

Activity Alliance

Environmental and sustainability policy

Introduction

The climate and ecological emergency disproportionately impact disabled people, who face heightened risks from climatic changes and the social disadvantages that often accompany them.

As an organisation committed to inclusivity and sustainability, we acknowledge our responsibility to protect and sustain the environment across all areas of our work—from the programmes we deliver to our internal operations.

Environmental and sustainability actions can positively affect disabled people by promoting inclusion, accessibility, and equity while addressing environmental concerns. Below are tailored supporting actions.

Our commitment

We recognise the significance of even small efforts in mitigating our environmental impact. We commit to continuously evaluating and improving our practices to conserve resources, minimise waste, and reduce our adverse environmental footprint.

We commit to working with suppliers who share our dedication to sustainability and environmental responsibility, encouraging them to adopt eco-friendly practices, reduce their carbon footprint, and align with recognised sustainability standards.

This policy, defined by our Board of Trustees, provides the framework for setting and reviewing environmental objectives and targets.

Environmental and Sustainability Action Plan:

- Assessing the environmental impacts of our operations and setting measurable objectives and targets to improve our performance, reviewed regularly.
- Embedding environmental responsibility across all levels of our organisation and actively promoting this policy within and beyond our workforce.
- Reducing the use of harmful energy sources, water, and other finite resources.

- Minimising waste through reduction, re-use, and recycling initiatives.
- Complying with all applicable environmental legislation and regulations.
- Ensuring that our policies and services align with our sustainability objectives.
- Balancing sustainability requirements with accessibility and inclusion, recognising that some measures (e.g., printing in accessible formats or using certain modes of transport) may be necessary to support our mission.
- Providing appropriate training, resources, and information to staff, empowering them to contribute ideas and initiatives that enhance sustainability.
- Encouraging partnerships with suppliers who share our commitment to sustainability.
- Promoting and supporting staff involvement in local environmental initiatives, including as part of volunteering leave.

Key Actions

To implement this policy, we will:

1. Ensure all waste is disposed of in compliance with legal and environmental requirements.
2. Promote and utilise recycled materials where feasible, ensuring they are disposed of responsibly at the end of their lifecycle.
3. Promote the use of energy-efficient technology, such as low-power wheelchairs, hearing aids, and other assistive devices.
4. Maximise the use of digital platforms like SharePoint to reduce printing and paper usage.
5. Increase staff awareness of environmental issues and encourage the adoption of sustainable practices, including green transport options for meetings and events.
6. Explore the feasibility of obtaining ISO 14001 Certification to formalise our environmental management practices.
7. Prioritise purchasing products and services that are both environmentally friendly and designed with accessibility in mind, such as ergonomic office furniture or adaptive technologies made from sustainable materials.
8. Allow disabled staff to choose sustainable alternatives (e.g., electric vehicles or accessible taxi services) where public transport is unsuitable.
9. Educate staff and other stakeholders about the intersection of environmental and accessibility goals to ensure that sustainability initiatives do not inadvertently exclude disabled people.
10. Encourage all staff to participate in community environmental projects, such as urban gardening, tree planting, or recycling drives, ensuring physical and sensory accessibility.

Policy Review and Governance

Document Review

This policy will be reviewed annually by the Board of Trustees to ensure its continued relevance and effectiveness.

Dissemination and Implementation

- This policy will be shared with Trustees and made available to all staff via the shared drive.
- All staff will receive training or briefings as required to ensure awareness and understanding of their responsibilities under this policy.

Document Control and Archiving

- The master version of this policy is the only controlled version. Printed copies are for reference only and are valid only as of the print date.
- Previous versions of the policy will be archived separately from the current master version for record-keeping purposes.