



GEM - GOING THE EXTRA MILE GREEN IMPACT 2021-22 PROGRAMME IMPACT REPORT



Green Impact: international impact

Green Impact is a change and engagement programme



Green Impact helps people learn for sustainability and social responsibility, shows them what they can do to take action, and supports them in achieving these actions.

It has been developed using social change theory and our expertise to produce a model that works year-after-year. It takes a holistic view of sustainability and is based on the themes of continual improvement, collaboration, and meaningful change to establish new social norms and inspire people with the skills and passion needed to make a difference.

1,545

Organisations have used the Green Impact model

6,746

Teams have formed across departments

531,222

Positive sustainability actions and projects have been completed



Students gain transferable skills and experience in leading for a sustainable world



6,838

Students have been trained as auditors and project assistants

Auditors feel their experience will have a positive impact on their employability

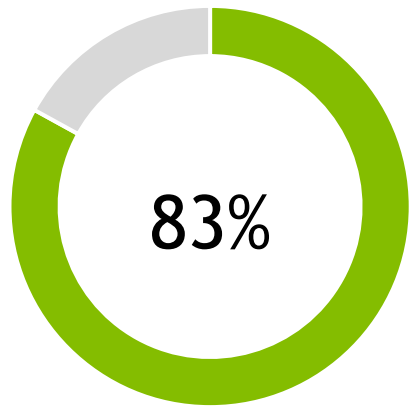
81.4%

Auditors feel a sense of being part of something

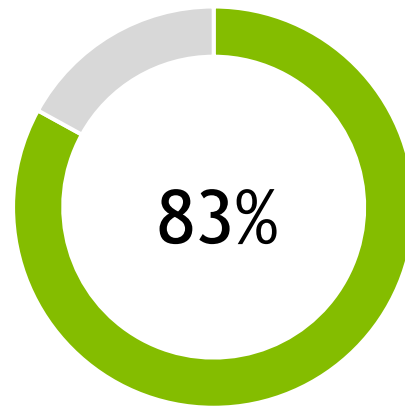
88.42%

Participants are empowered to take action

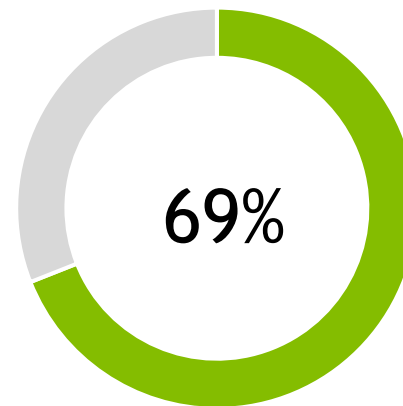
Participants have identified positive personal and professional impacts as a result of taking part in Green Impact



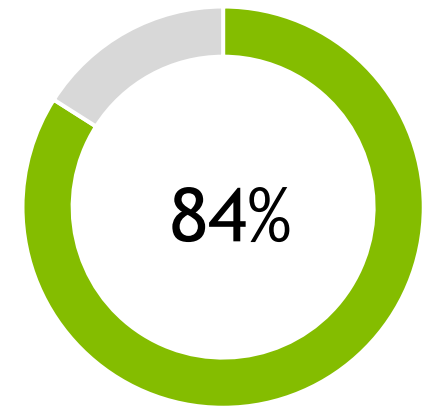
of participants know more about how to use their knowledge to make changes to their daily life



of participants would rate Green Impact as Good or Excellent overall



of participants identified new skills or knowledge gained as a result of taking part in Green Impact



of participants identified changes to their own habits or behaviour as a result of taking part in Green Impact

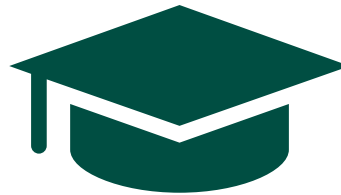
The national impact in 2021-22



Been used by **455** organisations ranging from students' unions to NHS Trusts



Been made up of **1,003** teams led by **3,249** people



Provided **740** students with training and development opportunities



Engaged **59,126** people in sustainability and social justice issues



Seen **25,547** actions and projects completed, **17,144** as a direct result of the programme

Green Impact at GEM - Going the Extra Mile 2021-22



Green Impact offered teams 56 sustainability actions in an online, interactive toolkit. Actions could be implemented in offices and at home. The toolkit included the following themes: Embedding & communication, Energy, Travel, Waste & recycling, Procurement, Water, Biodiversity & community, and Health & wellbeing. The teams also had a chance to plan and implement their own bespoke sustainability project.

The screenshot displays a digital audit interface with two main sections. The top section is for 'TR003 - Travel', which has a 'Total Points' of 6. The criteria text states: 'The Green Impact team has promoted flexible home working policies to all staff within the last 6 months.' Below this text are four icons representing UN Sustainable Development Goals: 3 (Good Health and Well-being), 8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities), and 16 (Peace, Justice and Strong Institutions). The bottom section is for 'BAC002 - Biodiversity & Community', with a 'Total Points' of 3. The criteria text states: 'Within the last 12 months the Green Impact team has undertaken one or more proactive initiatives to sustain or encourage biodiversity.' Below this text are three icons representing UN Sustainable Development Goals: 11 (Sustainable Cities and Communities), 14 (Life Below Water), and 15 (Life on Land). On the right side of each section, there are three vertical bars indicating the status: 'Not Done' (grey), 'N/A' (green), and 'Done' (dark green).

Local engagement at GEM in 2021-22

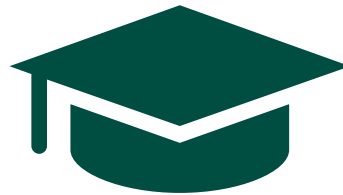
Since Green Impact launched at GEM in 2018, over 2,460 positive sustainability actions were completed, including over 1,040 as a direct result of the programme, and a further 10 Green Impact projects reached at least the planning stage. At its peak, the programme had 30 participating organisations across GEM taking part. Almost 1,500 people were reached by the various activities. 27 local students, GEM participants and NavDevs were supported to become Green Impact auditors, and over 230 staff across GEM partners were directly involved in running the programme as team members. Here's what has been achieved in 2021-22...



18 teams working through the toolkit and receiving an award



232 people led Green Impact teams - your average team size is 13



Provided 13 GEM participants and NavDevs with training and development opportunities in their roles as auditors

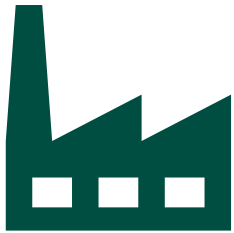


Reached 1442 colleagues via Green Impact teams

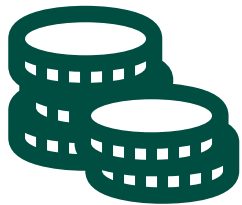


Put 724 actions into place, 376 as a direct result of Green Impact

Carbon and financial impact at GEM



Saved an
estimated
potential
72,845 kg
CO₂



Saved an
estimated
potential
£26,292

Every team is at a different starting point before they start Green Impact and every team implements actions in a different way. Therefore it's challenging to measure the full scale of the actions' impact.

Instead, we can make simple calculations to estimate the impact that combined actions may have had on both carbon reductions and financial savings. We look at how many teams have implemented certain actions, and use calculations based on data from the Carbon Trust.

We have looked at **6 out of the 56** available criteria within the toolkit. Whilst this is an estimated potential for these actions, it does show that Green Impact can create significant carbon and financial savings for the organisations.



Green Impact at GEM in numbers 2021-2022

9 of the 18 teams participating this year got involved in the new projects element of the programme

13 GEM participants and NavDevs attended IEMA-approved auditor training and audited at least one team

Across the 56 actions, 186 direct links to the SDGs were made



1442 people were reached by Green Impact activities across GEM

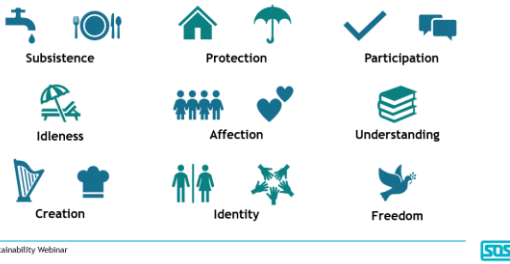


Stroud Valleys Project planned to train up to 12 GEM Participants in how to install a water butt to promote water conservation

724 actions were completed on the online toolkit, supporting a holistic approach to sustainability

A green jobs guide was created for GEM participants interested in joining the sector, with 37 resources linked

Addressing human needs



2 learning workshops were held, on developing a sustainability policy and on the social pillar of sustainability



10 individuals from GARAS, the Nelson Trust and the local community worked together to complete a garden makeover, bringing the community spaces back into use

Each action in the toolkit was completed by at least 2 teams



WHERE TO LOOK FOR GREEN JOBS

- Resources to help you get started
- British Council's Green careers guide: <https://www.britishcouncil.org/climate-connection/be-inspired/green-careers>
- Resources from the Environmental Association for Universities and Colleges (EAUC): <https://www.sustainabilityexchange.ac.uk/careers/>
- Includes the EAUC Careers Sustainability Guide and webinars
- Careers in Sustainability talk with Sarah Mukherjee (CEO of IEMA), organised by SOS-UK and available to watch here: <https://www.youtube.com/watch?v=cCQ3l8QdCY>

Job boards and recruitment agencies
It's best to start your search for a green/environmental/sustainability/social justice job from looking at specific, related job boards and recruitment agencies, e.g.:

Over 1,000 native trees were planted at National Star, contributing towards the GCC's Million Trees Challenge



12 teams sent out a series of environmentally-themed communications aimed at all staff within their organisations



27 people were engaged in Inclusion Gloucestershire's Warm and Well sessions on home energy efficiency

Engagement with the Sustainable Development Goals

The Green Impact toolkit is aligned with the UN Sustainable Development Goals to show teams that the actions they take in the workplace or at home can support global efforts for sustainable development.



The most popular goal was Goal 11 - Sustainable Cities and Communities, with **48** actions supporting this Goal



31 toolkit actions supported Goal 12 - Responsible Consumption and Production



22 toolkit actions supported Goal 13 - Climate Action

Project spotlight

The below lists the project ideas that teams submitted, with some fully completing their project before the audits, demonstrating some of the innovative and engaging work happening across Green Impact teams locally.

Caring for Communities and People

planned to develop an allotment to support the community pantry (food bank) with produce, engage the community and pantry members, and run cooking workshops on how to cook on a budget

Gloucestershire Action for Refugees and Asylum Seekers

had 10 individuals from GARAS, the Nelson Trust and the local community work together to complete a garden makeover, bringing the community spaces back into use

Creative Sustainability

are developing an environmental improvement plan for Fromehall/Lodgemore Mill Pond to better support local biodiversity

GL Communities

are supporting GEM participants to develop woodworking skills, making and restoring furniture with recycled timber and building greenhouses. They are also developing and maintaining a green space at the Phoenix Centre, supporting biodiversity and renewable energy.

Project spotlight

The below lists the project ideas that teams submitted, with some fully completing their project before the audits, demonstrating some of the innovative and engaging work happening across Green Impact teams locally.

Gloucester Rugby Foundation

are looking to install solar panels on the stadium roof, supporting renewable energy

National Star

planted over 1,000 native trees, contributing towards the GCC's Million Trees Challenge

Stroud Valleys Project

planned to train up to 12 GEM Participants in how to install a water butt to promote water conservation

Gloucestershire Rural Community Council

Gloucestershire Rural Community Council planned to coordinate Gloucestershire's participation in Greenpeace's Big Plastic Count

Inclusion Gloucestershire

trained 9 Severn Wye staff on inclusive communication and engaged 27 people in Warm and Well sessions on home energy efficiency which they co-delivered

Award winners

Congratulations to all of this year's award-winning teams!

Each team was awarded a Bronze, Silver, Gold or Platinum award based on the number of points collected via completing actions and projects.

NUS Green Impact

BRONZE AWARD

Delivered by Students Organising for Sustainability - UK

**Fair Shares
The Churn Project**

NUS Green Impact

SILVER AWARD

Delivered by Students Organising for Sustainability - UK

**Art Shape
Creative Sustainability
GL11 Community Hub
The Cheltenham Trust**

NUS Green Impact

GOLD AWARD

Delivered by Students Organising for Sustainability - UK

**Caring for Communities and People
Forest Voluntary Action Forum
GL Communities
The Nelson Trust
PATA**

Award winners - Platinum



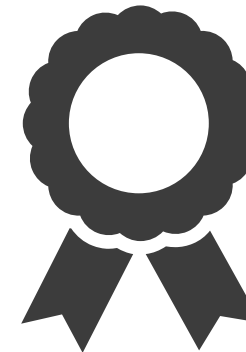
It is absolutely fantastic to see **over a third of all teams** that submitted the workbook for audit reach the **highest possible award level - Platinum!** Special thank you to them for all their work this year.

NUS Green Impact

PLATINUM AWARD

Delivered by Students Organising for Sustainability - UK

Gloucestershire Action for Refugees and Asylum Seekers
Gloucester Rugby Foundation
Gloucestershire Rural Community Council
Inclusion Gloucestershire
National Star
Prospect Training Services
Stroud Valleys Project



Participants' Council Special Award winners

The special awards are for those who stand out with their passion and enthusiasm for sustainability.

Participants' Council Special Awards are judged by the GEM Participants' Council.



NUS Green Impact

SPECIAL AWARD

Delivered by Students Organising for Sustainability - UK

Going above and beyond

Winner: Stroud Valleys Project

For the improvements made to the Arundel Mill Pond, which resulted in a return of wildlife

Most creative impact to the current COVID-19 crisis

Winner: GRCC

For their end user-led digital inclusion project, which increased engagement with GEM

Participant Engagement

Winner: Forest Voluntary Action Forum

For leading the volunteer element of the Foresters' Forest programme

Most Improved Submission

Winner: Caring for Communities and People

For going from Bronze to Gold award level

SOS-UK Special Award winners

Each local SOS-UK special award winner will be entered into the national and international Green Impact Awards.

Sustainability Hero

Winner: Robert Opificius from CCP
For ensuring successful recycling in CCP, monitoring the waste and engaging staff

Community Action

Winner: Forest Voluntary Action Forum
For their work with the Foresters' Forest and coordinating volunteering on the 38 projects in the scheme in the Forest of Dean
Highly Commended: Stroud Valleys Project
For *Gardening for Wildlife* workshops which showed people how to support wildlife in their gardens

Innovation for Engagement

Winner: Creative Sustainability
For their monthly shopping/cooking/budgeting sessions with participants, using food that would otherwise go to waste

Sustainability Improvement

Winner: Stroud Valleys Project
For reducing their environmental footprint in the office, on site when working on projects, and on the way to work



NUS Green Impact

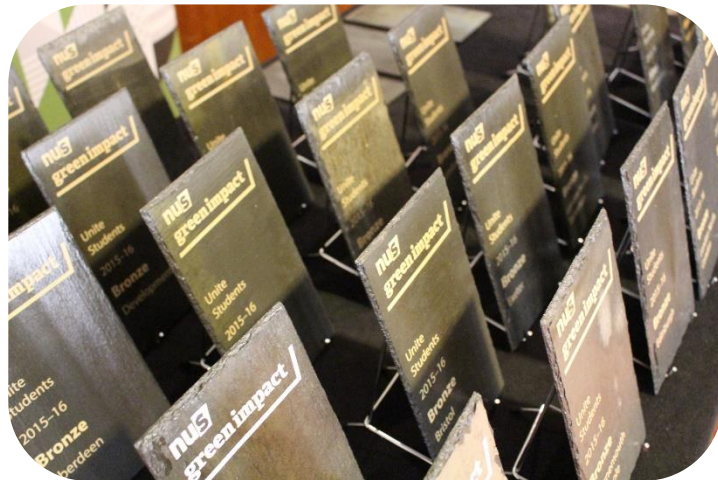
SPECIAL AWARD

Delivered by Students Organising for Sustainability - UK

Participants are recognised through Green Impact

All Green Impact team members and auditors receive a digital badge to showcase their personal and professional development.

All award-winning Green Impact teams also receive a recycled slate award to display in their department or area of work.





Julie Wickham, Navigator Developer at Stroud Valleys Project, one of the local programme leads and a team member herself, said the following: “The Green Impact Scheme, funded through the GEM project, has given our charity the time and the space to look at our environmental work. As a small environmental charity, we are often too busy doing the work and fundraising to be able to get the credit we so richly deserve. The Green Impact scheme has enabled us to be recognised for the work we have done. We have improved our environmental performance year on year and are thrilled to get platinum this year. The message to take home is that if a small charity like ours can do this, anyone can.”

Marta Nowicka, Project manager at SOS-UK, said the following: “It has been wonderful to see all the work GEM organisations have done this year, both for Green Impact and as part of their local missions across Gloucestershire. I am also delighted how many teams were keen to plan and complete a project as a part of the programme, as this was something new that we have added to the toolkit in 2021. Everyone involved in the programme is clearly passionate about sustainability and it is fantastic that over a third of all teams reached the Platinum award level - what a high to end it on! Thank you to all the teams who have taken part in Green Impact over the years, and I wish you every success in the future.”



Congratulations to all teams across GEM!



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<https://www.glogsem.org/>



greenimpact.nus.org.uk/



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