



2024-30

Environmental  
Sustainability Plan

Greater Manchester  
Moving > ^ < v

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# Introduction

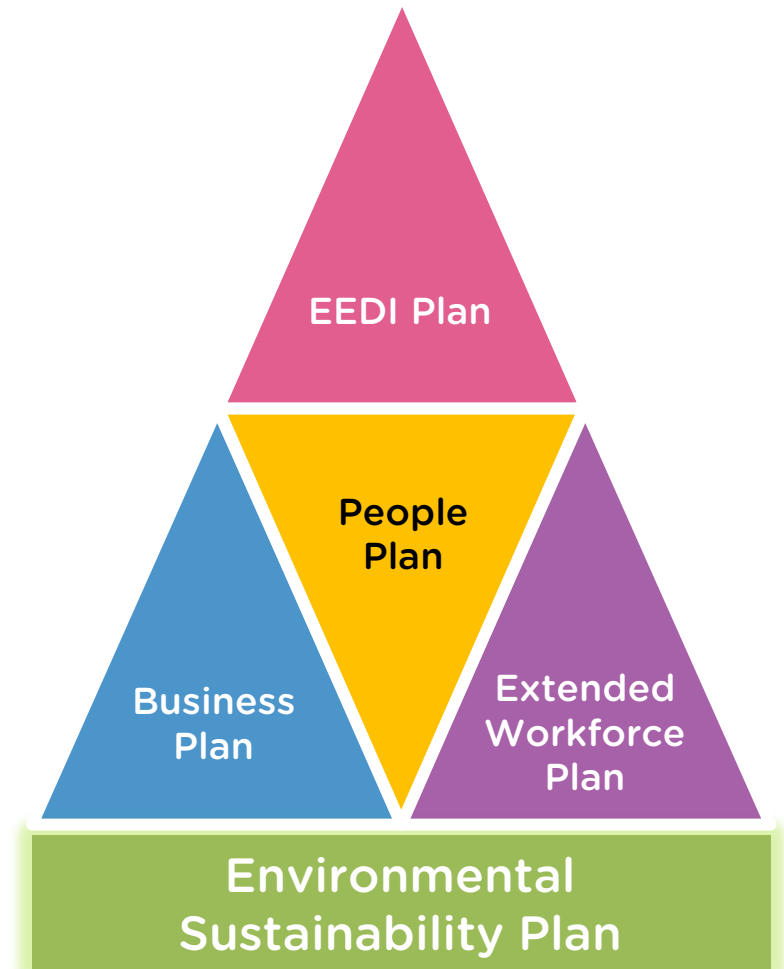
GM Moving wants to do what's right for our people and the planet. Our Environmental Sustainability Plan (ESP) sets out our ambitions and commitments from 2024 to 2030, incorporating actions, activities and pledges to drive meaningful change. It will guide our Board, team, investors, and stakeholders, and hold us to account for reporting on our progress and impact in working more sustainably.

The ESP aims to maintain and improve our existing environmental sustainability work, whilst also introducing new approaches and endeavours where gaps have been identified. We will ensure we factor environmental sustainability impact on stakeholders, wider society and the environment into the decisions we make, and the actions we take. The plan has been co-produced and designed through engagement and input from GM Moving employees and its Board of Trustees. It has been guided and informed by evidence, data and insight, and benefits from expert knowledge and expertise provided by a range of external partners. The ESP will be reviewed each year as part of our overall governance and strategic decision-making processes.

## Connection to other organisational plans

This Environmental Sustainability Plan sets out the roles and responsibilities of all involved at GM Moving including the Board, Executive Team, staff, and stakeholders relating to environmental sustainability. The plan demonstrates that environmental sustainability matters to all, we can make a positive impact, and we all have a role to play.

This Environmental Sustainability Plan forms part of our Environmental, Social and Governance (ESG) commitments, as set out in our [ESG statement](#). Alongside our Equality, Equity, Diversity and Inclusion Plan and our People Plan and governance arrangements.



## Message from our Board Environmental, Social & Governance Champion



### Jill Harrison

We are all aware of the seriousness of climate change, with key figures around the globe calling for greater awareness and action around sustainability.

Recognising the seriousness of the issue, but also embracing the opportunity to drive positive change, the Board of GM Moving is committed to ensuring that our Environmental Sustainability Plan is appropriately implemented in a timely and meaningful way.

We are pleased to have already made progress in developing skills within our workforce to act on sustainability issues and are committed to better monitor our own impact on the environment. ESG is key to protecting the people of Greater Manchester, our wider communities and the planet.

The GM Moving Board will therefore ensure that as we progress through our plan, the GM Moving team is skilled and empowered in having an active voice on sustainability conversations and action planning - not only within our own organisation, but with wider partners and external stakeholders.

## Message from our Team Environmental Sustainability Champion



### Louise Robbins

As an active partnership working across a whole system to enable people to move more, we have a role to lead, support, and connect the multiple strands of this agenda to make a difference to our planet.

Everyone has a role to play to reduce the impact that the sport and physical activity sector has on the environment.

From reducing the use of single-use plastics, to strengthening active travel incentives, or thinking about local procurement and supply chains, **we can all make a difference** organisationally and encourage individual behaviour change.

And by role modelling tangible actions, providing support across a range of networks, keeping the conversation at the fore and sharing examples of shifts in practice, GM Moving can inspire action at scale.

I'm excited to build on my passion for this agenda by being part of the working group, and to work with colleagues across the organisation to develop knowledge, awareness and understanding of how the choices we make in our work in sport can make a real difference.

# About Us

GM Moving is a leading Greater Manchester charity. Across our city region, we play a strategic leadership role in support of GM Moving in Action, the Greater Manchester-wide movement for movement.

Nationally, we are one of 43 Active Partnerships; a network across the country who work collaboratively to create the conditions for an active nation. We also work closely with Sport England to support the local implementation of the Uniting the Movement Strategy and the Every Move plan.



# About Us



## Our Purpose

GM Moving exists to change lives through movement, physical activity and sport.

## Our Vision

United communities and more equal and inclusive places in which people can lead happier, healthier and more active lives.

## Our Mission

We lead, support and connect a Greater Manchester system that creates the conditions to enable Active Lives for All.

Our 2023-25 Business Plan can be found [here](#).

# Our values and behaviours

Our values - passion, integrity and purpose - were co-designed with our board, team and partners. They guide how we work, and are important to everything we do, and the way that we do it.

These values are translated into behaviours, which we embody in our work. These ways of working should be seen and heard internally and by those we work with.

We hold ourselves and each other to account on these, in our recruitment, induction, and leadership and management processes and practices.



## Purpose

For us this means we are clear and motivated about our why, what and how. We make things happen.



## Passion

For us this means we are excited about what we do. Our belief in our work and mission is visible and inspiring.



## Integrity

For us this means we lead by example. We challenge ourselves and others to be honest and to do what is right.





**Our commitments  
and ambitions**

# Our environmental sustainability purpose and vision

Playing our full role, as people and partners in GM's movement for movement, to limit and respond to ecological breakdown. Reducing carbon-emissions, increasing biodiversity and being good guardians of Greater Manchester (GM) for future generations. fulfilling our commitment in [GM Moving in Action 2021-31](#).

## Leading...

...advocacy for and integration of action for environmental sustainability in all our work.

## Supporting...

...partner's learning, understanding and action for environmental sustainability and integration in everyone's work

## Connecting...

...partners locally and nationally for shared learning and action. Opportunities for engagement, workforce training, story-telling, and measurement and evaluation.

## Key messages

- Environmental sustainability matters to active lives for all.
- Together we can create the conditions and measures for our organisation to positively impact on our environment.
- We all have a role to play.



# Our commitment

Here at GM Moving we are passionate about building movement back into everyone's lives by doing what's right for both people and planet.

So far, we have:

- Created our first Environmental Social and Governance statement and formed an internal Environmental Sustainability working group who have developed this plan with support from our board champion, Jill Harrison, who will guide us and advocate for this agenda.
- Provided Carbon Literacy training for all staff, prompting and supporting personal and professional action. Immediate changes staff have made include driving less, walking, wheeling and cycling more, changing buying habits, reducing energy usage and eating less meat and dairy.
- Dialed up our leadership, support and connections in the sector and the wider system to make a green and sustainable future everyone's business. To include collaboration with the Environment Team at Greater Manchester Combined Authority (GMCA), with Transport for Greater Manchester (TfGM) and with local planning authorities and the Greater Manchester Clean Air Coalition to boost walking, wheeling and cycling and development of healthy, active places.
- Begun growing shared learning and action nationally with other active partnerships, sports organisations and VCFSE organisations, so together we can design climate action into everyone's role and work.
- Signed the Going for Green Pledge and in doing so have pledged to promote environmental sustainability through our every move, as individuals, an organisation and as system leaders.



# Commitments for 2024/25

1. Embed Environmental Sustainability into Board meetings and processes, alongside EEDI and Welfare considerations to ensure all decisions are fair and equal.
2. Identify a lead board member and establish a cross-team working group to lead together and bring codesigned action plans to the whole team and board. This will allow us to create a cohesive team working toward the same goals and collective purpose.
3. Ensure strategic and collective accountability for action against the Environmental Sustainability Plan with a report to Board as part of our annual cycle of reporting against our dashboard.
4. Embed Environmental Sustainability into our business, priority and individual objective setting and planning processes to ensure individual, organisational and system leadership are aligned.
5. We will develop our understanding of the effects of climate change, and the connection between how our work continues to impact this, by providing climate education access to the Board and the team. We will use this knowledge as a lever to facilitate informed decision-making, at Board and team levels, in support of, our action plans.
6. Develop our individual and collective leadership as a Board and team, developing a set of principles and an agreed action plan together, aligned to the Sustainable Development Goals and Inner Development Goals for the benefit of the people of Manchester, wider global population, and the natural environment.
7. Take positive action and lead change on this agenda, ensuring that everyone understands their personal role and contribution to culture, system and behaviour change and deliver a set of agreed actions each year, providing support to one another to ensure actions are deliverable and adapting where needed.



Our goals are strengthened by an Action Plan on page 15, which translates these aspirations into actionable steps with the goal of achieving tangible impact and results. Some actions will capitalise on existing work, while others will be specifically designed in to address areas where progress is necessary in the short, medium, and long term.

# Our ambitions 2024-2030

Our Environmental Sustainability Plan is built upon core ambitions, strategically identified to create the most meaningful impact and drive change. These ambitions will act as our guiding priorities.

## **Ambition 1: Workforce development**

To nurture and strengthen environmental knowledge, understanding, and confidence, within both the internal and external workforce to accelerate change.

## **Ambition 2: Measure and reduce our carbon emissions**

Become aware of our organisations carbon footprint and put into place actions that will reduce it.

## **Ambition 3: Leading by example**

An organisation that leads by example and does what is right for people and planet.

## **Ambition 4: Integrated green(er) processes**

Embed environmental sustainability principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding ESG standards.



## Our ambitions 2024-2030 (continued)

Our top 3 commitments and priority areas of focus in the year ahead are:

- **Establishing a Learning and Development Programme:** The plan aims to create a structured learning and development program specifically focused on environmental sustainability for both staff and Board members. This is crucial as it sets the foundation for building environmental knowledge across the organisation.
- **Encouraging Individual Learning Objectives:** The plan encourages all employees to define their personal learning objectives related to environmental sustainability that align with their roles. This promotes personal accountability and ensures that sustainability becomes a part of everyone's job.
- **Creating a Dedicated Segment in New Employee and Trustee Orientations:** The plan includes integrating environmental sustainability into the orientation process for new employees and Trustees. This emphasizes the importance of sustainability from the very beginning of their tenure and aligns it with the organisation's values and mission.





**Environmental  
Sustainability  
Action Plan**

## Ambition 1 - Workforce development

To nurture and strengthen environmental knowledge, understanding, and confidence, within both the internal and external workforce

ACTION	LEAD	MEASURED BY
1.1 Establish a learning and development programme for both staff and Board members, that specifically focuses on environmental sustainability	Learning & Development / ESP working group	Learning and Development Plan
1.2 Encourage all employees to define their individual learning objectives and/or actions, related to environmental sustainability that align with their respective roles in the organisation	All Staff	Actus Personal Objectives
1.3 Create a dedicated segment within new employee and Trustee orientations specifically centred on environmental sustainability, emphasising its significance, alignment with organisational values, behaviours, purpose, vision, and mission	Business Operations Team	Induction schedule/guide



## Ambition 1 - Workforce development (continued)

To nurture and strengthen environmental knowledge, understanding, and confidence, within both the internal and external workforce

ACTION	LEAD	MEASURED BY
<p>1.4 Ensure the continued expansion of shared learning, best practices, and resources via our centralised Teams platform and Board portal. Commit to continuous improvement by collaborating with sector leaders and experts, exchanging insights through meetings, away days, steering groups, and knowledge-sharing sessions. Annually review the Environmental Sustainability and Learning and Development Plans using our Teams channel and other collaboration forums.</p>	<p>All Staff / Trustees</p>	<p>TEAMS channel / ibabs platforms</p>
<p>1.5 Integrate environmental sustainability learning and development into our extended workforce offer e.g. via workshops, webinars, and podcasts</p>	<p>People and Leadership Team</p>	<p>Training opportunities delivered and taken up</p>

## Ambition 2 – Measure and reduce our carbon emissions

Become aware of our organisations carbon footprint and put into place actions that will reduce it.

ACTION	LEAD	MEASURED BY
2.1 Measure the GM Moving carbon footprint	Environmental Sustainability Plan working group	Methods adopted from Active Devon.
2.2 Create a carbon reduction action plan, include monitoring reports showing progress against the plan.	Environmental Sustainability Plan working group	Specific and measurable reduction in our carbon footprint. Target to be confirmed when we have measured our current carbon footprint.

## Ambition 3 - Leading by example

An organisation that leads by example and does what is right for people and planet.

ACTION	LEAD	MEASURED BY
<p>3.1 Support and develop a Board and Team who actively drive forward our environmental sustainability ambitions, setting a positive example through their actions and behaviours. They embed environmental sustainability into our strategic thinking and decision-making, and champion its significance, e.g. the appointment of a Board ESG Lead, and commitment to an agenda item at each Board meeting. Monthly logs and reflections as an Executive team on the how and so what?</p>	<p>Board / Executive Team</p>	<p>Staff and partner feedback</p>
<p>3.2 Showcase the importance of environmental sustainability through the crafting and sharing of stories that showcase the positive impact of embracing good green practices.</p>	<p>Marcomms Team</p>	<p>Number of stories shared</p>
<p>3.3 Enhance our online presence by using social media platforms to communicate our commitment to environmental sustainability. Share posts, stories, updates and achievements to actively engage followers and demonstrate our leadership.</p>	<p>Marcomms Team</p>	<p>Monthly analytics</p>

## Ambition 4 - Integrated Green(er) policies

Embed environmental sustainability principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding ESG standards.

ACTION	LEAD	MEASURED BY
<p>4.1 Conduct a thorough review of all our policies and processes to ensure they have a positive impact on the environment and contribute to our net zero plans. Including, but not limited to:</p> <ul style="list-style-type: none"> <li>• Transport and active travel</li> <li>• Digital management</li> <li>• Paper reducing and paperless systems</li> <li>• Procurement, commissioning and delivery</li> <li>• Waste management</li> <li>• Venues, events and food</li> <li>• Financial Partners</li> </ul>	<p>Business Operations Team - utilising consultancy support</p>	<p>Update policies</p>
<p>4.2 Become an active member of the Manchester Climate Change Partnership. Boosting our reputation and credibility, whilst demonstrating a steadfast commitment to environmental sustainability.</p>	<p>Environmental Sustainability Plan working group</p>	<p>Membership</p>
<p>4.3 Ensure the consistent inclusion of environmental sustainability as a central feature in all strategy/governance documents by making it an essential component of each document and process.</p>	<p>Executive Team / Board / Strategic Leads</p>	<p>GMM Business Plan, Priority Plans, Annual Report, Trustee Report</p>

## Ambition 4 - Integrated Green(er) policies (continued)

Embed environmental sustainability principles into every facet of our operations, interactions and behaviours, ensuring compliance with and exceeding ESG standards.

ACTION	LEAD	MEASURED BY
<p>4.4 Effective governance: Establish accountability measures to ensure that Board, Executive Team and all Employees are actively contributing to the success of the Plan, with ESG taken into consideration in all decision-making processes. (See Appendix 1)</p>	<p>Board / Executive Team</p>	<p>Board paper template and minutes</p>
<p>4.5 Provide transparent progress updates. Regularly review and update the Environmental Sustainability Plan based on internal and external feedback, changing circumstances, and evolving best practices.</p>	<p>Board / Executive Team</p>	<p>e.g. Annual Reports, Board Papers/Dashboard, Funders Reports and other public communications</p>

# Tracking and Monitoring Progress

The whole of GM Moving has a collective responsibility to respond to opportunities and needs relating to Environmental Sustainability. Thus, the plan shall remain a flexible and adaptable open document.

To support this, there will be annual and quarterly progress checks and reviews.

## Progress Checks: Quarterly

- Environmental Sustainability Working Group to meet quarterly.
- Review progress made against actions.
- Identify priorities for the next quarter.
- Feedback to the team and board.

## Full Review: Annually

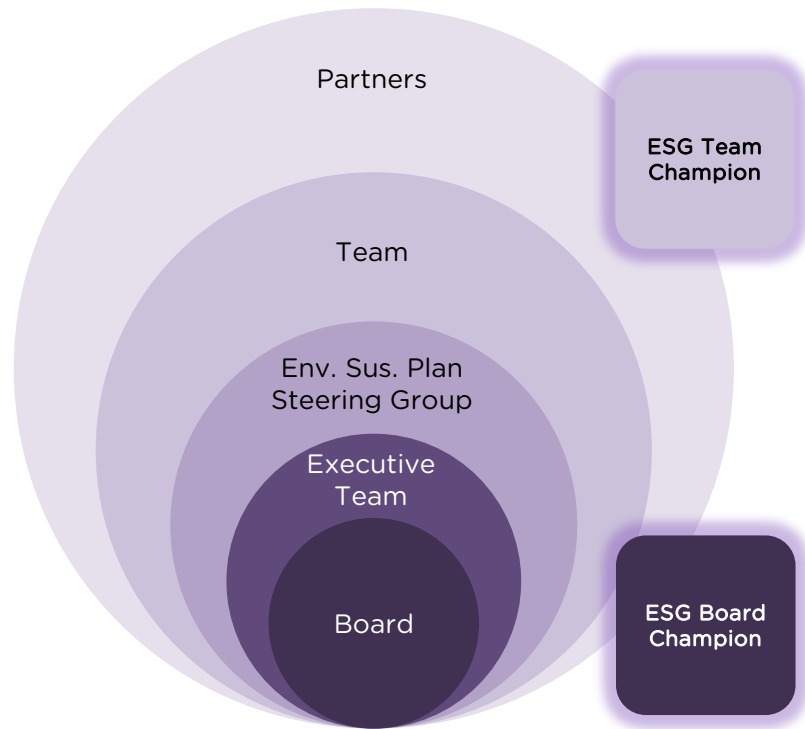
- Environmental Sustainability Working Group, Board Lead, and Executive Team review the plan yearly.
- Updates and amendments authorised by the board.
- Yearly report shared with the board including progress against carbon reduction targets.



# Appendix



## Appendix 1 - Layers of governance and accountability



### Environmental Sustainability Plan Steering Group Responsibilities

- Acts as a leadership body, guiding the development and implementation of the Environmental Sustainability Plan.
- Monitor and track the progress of the Plan.
- Make informed decisions/recommendations and communicate to the wider team.
- Serve as a conduit for gathering perspectives, views and opinions from across the organisation.

### Executive Team Environmental Sustainability Plan Responsibilities

- Direct the development and implementation of the Plan.
- Lead on and set and approve targets and objectives.
- Allocate resources, including budget and personnel, to support the successful execution of the Plan.
- Report on progress to Board and wider stakeholders, ensuring transparency and accountability.
- Identify and address potential risks related to environmental sustainability, implementing measures to mitigate these.
- Cultivate an inclusive culture where everyone feels valued and included, irrespective of background or protected characteristics.
- Publicly communicate the organisation's commitment to environmental sustainability both internally and externally.

### Environmental Sustainability Plan Board Responsibilities

- Provide strategic oversight of the plan.
- Ensures that the organisation complies with all relevant laws and regulations related to environmental sustainability.
- Demonstrates visible and committed leadership to foster a culture of environmental sustainability throughout the organisation.
- Conducts periodic audits and reviews to assess the impact of the Environmental Sustainability Plan and identify areas for improvement.

### GM Moving Team Responsibilities

- Engage in ongoing learning and development, to strengthen knowledge, understanding and confidence in environmental sustainability.
- Adhere to our Green policies and procedures, applying to day-to-day activities and decision-making.
- Contribute to the development, implementation and execution of the Environmental Sustainability Plan.



## Appendix – Layers of governance and accountability (continued)

### Team ESG Champion Responsibilities

- Act as a vocal advocate for sound ESG across the organisation, promote awareness of its importance and the positive impact it has.
- Promote ongoing learning and development opportunities.
- Provide advice, guidance and support on ESG issues.
- Help connect and establish new partnerships with external organisations.
- Motivate and inspire colleagues to actively embrace and embody the principles of environmental sustainability.
- Holding the organisation accountable for promoting and embedding environmental sustainability practice.

### Board ESG Champion Responsibilities

- Ensure the organisation's strategic plans and operations reflect environmental sustainability regulations and statutory guidance.
- To support Greater Manchester Moving in maintaining the highest environmental sustainability standards and embedding good practice.
- Act as a critical friend and apply scrutiny to the development of the Environmental Sustainability Plan.
- Ensure there is an annual review of the Environmental Sustainability Plan and that this is reported to the main Board.
- To ensure environmental sustainability issues are brought to the attention of the Board and help Trustees understand and help make decisions on such matters.
- Champion environmental sustainability at Board level.
- Support Trustees in developing their individual and collective understanding of environmental sustainability.



# Contact us

GM Moving is here to help with any questions or enquiries you may have.

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