



Environment and Climate Action Policy

This policy applies to all Groundwork South & North Tyneside trustees, directors, employees and volunteers as well as any Trading Subsidiaries

Policy review

Developed By:	Natalie Curren
Approval Date:	28 th November 2022
Review Date:	
Next Review Date:	27 th November 2023
Version	01

Policy Statement

Groundwork recognises that we are in the midst of a climate and nature emergency and that we all need to act now to reduce carbon emissions and protect our planet's natural resources.

Our federation strategy commits us to being environmental exemplars, which means embedding the principles of sustainable development in what we deliver and the way we work. Sustainable development means meeting our own needs without depleting natural resources for future generations. It also means recognising that our environment, economy and society are all connected. Groundwork believes that the needs of local communities must be central to the way we tackle the climate and nature emergencies.

We know that the negative effects of climate change and environmental damage impact first and worst on those who have the least in society, and who contribute least to pollution. We believe the transition to net-zero carbon emissions must tackle, rather than deepen, this inequality and provide a springboard for better work and healthier, happier lives in the places that need it most.

This includes the creation of green jobs that are accessible to people from all walks of life, energy efficiency measures to tackle fuel poverty, the provision of high quality green spaces and improvements to air quality to improve health and wellbeing. It also means helping communities cope with the effects of a changing climate, such as floods and heatwaves.

We will prioritise our work and measure our achievements based on the difference we make to the lives of people and our impact on the environment.

Values

We are passionate about:

- Empowering Sustainable Communities – Empowering, enabling and enhancing local communities
- Raising Aspirations and Creating Better Prospects – Individuals who are resilient, confident, ambitious and independent
- Better Places – A high quality built and natural environment that provides social benefit
- Enriching lives through Environment, Culture and Heritage – Individuals who are educated, entertained and informed

To live and breathe these values we need to think about how we deliver our projects, programmes and services and how we run our organisation.

Commitments

We factor our commitment to sustainable development into all of our strategies, plans and policies, including plans for continuous improvement.

We are committed to protecting the environment, preventing pollution and achieving Net-Zero Carbon by 2030 by:

- Prioritising sustainable development when deciding which grants and contracts to bid for and which projects and services to develop. We will assess the degree to which they align with Groundwork's overarching aims and strategy.
- Promoting the use of public transport, reducing our waste and managing our offices and buildings to ensure they minimise harmful impacts to the environment, for example through the suppliers we choose and the materials we use.
- Assessing and minimising the risk of our delivery leading to harmful environmental impacts, ensuring that our operational decisions contribute to the wellbeing of people and the planet.
- Encouraging and supporting our employees, volunteers and trustees to be advocates and champions of sustainable development, and supporting the wellbeing of our employees by promoting good mental health, physical activity and healthy eating.
- Identifying and providing relevant training for our employees in relation to both specific job roles and our wider aims.
- Involving people from across our organisation to ensure that continual improvement of environmental performance is achieved and encouraging them to contribute their ideas.
- Influencing partners, stakeholders and funders to prioritise sustainable development in their activities and programmes so that we can build a broader network of organisations able to have a bigger impact on the climate and nature emergencies.
- Raising awareness and empowering communities to play their part through a range of programmes and events
- Ensuring the concerns and suggestions of these interested parties and communities are considered and addresses appropriately.

Roles and responsibilities

Everyone within the Trust has a role in helping us achieve Net-Zero and a responsibility to planet.

Board of Trustees

- Will ensure that there is an effective Environment and Climate Action Policy within the organisation
- Will periodically appraise the effectiveness of the policy and ensure that any necessary changes are made.
- Will ensure that relevant environmental impacts are assessed within the organisation
- Will ensure sufficient resources are made available to achieve our commitments

Executive Management Team

- Will have overall responsibility for the Environment and Climate Action Policy and Environmental Management System within the organisation
- Will ensure that these are understood and embedded at all levels

Climate Action Lead

- Will work with the Executive Management Team, Managers /Programme Leads and employees to advise and assist with any day to day environment related issues
- Will implement and maintain a carbon monitoring tool to supplement our Climate Action Plan
- Will coordinate and chair the Environment and Climate Action Working Group.
- Will report incidents to the Compliance Committee and relevant bodies as appropriate

Managers / Programme Leads

- Will fully familiarise themselves with the Environment and Climate Action Policy and Environmental Management System, and ensure that their teams comply at all times
- Will ensure that all incidents are recorded and investigated, and reports are completed promptly
- Will devise safe working practices for tasks under their control and will ensure that only safe working practices are used, in order to prevent negative environmental impacts
- Will liaise with the Climate Action Lead on all matters concerning the environment and ensure their teams are represented in the Environment and Climate Action Working Group

Environment and Climate Action Working Group

- Monitor incident records, both actual and potential, so that controls can be implemented to reduce harmful conditions and practices
- Compile and monitor a corrective and proactive action plan
- Examine audit reports and recommendations
- Represent their teams to feed in ideas / concerns and feedback new processes and plans

All Employees

- > Will make themselves familiar with the Environment and Climate Action Policy and Environmental Management System and comply with these at all times
- > Reduce purchasing by reusing and repurposing items where possible
- > Recycle as much of our waste as possible
- > Buy items made from recycled materials where possible
- > Take time to consider both how necessary their journeys are and how they travel; make the most of meetings over digital media, use public transport or cycle for travel where possible, car share where appropriate and make use of our cycle to work scheme
- > Report any environmental incidents, both actual and potential
- > Not intentionally or recklessly interfere with or misuse anything provided to protect the environment

Monitoring Performance

Our performance is monitored both internally and externally through a number of methods:

- > ISO14001 accreditation
- > Internal audit process
- > External consultant audits
- > Carbon monitoring, measured against our baseline taken in 2019/20

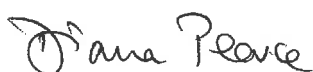
This policy is part of our Environmental Management System and supported by our Climate Action Plan

Signed



Chief Executive Groundwork South and North Tyneside – Andrew Watts

Signed



Chair of Trustees – Dianna Pearce

Date 28th November 2022

Version Control

Version Number	Date	Name	Job Title	Document Status
01	28/11/2022	Natalie Currer	Compliance and Standards Manager	Approved