



GROUNDWORK GREATER MANCHESTER

ESG Review 2024/25





Introduction

2024-25 saw continued growth in the size and scale of Groundwork Greater Manchester. We now employ over 130 permanent staff and have a turnover of over £7.5 million.

As a charity we deliver social, environmental and economic impact for people and places through the work that we do, which is funded by grants, commissions and our public and private sector partners. This is captured in our annual impact report. As we have grown, we have become increasingly conscious of the way we do business and the need to be transparent about this.

This is our fourth ESG review and outlines our ongoing commitments and initiatives we have introduced within our business operations in the past year which enable us to be a more responsible and sustainable organisation.

Where possible, we have mapped our progress against the UN Sustainable Development Goals.

> Environment



In 2024/25 we continued to:

- Capture and review our annual carbon emissions.
- Improve carbon emissions data accuracy.
- Train all staff and Trustees in Carbon Literacy.
- Train participants on our programmes in Carbon Literacy, where applicable.
- Provide on-going maintenance and enhancement activities on our 5 nature sites.
- Maintain our status as a Gold Carbon Literate Organisation.
- Review our suppliers and move to more sustainable suppliers, where possible.
- Operate an Environmental Champions cross-trust group who drive forward environmental actions.
- Be accredited as an ISO14001 organisation.
- Encourage greener commutes by making the Ride2 Work scheme available to employees.



Our Carbon Emissions:

2024/5 Carbon Emissions (tCO2e)

■ Travel ■ Premises ■ Commuting ■ Homeworking ■ Waste



- > Carbon emissions per FTE remained static, but there was a big reduction in KgCO2e per project hour worked, from 1.89 to 1.50, a reduction of 21%.

This is driven by a range of factors, however the following are felt to be the main contributors:

- We are increasingly using local bases within communities, which has the effect of reducing travel related emissions.
- Emissions relating to project waste reduced significantly. This is because we handled significantly less high-emissions waste than in previous years.
- Employee commuting habits are gradually becoming greener. Emissions relating to commuting remained very similar despite a new more accurate reporting methodology which increased figures compared to previous years.



During 24/25 we have:

- > Replaced a diesel van with an electric one.
- > Reduced our office bases from three to two - making existing spaces more optimised and efficient.
- > Installed a nature friendly bike shelter at Trafford Ecology Park office to encourage more cycling to work.
- > Invested additional resource into the maintenance of Trafford Ecology Park, driving forward an ambitious programme of work to enhance habitats and increase biodiversity.
- > Been awarded the Carbon Literacy Action Day Catalyst Award 2024 in recognition of our delivery in our organisation and across the community.

> Social



In 2024/25 we continued to:

- > Hold our membership with the Greater Manchester Good Employment Charter, which strives for employment excellence in all seven characteristics of good employment.
- > Be a Disability Confident employer committed to recruiting, retaining, and developing people with disabilities.
- > Be a Real Living Wage employer, allowing employees to meet their basic needs and achieve a decent standard of living.
- > Commit to bringing together cross-trust groups to steer and drive forward employee Health & Wellbeing and Equity, Diversity and Inclusion (EDI) initiatives.
- > Provide mandatory training on EDI and unconscious bias.
- > Provide full-time employees with 2 days of paid volunteering time.
- > Provide flexible work options including a flexi time system and flexible workplace arrangements.
- > Provide employees with free access to Bupa Healthy Minds assistance programme.
- > Offer paid time off work for emergency care for dependents and enhanced maternity, paternity and adoption leave.



During 2024/25 we have:

- Trained an additional 7 employees as Mental Health First Aiders (MHFA), resulting in 11 qualified MHFA within the organisation.
- Provided professional supervision for front-line staff, facilitated by an external consultant, to positively impact staff and their ability to cope with trauma linked to and caused by their experience with beneficiaries. 27 individuals attended, all of whom recognised the benefit of the offer and valued the opportunity to take part in group supervisions.
- Hosted internal events celebrating the diversity of our workforce and promoting positive health and wellbeing. Activities included lunchtime events linked to mental health and good sleep, as well as marching in Manchester Pride parade.
- Switched to a local refill service for eco hand soap and washing up liquid at our offices and now provide a plant based milk alternative alongside dairy options for our colleagues. We continue to use Fairtrade suppliers for Tea & Coffee.
- Run a campaign to reduce our purchases from Amazon, supporting smaller/local businesses instead, which resulted in an immediate marked reduction in use. We are now supporting colleagues who have struggled to identify suitable alternative suppliers with this task.
- Made the decision to leave social media platform X (formally Twitter), making a stand for equity and against injustice, demonstrating our dedication to protecting marginalized communities.
- Supported members of staff to use their paid volunteering days to enhance habitats on a RSPB reserve, work in a community café that supports people in recovery and coach young people via the One Million Mentors scheme.



Governance



In 2024/25 we continued to:

- Implement our good governance action plan by recruiting three new Trustees to the board, increasing diversity and ensuring robust succession planning.
- Focus on developing the board culture, ensuring values and behaviours align with our organisational values and encouraging trustees to consider how they live our values both as a board and as individuals.
- Provide trustees with an opportunity to meet staff and participants from our programmes and better understand the impact the charity makes through dedicated slots at board meetings.
- Attend key external partnerships, including the Greater Manchester Natural Capital Group, Trafford Employment Education & Skills Partnership (Chair), Trafford Climate Network, and Kirkholt Millions (Board member).



During 2024/25 we have:

- Undertaken an annual good governance pulse check identifying areas of focus for the future, particularly streamlining our governance for effectiveness and efficiency and an on-going focus on skills and diversity.
- Embedded consideration of EDI and environmental implications across all board reporting and decision making.
- Developed and implemented a Trustee Code of Conduct and Behaviours Statement aligned with our values.
- Embedded a learning culture by undertaking a deep dive into a key service area leading to improvements in monitoring, reporting and decision making at board level.
- Heard from staff and service users from our Integrated Placement Support Service (Drug and Alcohol), Women Warriors Girls Group and Kings Trust Team Programme for young people, ensuring our trustees stay close to our delivery.
- Held a trustee volunteering session at Trafford Ecology Park where our trustees cleared, weeded, re-used and recycled.



ESG Review

2024/2025

Please contact us if you have any questions about the content in this document

www.groundwork.org.uk/greatermanchester
[@groundworkgm](https://www.instagram.com/groundworkgm)
[Facebook.com/groundworkgm](https://www.facebook.com/groundworkgm)

Company Registration Number: 6543150 . Charity Registration No: 1124508

Published June 2025

