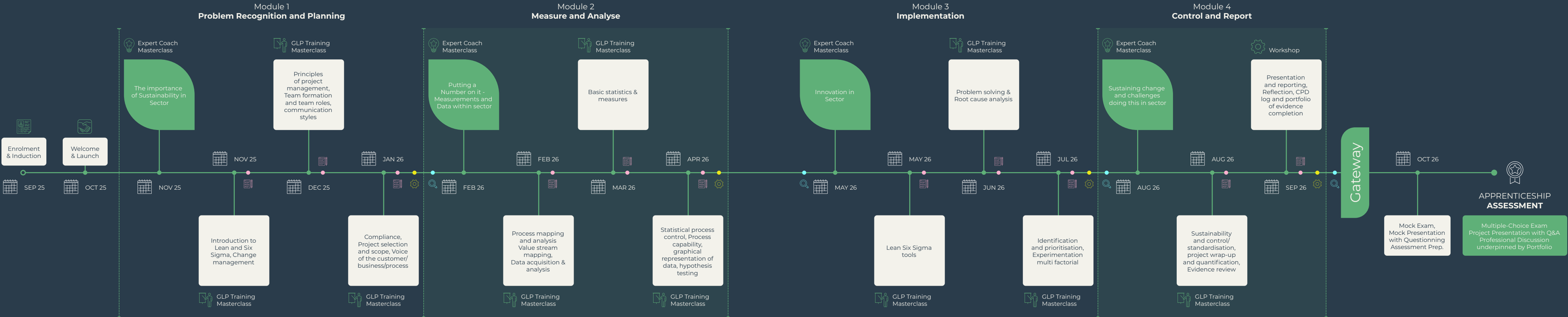
Compass Group UK & Ireland Sustainability Academy

-  **Expert Coach Masterclass**
-  **GLP Training Masterclass**
-  **Assignment Quiz**
-  **Gate Reviews**
-  **Quarterly Workshops**
Face-to-face meet-ups at various Compass sites to engage with sustainability leaders across Compass and review progress across the academy.



Apprenticeship Timeline

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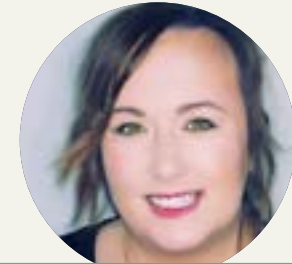
Meet the Operations Lever **Expert Team**

Our expert team is a collective of passionate professionals united by a shared commitment to sustainability. Representing a diverse range of organisations, they bring a wealth of experience, insight, and collaborative energy to the academy. Their guidance ensures a rich and practical learning experience, rooted in real-world challenges and solutions. Together, they reflect the power of cross-sector collaboration in shaping a more sustainable future.



Tony Oxford

Expert CI Instructor
Continuous Improvement Trainer



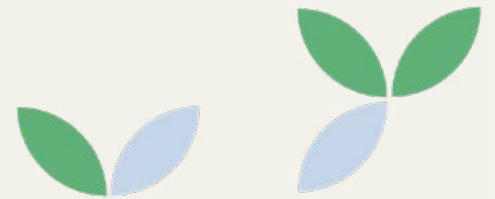
Lynsey Penny

Expert Coach
Sustainability Sector Specialist



Kate Cawley

Strategic Partner
Founder
Future Food Movement
Veri Strategies



At GLP Training, we specialise in developing the next generation of leaders in sustainability and responsible business. Our mission is to make education truly accessible while helping organisations meet their sustainability and ESG targets through impactful, real-world learning. From apprenticeships and bootcamps to HTQs and commercial training, our programmes are built to empower individuals and teams to lead with purpose.

We're proud to work with forward-thinking organisations - including Compass Group UK & Ireland, and other national employers - helping embed sustainability into leadership, operations, and culture.



WRAP is a global environmental action NGO transforming our broken product and food systems to create Circular Living for the benefit of climate, nature and people. We are a non-governmental organisation rooted in technical expertise, impartial evidence base and independent convening power. For over twenty years, WRAP has delivered programmes to benefit the environment — from reducing CO2 emissions and waste to restoring nature and enhancing people's lives.

WRAP is on the side of the doers. We believe in achieving impact by bringing people together and harnessing the power of businesses, NGOs and governments to create the systemic changes that our planet and communities urgently need.



Future Food Movement launched in 2021, backed by 20 years of expertise from Veris Strategies. We work with major names like Sainsbury's, Tesco, and Compass Group UK&I because we know businesses have the power to drive real change – but the climate and health skills gap is a huge barrier.

Our goal is simple: to future-proof businesses for long-term sustainable growth through building confidence and competency to act.