

THE SUMMER LODGE & THE ACORN INN

# GREEN TEAM

*magazine*



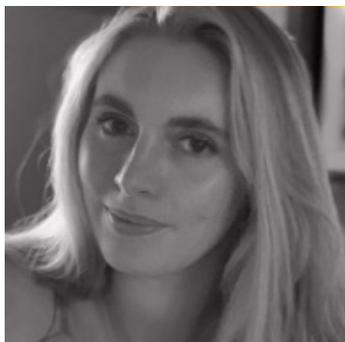
*Summer Lodge*

COUNTRY HOUSE HOTEL & RESTAURANT





## MEET THE WRITERS



**Emma Smith**  
MP at Summer Lodge

I've always been heavily involved in many aspects of animal conservation, especially the rewilding efforts of organisations like the RSPB and the Dorset Wildlife Trust in protecting avian and oceanic habitats. Growing up on the coast I spent hours beach combing and was taught the importance of protecting natural spaces from an early age. Last year I attained my NEBOSH certificate in environmental management with a concentration on the economic effects of intensive farming, so I started the Green Team Magazine to share our knowledge within the Red Carnation family and beyond. I hope this magazine inspires you and if you have any suggestions for future articles, please do contact us!

I am extremely passionate about corporate social responsibility within hospitality, specifically green initiatives which offer a more sustainable environment for our industry to thrive. Whilst I studied at university, I worked for a boutique hotel company where I was actively involved as a green ambassador. I recognised that my contribution to the hotel's sustainable initiatives gave me greater job satisfaction. This led me to study the link between employee participation with CSR campaigns and the impact it has on their wellbeing. Not only did my research verify that employee job satisfaction positively progresses with ethical, sustainable, and philanthropic CSR engagement but it also has a direct impact on their quality of life. I am delighted to be a part of the Summer Lodge's green team and look forward to making positive changes which will benefit our team and the environment.



**Niamh Richardson**  
MP at Summer Lodge

I am deeply passionate about the conservation and protection of our natural environment and our ecosystems. I have a strong interest in plastic pollution and how this is damaging our oceans and marine life. Furthermore, social sustainability and being mindful not to have a negative effect on the people or environment travellers visit is also a topic I feel strongly about. I wanted to join the Green Team to pursue this passion further, learn about what it means to be sustainable at Red Carnation, and educate myself and others on a range of environmental topics.



**Emily Gardner**  
MP at The Acorn Inn

## SHARING SKILLS

Our Front of House manager Bea has been hard at work growing chillies at home which she was kind enough to give as gifts.

Sharing knowledge and resources is a great way of promoting sustainability to those around you! We are so lucky to have so many green fingered people.



## INTRODUCING NEW IDEAS



The Front of House Team has been implementing loads of **new sustainable alternatives** for use in our daily tasks to cut down on waste and boost green efficiency, such as three new Staple-Free staplers which can be found in reception.

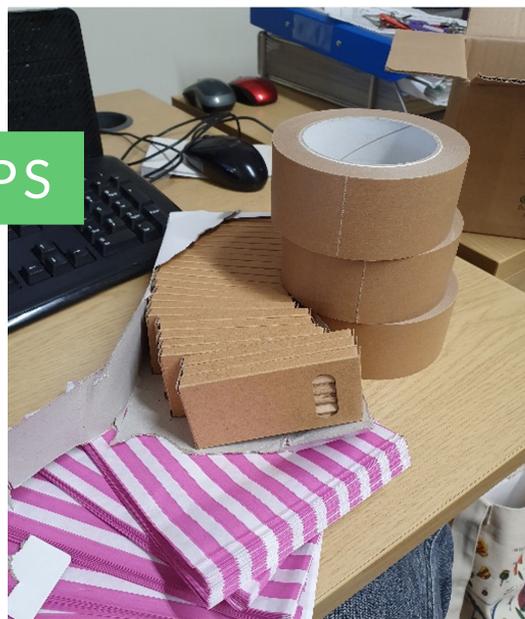
While traditional staples can be recycled, their small size and ferro magnetic nature makes it almost impossible for them to be found once they reach the landfill, so it's better to stop using them altogether.

If you can't get a staple-free stapler, try to use paperclips instead as these can be reused or often donated in bulk to schools!



## MORE SUSTAINABLE SWAPS

We have **stopped using plasticbacked packing tape** for our mail and we now offer children visiting the hotel crayons in compostable cardboard boxes!



## NO MORE SINGLE USE PLASTICS

The front office team now uses **wholesale boxes** of sweets instead of individually packaged ones to give to children as prizes for completing the Summer Lodge Treasure Hunt!



These are all packed by our Nights Team as modelled here by Thomas White.

While fishing line and tangled nets are the most common items found on beach clean-ups, **plastic food wrapping including sweet and chocolate packaging makes up 21% of litter found on UK beaches.**

Most wrappers are made from a combination of plastic and aluminium. While these materials can be reused on their own, they are almost impossible to recycle because it's extremely difficult to separate the two materials.



GOOD FOR  
OUR SKIN  
BUT **BAD** FOR  
THE OCEANS:

THE TRUTH  
ABOUT  
CHEMICAL  
SUNSCREENS



During summer, the shelves slowly fill up with sunscreen and sunblock of endless varieties – but while it's brilliant that we are increasingly conscious of how the sun can harm our skin, another ecological problem is arising in our oceans.

**Sunscreens can be either physical or chemical.** Physical sunscreens use minerals, such as zinc oxide, to reflect the sun's rays. Chemical sunscreens absorb UV rays and typically contain a cocktail of harmful substances such as: avobenzone, benzophenone, oxybenzone, ecamsule or octocrylene.

Oxybenzone can slow or stop the reproduction cycle of corals and can reduce testosterone levels in men, it has also been found in the breast milk of both humans and dolphins.

The chemicals in our sunscreen linger in the water and never break down, allowing them to be transported across the world with the tides. **Even if you don't enter the water, the chemicals in sunscreen can be washed into the sea from the sand long after you have gone home.** It's estimated that up to 6,000 tons of sunscreen wash into coral reefs around the globe each year, which has caused both Hawaii and Florida to ban chemical sunscreens altogether.

Oxybenzone is extremely potent, affecting the reproductive cycle of coral reefs and making them more susceptible to bleaching. Reefs are a vital habitat for marine animals but also serve as a protective barrier for coastal villages against tropical storms and tsunamis.



## WHAT CAN WE DO?

Use zinc oxide or titanium-based sunscreens, avoid using plant fertilisers which wash into waterways, be responsible and conscious when buying aquarium fish and install a water butt in your garden to reduce rain runoff.





JUNE 2021

# G7 CONFERENCE SUMMARY

**In June, seven of the world's wealthiest countries attended the G7 summit, hosted in Cornwall**

The attendees consisted of leaders from the U.K, Canada, France, Italy, Germany, Japan and the U.S and focused on economics, health, and the impact of Covid and the resilience of future pandemics, foreign policies and climate change. The outcome of the three-day event highlighted the need to focus on climate change and Covid Recovery especially.

---

**“Tackling climate change is now as much a political and communications challenge as it is a scientific or technological one.”**

David Attenborough

---

David Attenborough spoke on how climate change is the biggest issue we currently face, and the countries have now committed to halting biodiversity loss to combat this and they have all agreed to cut their



carbon emissions and help other countries do the same. They also plan to accelerate the phasing out of coal, curtail deforestation, switch to electric vehicles, and encourage investment in renewable energies. The U.K also wants to reduce carbon emissions by at least 68% by 2030 and 78% by 2035.

Coal power is the single biggest cause of the global temperature increase and it was outlined that there is a need for a transition to decarbonised power systems for renewable clean energy technology. All seven

**“We also need to work together to protect and restore ecosystems and build defences, warning systems and resilient infrastructure and agriculture to avoid a loss of homes livelihoods and lives”.**

countries have also invested in Green Growth and have committed to the creation of quality jobs so no group or geographic region is left behind. The U.K has reaffirmed their commitment to phase out unabated coal power by 2024 and have committed to end government support for fossil fuels in 2021, as well as promising to phase out petrol and diesel vehicles by 2030. All countries have committed to reach zero emissions by 2050, for the first time ever.



Goal “30by30” aims at conserving and protecting at least 30 percent of the global oceans and 30 percent of land by 2030. The UK is expected to endorse this to reverse biodiversity loss by 2030.

The UK has also endorsed ‘The Ocean Plastics Charter’. The UK’s £500 million, five-year Blue Planet fund will support countries in tackling unsustainable fishing, protecting central eco systems and restoring them, also reducing marine pollution. They have also agreed on issues in having a ‘nature positive’ economy, tackling deforestation through greening supply chains and addressing the illegal wildlife trade.

The other highlights of the conference included: 1)

The seven counties agreeing on giving one billion doses of the Covid-19 Vaccine to help poorer countries around the world to ensure widespread vaccination. 2) They have discussed a system to protect the world from future pandemics. 3) The G7 will also commit to getting 40 million more girls into education.

The U.K will host a variety of meetings throughout the year, both virtually and in different UK locations. However, The G7 cannot pass any laws, it is up to the individual countries to follow-through on their commitments made.

by Emily Gardner



# THE 2021 WOOD ASH PROJECT

Wood ash can be disposed of in general waste bins when cooled but at The Acorn Inn, we have a designated area for the wood ash in the garden (as pictured above). We have three fireplaces and in the colder months, we produce a high volume of wood ash daily.



The Wood Ash Project hopes to reuse this vital byproduct by enriching compost in The Acorn Inn's herb garden, as well as for the vegetable garden at Summer Lodge.



Wood ash has a variety of uses, from enhancing plant nutrients, acting as a natural insect repellent, preventing frost damage, to being a natural cleaner for koi ponds and an alternative to using rock salt on icy roads...

## INNOVATIVE USES FOR WOOD ASH

### Enriching Compost

Wood ash is rich in potassium and can add calcium to compost. It also attracts worms which are **great for compost!**

### Insect Repellent

It can be used as a non toxic and non harmful **alternative to bug repellent** and can protect plants, grass and beehives from slugs, snails and ants.

### Growing Tomatoes

Wood ash **contains nutrients** including potassium, phosphorus, and magnesium. It also **raises the soils levels of alkalinity.**

### Cleaning koi Ponds

A small amount of wood ash can be used as a non toxic **cleaner for koi ponds** and can strengthen other aquatic plants.

### Prevents frost damage

The mineral salts in wood ash **lowers the freezing point of water** without harming plant tissues that other salts might.

### Melting Ice

Wood ash **does not contain the same harmful chemicals as rock salt** when used on roads. This means it does not kill plants, negatively impact water supplies or irritate dogs' sensitive paws.



SUPPORTING  
BRITISH BLOOMS



A lot of people may not be aware that most of the flowers we buy at supermarkets and florists are grown and distributed from Holland.

They are often grown in large greenhouses which use lots of heating and irrigation. This, combined with the air miles to transport them, means they have quite a high carbon footprint. In British Flowers Week, florists and growers make displays to demonstrate the wealth and variety of beautiful flowers that are grown here in the UK, and to encourage the use of these flowers when they are in season. Very similar to what the Summer Lodge kitchen is doing with using seasonal and locally sourced ingredients.

**Robyn Semple-Dower,**  
Florist at Summer Lodge

## WHAT IS BRITISH FLOWERS WEEK?

'Founded by New Covent Garden Market in 2013, British Flowers Week is an annual, national celebration of the wealth and variety of British cut flowers, plants and foliage'

Buying British flowers has many benefits, which include supporting local industry, keeping farmers happy and encouraging wildlife and biodiversity. British flowers have much fewer air miles than their counterparts from Holland or further afield, meaning they have a much lower carbon footprint. When combined with other practices such as avoiding the use of floral foam and single use plastics this helps make the flower industry more eco-friendly.





Caption style if required lorem ipsum deum

## ECO FRIENDLY INITIATIVES

Emily Gardner, Management Programme Participant at the Acorn Inn has been hard at work auditing the Acorns single use plastics by completing a three page spreadsheet and offering alternatives for a greener future in Hardy country

### Fresh Ideas for The Acorn Inn

During July we have been working hard at The Acorn Inn, in collaboration with the Summer Lodge gardening team and chefs at The Acorn to redesign our herb garden into a greater functional space. MP Emily has been weeding the space and organising what plants would be beneficial for the kitchen and bar. We are currently working on planting a range of herbs including rosemary, sage and mint, edible

flowers and berries – as well as preserving some plants already in the area, to fully utilise and conserve the space. Having produce grown on site also helps us to reduce our food delivery mileage, which we are very conscious of cutting down in any way that we can. Additionally, we are also reusing our wood ash to enrich the soil, which enhances our plants as they grow and flourish.



Caption style if required lorem ipsum deum

# SUMMER LODGE VEGAN LUNCH

**This month our Bar Manager Jonathann Cocogne hosted a fantastic vegan brunch for all the Summer Lodge staff to share his range of vegan alternatives, preserves and fermented beverages called Kombucha.**

Jonny owns his own Kombucha business known as The Bread Drink Lab and has been running it for two years, sharing the health benefits of fermentation and introducing Kvas, a fermented Slavic and Baltic beverage made from Rye Bread to the UK.

“ I have been involved in a lot of vegan events over the last two years as I own a separate business and I am often trying new vegan foods. I think a lot of people in our industry have never tried vegan food, so this was an opportunity for them to open their eyes to something different. Kvas is a fermented soft drink I discovered in Russia, it is made from rye bread and often made at home using leftover bread, you can also make fruit kvas without the bread, I made one from discarded fruit peel from the bar like apple peel, strawberry, lime, and orange.

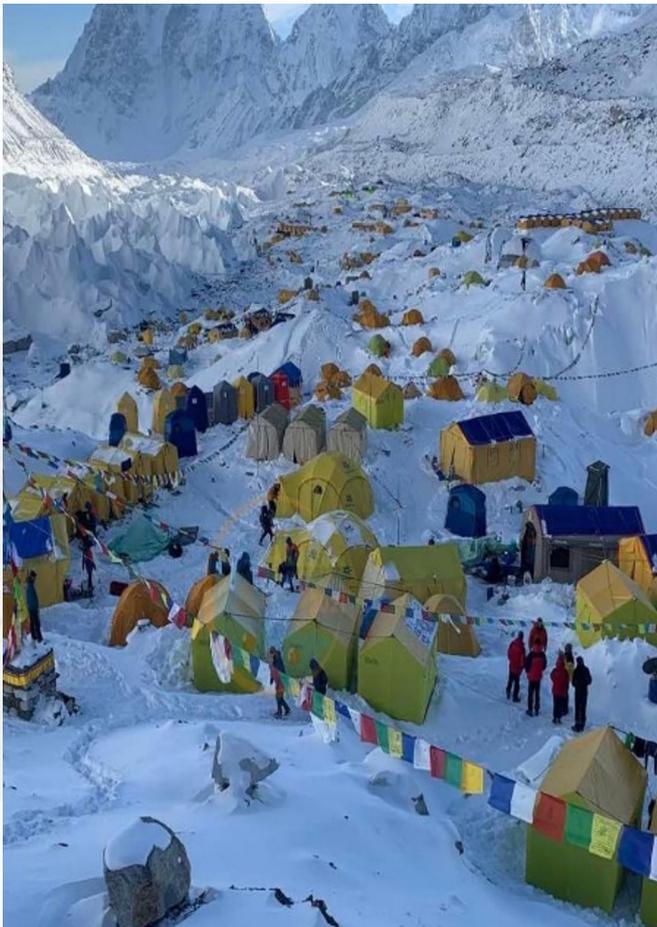
At home I love to make all kinds of fermented drinks and food as it is a great way to improve your health and a green way to conserve food.

For more information I suggest books like “The Noma Guide to Fermentation” and Sandor Katz’ “Wild Fermentation” ”.



# MOUNT EVEREST MOUNTAIN CLEAN UP CAMPAIGN 2021

During the 2021 Lockdowns, the Nepalese Army in collaboration with Coca-Cola, The Himalayan Climate Initiative, Nepal's Ministry of Culture, Tourism and Civil Aviation, The Nepal Tourism Board and many others, pledged to use the time with no hikers and visitors to clean six different mountains in Nepal: Mount Everest, Lhotse, Makalu, Dhaulagiri, Pumori and Ama Dablam, as part of aims to minimise the effects of climate change.



**27.6 tons of rubbish has been removed from the six mountains and Four deceased hikers were also found, including two from Everest Base Camp**

The project was officially called 'Safa Himal 2021' and their slogan was 'Save the Himalayas for the future'. The hopes of this project are not only to combat climate change and clean up the mountains, but also to educate and engage communities and visitors on the importance of keeping the mountains clean in hopes of changing behaviours in the future.

In 2019, a similar clean up project was carried out on Mount Everest. 4,892kg of waste was collected from the mountain, plus an additional 5,694kg from Everest Base Camp.

After sorting through the rubbish, the non biodegradable waste will be carried out of Kathmandu to recycling facilities .

The 2021 cleanup project started on 15th April and finished on the 5th June, World Environment Day.



# THE LINK BETWEEN CORPORATE SOCIAL RESPONSIBILITY AND EMPLOYEE QUALITY OF LIFE

---

An essay by Niamh Richardson

---



**In 2019 I carried out a research project, exploring British chain and independent hotels, to determine how diverse corporate social responsibility practices impact employee quality of life.** The link between employee well-being and CSR were yet to be explored in the context of the British hotel industry, as well as research comparisons between chain and independent organisations. The findings propose that independent hotel employees attain greater well-being as a result of better engagement with CSR projects, whilst identifying that they are driven by sustainable, ethical, and philanthropic CSR due to its impact on the local community.

## CSR DISPARITIES WITHIN THE HOTEL INDUSTRY

Hotels enhance their CSR practices to generate long-term value for perspective shareholders. Researchers contended hotel's CSR reporting shallow by exposing "a large number of companies report commitment to CSR goals but a much smaller number of them provide details of specific initiatives undertaken to contribute to these goals and even less of them report actual performance achieved." It was discovered that chain hotels promote CSR further than independent hotels, nevertheless, alternative research suggests that chain hotel efforts are not greater, rather they implement stronger marketing strategies to influence stakeholder perceptions. Rozzi et al (2010) supports this by recognising three major hotel chains which were responsible for corporate green-washing.

Research unfolds that chain hotels reporting's of CSR favour legal and economic practices. Opposing this, independent hotels are often family-operated, reliant on local communities for supplies and custom therefore further inclined to implement philanthropic and ethical CSR as it impacts society and employees who live locally. This rejects speculations which state the scope and budget of a hotel determines CSR success but rather commitment from employers and managers. Supanti, Butcher and Fredline (2015) support this by unfolding

CSR engagement significantly improved the relationship between employers and employees; such enhancements were linked with self-actualisation, purpose, positive relationships and in general, greater job satisfaction.

## METHODOLOGY

Qualitative research methods were chosen to measure the multifaceted, emotive elements which impress on employee well-being across chain and independent hotels. Two focus groups were completed with six respondents in each, one analysed chain hotel participants (CHP) and the other, independent hotels (IHP).

The questions applied were adapted from Hyeli et al's (2019) study, which measured well-being subject to CSR across the Korean hotel sector. Hyeli et al's (2019) quantitative measurements were converted to gain qualitative insights towards this research. Seventeen CSR activities were adapted to examine; awareness, involvement and education of CSR. Activities included: "Are you aware of any sustainable practices within the work place", "Are you aware of any strategies in place to reduce operational costs: how do you contribute to this?", "Do you believe your managers and employers are fair, caring and respect you, as an employee?" and "Would you describe your hotel as charitable and if so, can you give me examples of how you have contributed to this in the work-place?"

Well-being applied twelve constructs to assess job satisfaction, quality of working life and quality of life.

### This comprised of:

- "Overall, are you satisfied with your job: what aspects do you enjoy and if you had the power, what would you improve?"
- "Do you have good friends at work? How would you describe your relationship with your colleagues?"
- "Do you believe that you lead a meaningful and fulfilling life and how does your job impact this?"

Questions were tested consistently, in the order, as suggested by Hyeli et al's (2019) model, which then stimulated a rippled link between responses. For example, when questioning candidate's quality of life, they referred to volunteering and sustainability CSR practices and how this impacted their purpose.

## WELL-BEING AS A RESULT OF CSR ENGAGEMENT

Whilst IHP revealed significant CSR involvement, proved to positively impact QoL, CHP demonstrated low engagement and thus poorer QoL. QoL fluctuated with sustainable, legal, philanthropic and ethical CSR whilst economic activities prevailed inconsequential towards the study. Three conclusions were established, which further rationalised divergences: First, the variance in drivers across both organisations. This study confirmed a breakdown between CSR reporting and implementation across chain hotels.

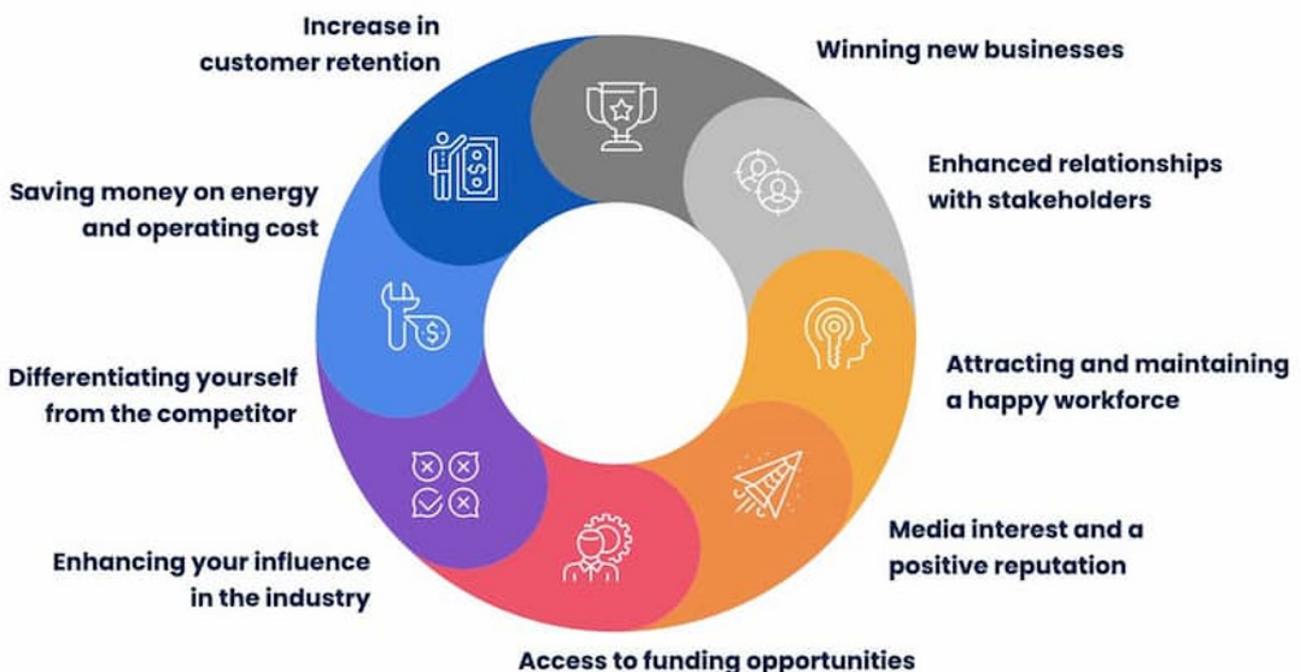
Synthesis with literature suggests that this is a result of superficial marketing strategies, which appeal to alternative stakeholders as opposed to employees. Conflicting this, independent hotel's CSR was driven by societal affiliations, creating direct impact on employee QoL and the local community. Whilst literature rationalises divergences, this comparative study proposed the novel finding that CSR drivers which prioritise societal needs, further progress employee QoL.

This correlates with conclusion two: where IHP demonstrated meaningful QoL, they were significantly engaged with ethical and philanthropic CSR. Such constructs improve company culture and foster healthier work environments, evident throughout the study. This was rationalised where IHP were further motivated by organisational values as opposed to self-fulfilling rewards.

This supports the theory that hotel budgets do not implicate CSR abilities, rather transformational leadership. Consequently, entailing conclusion three: positive relationships progressively impact CSR and QoL. Managers are crucial for effective CSR implementation- this is evident where employees were encouraged to engage with CSR and thus indicated personal growth. Where employee's verified supportive relationships, they more immersed with CSR and attained better QoL, as opposed to poor relationships, which established negative effects.

To summarise, this study does not correspond with findings which suggest independent hotels struggle to implement CSR in comparison to larger brands. Empirical research supports the findings that the scope and budget of a hotel does not determine CSR success but rather it's commitment from employers and managers.

## BENEFITS OF CSR





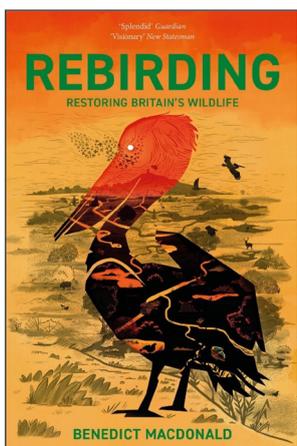
**On the 28th of July, we celebrated World Conservation Day here in Evershot.** The primary objective of celebrating this day is to protect, maintain and conserve our natural resources and habitats. The exhaustion of our planet's assets has created a disparity in the environment, only increasing natural disasters and global warming. To overcome these issues and create a sustainable future, we must act now. As humans, we need to understand that everything we practice, impacts nature and therefore conservation is of the utmost importance - a healthy planet provides us with water, air, trees, animal, food, soil and minerals. Fortunately, our green team understand this and so we continuously strive to implement more sustainable initiatives and educate ourselves on how we can do better.

For World Conservation Day the Evershot Green Team volunteered in the Summer Lodge vegetable garden digging potatoes and weeding the banks of the stream. This was an amazing opportunity to collaborate with the gardening team, learn about the produce grown on site, and to be shown the full process of the plants journey from garden to the table.

Our brilliant gardeners Alex and Robin taught us about the importance of Brown Millipedes for balancing the food chain in our gardens, how to effectively remove invasive bindweed and how to use fertiliser to grow Hydrangeas so that they flower in different colours on the same plant. We also tried some new flavours such as edible Nasturtium flowers which are used in the kitchen at Summer Lodge and the Acorn Inn.

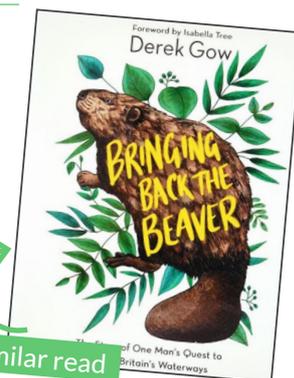


# BOOKS OF THE MONTH

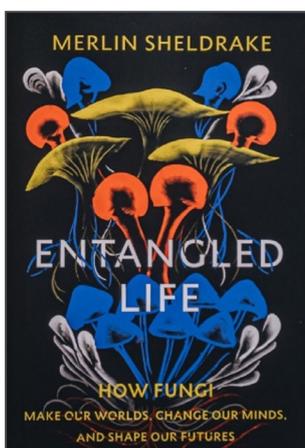


Benedict Macdonald is a writer for Birdwatching Magazine and has worked alongside the likes of David Attenborough teaching the importance of untouched nature in Britain's habitats. Rebirding is centralised around the conservational concept of 'Rewilding': the act of restoring and protecting natural processes and wilderness areas. Rewilding focuses on protecting or reintroducing apex predators and keystone species which are dwindling in numbers from British rural spaces while dismantling the concept that

the UK's wild environments can only be preserved by modifying farmland rather than expanding existing areas of conservation. The problem with reclaiming farmland is both economic and biological. As struggling agricultural practises can hardly spare valuable land as it is and reclaimed intensive farmland is often lacking in the vital nutrients it needs to maintain the richness of biodiversity needed for truly wild spaces.

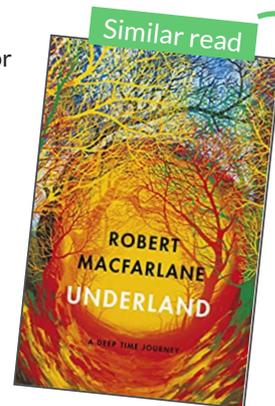


Similar read

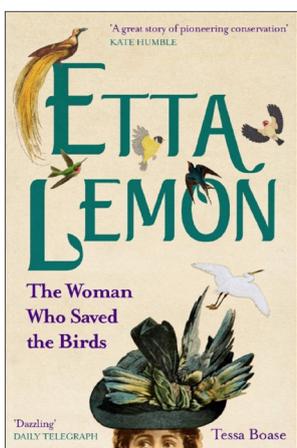


Did you know that scientists and civil engineers in Japan used slime mold to plan the most direct routes on the Tokyo subway system? They 3D printed a map of the city, barring unsurpassable geographical features such as rivers, underground car parks and sewer systems with salt and placed bits of food where they wanted the stops to be. The slime mold grew towards the food in an exact map of what computers had worked out as the most efficient circuit possible. Melvyn Sheldrake

has a Ph.D. in tropical ecology from Cambridge University for his work on fungal networks in the tropical forests in Panama, where he was a predoctoral research fellow of the Smithsonian Tropical Research Institute. Entangled Life is his debut novel and reveals some incredible insight into the often-overlooked importance of mushrooms, fungi, and their uses in the modern world.



Similar read



From the mid-nineteenth century onwards the main threat towards wild birds in Britain and abroad was no longer overhunting but rather fashion, namely millinery. In the US alone it was estimated that 5 million egrets were killed for their tail feathers during hatching season annually. From kingfishers to Amazonian birds of paradise, some feathers fetched their own weight in gold. It wasn't just feathers but wings and whole taxidermized birds which were used to adorn the hats of the most fashionable women of the

age, the most famous of which was Emmeline Pankhurst who was rarely seen without an ornately plumed hat perched on her head. Tessa Boase tears open the rarely discussed feud between Etta Lemon, one of the founders of the RSPB and a staunch anti-suffragette and Emmeline Pankhurst, who was synonymous with her white feathers and the purple feather which she dropped when storming Westminster.



Similar read

Thank goodness for Etta Lemon and women like her. Britain, and our wildlife, would be much poorer without them'

Constance Craig Smith

# THANK YOU SO MUCH

for reading the June and July Edition of the  
Summer Lodge and Acorn Inn Green Team Magazine.

We hope you learnt something new and feel inspired to go out and do something which  
will positively affect the people, plants and animals around you.

## FOLLOW THE SUMMER LODGE AND ACORN INN

Follow the links below to keep up to date with our new projects or email us  
for more information about any of the issues raised in this publication.

### SUMMER LODGE



### ACORN INN

