



GROUNDWORK GREATER MANCHESTER

ESG Review 2025/26





Introduction

2025-26 saw continued growth in the size and scale of Groundwork Greater Manchester. We now employ over 125 permanent staff and have a turnover of over £7.7million.

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 fifth 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 2025/26 we continued to:

- Collect and review our annual carbon emissions.
- Improve carbon emissions data accuracy relating to business travel.
- Train all staff and Trustees in Carbon Literacy.
- Provide on-going maintenance and enhancement activities on our 5 nature sites.
- Improve sustainability in our supply chain.
- 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:

2025/6 Carbon Emissions (tCO2e)

■ Travel ■ Premises ■ Commuting ■ Homeworking ■ Waste



> We maintained the same level of carbon emissions as last year (273 tCO2e), which is a reduction of 4% from the baseline figure. Emissions per project hour worked and per staff member increased slightly. Key things to note about our emissions:

- There was a significant reduction of 19% in emissions from staff business travel. This reflects more accurate reporting as well as staff travelling more sustainably, and the use of local bases for delivery.
- Emissions from our vehicle fleet reduced by 6%. This follows adoption of two small electric vans and continued careful journey planning.
- Commuting emissions increased by 11%, mostly attributable to longer journeys for staff previously based at our Rochdale office. On the flip side of this, emissions relating to premises reduced by 10%.



During 25/26 we have:

- > Introduced a salary sacrifice scheme for used electric vehicles to support staff wishing to move to EV.
- > Replaced a diesel van with an electric van.
- > Introduced a new small electric van as a pool vehicle, to avoid staff using personal fossil fuel vehicles for work related travel.
- > Increased purchases from our local refill shop to now include items such as additional kitchen items.
- > In line with new legislation, introduced food waste bins at all our offices.

> Social



In 2025/26 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 Diversity and Inclusion (EDI) initiatives.
- Shift sourcing toward local businesses, prioritising smaller suppliers in the community and increasing support for independent providers.
- Provide mandatory staff training on EDI and unconscious bias.
- Provide full-time employees with 2 days of paid volunteering time.
- Provide flexible work options that allow our staff to balance work and home.
- Offer paid time off work for emergency care for dependents and enhanced maternity, paternity and adoption leave.



During 2025/26 we have:

- Re-launched our employee wellbeing package, strengthening the support available to colleagues across the organisation. This included the introduction of the Now Your Talking counselling service, which provided an additional route to professional support for employees requiring more intensive or longer-term assistance, alongside continued access to the Bupa Healthy Minds employee assistance programme.
- Continued to offer professional supervision for frontline staff, delivered by an external consultant. This provided a safe space for colleagues to reflect on the emotional impact of their work and helped build resilience when supporting beneficiaries who had experienced trauma.
- Developed a Managers' Wellbeing Toolkit, bringing together information on the wellbeing resources available and guidance on supporting staff effectively. We also continued to provide access to Mental Health First Aiders across the organisation.
- Hosted internal events celebrating the diversity of our workforce and promoting positive health and wellbeing. In March an employee led initiative called 'Move More For March' encouraged employees to walk, run, dance or move more, both in and outside of work.
- Took part in the RACE report pilot scheme on Equity Diversity and Inclusion staff perceptions survey to contribute to the understanding and acceleration of diversity and inclusion within the environment, conservation, and climate sector.
- Supported members of staff to use their paid volunteering days to support charity projects such as judging at the North West in Bloom competition, conservation activities at Newgate Nature Reserve with Mersey Rivers Trust and supporting vulnerable people at Brookshaw Centre in Bury.





Governance

Employment support

ALLOTMENTS FOR ALL

Everyone welcome, no experience necessary!

Every Tuesday | 10am - 1pm
Community Green Allotment, Meadow Lane, Dukinfield, SK16 4AN
Soup lunch included

Every Tuesday | 1pm - 3pm

WILLOW Allotments, nr 230 Grange Road South, Hyde, SK14 5NP
Refreshments provided

Every Thursday | 12.30pm-3pm

Community Green Allotment, Meadow Lane, Dukinfield, SK16 4AN
Refreshments provided



£1 DONATION
GREAT FOR YOUR HEALTH & WELLBEING
LEARN NEW GREEN SKILLS
SOW & GROW VEGETABLES & PLANTS
WARM DRINKS PROVIDED

For more information please contact us:
E: allotments@groundwork.org T: 0161 224 8300



GROUNDWORK JOB CLUB



Groundwork are running a Job Club for St Peter's Ward residents! Sessions will run every Thurs, are open to residents aged 16+ and will cover:

- > CV building and structuring
- > Development of job searching skills and techniques
- > Support to complete job applications, cover letters and personal statements
- > Interview preparation, techniques and confidence building
- > Access to our network of employers and opportunities to gain sector insight

Interested? Get in touch with us to register your space!

CONTACT US:
Employment.Referrals@groundwork.org.uk
07850310730

Groundwork Greater Manchester
Tameside GMCA

Open to St Peter's Ward residents aged 16+

IPS EMPLOYMENT SERVICES

Individual Preferences
Employment specialist
their own

Getting Greater Manchester Interview Ready

Working Wardrobe is a charity initiative that provides people in unemployment with interview coaching & a personal styling service that gives them the outfit, and confidence, they need to get the job that they deserve.

We are currently running our free pop-ups across Greater Manchester. By appointment, between 09:30am & 3:00pm Tuesday's, Wednesday's & Thursday's

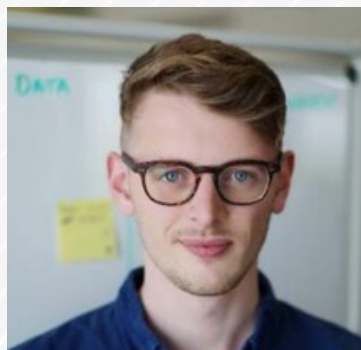
Location Timetable

- > Tuesday: Trafford
- > Wednesday: Salford (Elite Salford participants only)
- > Thursday: Stockport

Please ensure at least 24 hours notice is given for any cancellations. Working Wardrobe reserves the right to cancel appointments without notice if you do not show up to your appointment.
Please note our pop-up locations are always ready to show you our interview preparation service.
For more information and to make an referral, please contact:
e: WorkingWardrobe@groundwork.org.uk
t: 07482 402305

In 2025/26 we continued to:

- Implement our good governance action plan by further streamlining governance and appointing one new Trustee to the board, ensuring skills balance and 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 opportunities 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 Green Skills Partnership (Chair), Trafford Climate Network, and Greater Manchester Bee Net Zero Partnership



During 2025/26 we have:

- Undertaken an annual good governance pulse check identifying areas of focus for the future, including board engagement and an on-going focus on succession, skills and diversity.
- Strengthened trustee focus on EDI by embedding championing of EDI within all trustee role descriptions and training; adding specific focus on EDI in Vice-Chair role; improving measurement of EDI impact outcomes within board reporting.
- Reviewed and modernised our Articles of Association to ensure they are legally compliant, accessible and truly reflective of our work today.
- Supported the Groundwork Federation governance review through active participation of our Chair and Executive Director. Welcomed the Federation Board Chair to Greater Manchester to visit local activity including Stockport Girls Group and Medlock Valley.
- At our board meetings heard from staff and participants from our Medlock Valley, Green Doctor and Cadent Energy Academy programmes, ensuring our trustees stay close to our delivery.
- Taken on a new role as Environment Sector Lead Representative within the Greater Manchester VCFSE Leadership Group – a group which aims to end inequality for our communities throughout Greater Manchester through a fair and equitable partnership with the public sector.

ESG Review

2025/2026

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

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