



Sported's Environmental Strategy and Action Plan

July 2025

We want Sported to be proactive when it comes to environmental sustainability and lead by example in our sector.

Amidst a climate change emergency and a global waste crisis, we are committed to reducing our environmental impact and to supporting our network with their efforts to become more environmentally sustainable.

Around three-quarters of our network (73%) said that environmental sustainability is an important priority¹ and around a third said their activities were impacted by climate change in the past six months (31%)².

As an organisation whose social outcomes align closely with the [UN Sustainable Development Goals](#) (SDGs), we recognise we could be doing more to contribute to the environmentally-focused SDGs, both as an organisation and for our network.

We will commit to inclusive climate action, that seeks to improve environmental sustainability by tackling inequalities. Internally, this means ensuring our approach is aligned with our work on Inclusion, Diversity and Equality and our impact maximised. We very much view climate action as being part of equality. This is because while a large amount of our groups may be affected by climate change, they don't have the same access to support and resources to overcome this. For our network, this means working with and through community groups to ensure they are equipped to mitigate the impacts of climate change and take climate action.

Our groups, who largely operate in the most deprived areas of the UK and who support marginalised communities, are less resilient to the impacts of climate change. We are committed to understanding how our groups are affected and what sectoral support is needed to build brighter futures and strengthen communities through sport and physical activity.

The role of the sports industry in tackling climate change is significant. We aim to collaborate with sports councils, National Governing Bodies (NGBs) and other

¹ Sported Member Survey, Jan, 2024

² Sported Pulse report, Nov 2024

stakeholders in and outside of the sector to ensure those most affected by climate change have the opportunity to shape wider environmental strategies and action plans.

1. How we'll work

Our work in this area, will be guided by the UN's Sports for Climate Action Framework's five principles:

1. Undertake systematic efforts to promote greater environmental responsibility – working with partners and our network to maximise impact
2. Reduce overall climate impact – through the collective efforts of Sported and the community groups in our network
3. Educate for climate action – by ensuring our staff and our network has access to resources and trainings and by sharing good practice with our network and our partners
4. Promote sustainable and responsible consumption internally and to our network
5. Embed opportunities for climate action into project communications – internally and to our network and partners

2. Our commitment

The world's understanding of climate change and environmental sustainability is evolving at pace. We commit to a regular review of good practice, aligning our ambitions with our resources and ensuring a practical and inclusive approach to reducing our carbon footprint and contributing to a healthier society and planet.

Monitoring and reporting

Sported has partnered with [Greenly](#) to calculate our annual carbon footprint, covering scopes 1, 2 and 3. With the support of an environmental expert, we will create an action plan to reduce our carbon footprint each year. Decisions on what actions we will take will be balanced with Sported's resources and other commitments, which may take precedence in some cases.

Sustainability will be a standing agenda item in regular Strategic Leadership Team meetings and we will include sustainability in our decision-making. We will continually check that sustainability is embedded in our values, culture, policies,



operations and marketing, and will conduct regular consultation with staff to assess our progress and identify areas for improvement.

Raising awareness

Each staff member is responsible for implementing our Environmental Sustainability strategy and action plan.

We will engage our employees through mandatory trainings, learning opportunities and interactive sessions to raise awareness about sustainability and support our team's understanding and ability to take climate action.

All new staff will be required to complete Greenly trainings in their first year. Sported's Environmental Sustainability lead is currently reviewing additional training opportunities to determine if suitable and will liaise with the People Lead to support these.

Further opportunities, such as free training from Basis, is shared with staff who can take part if they have capacity to do so and once agreed with their line manager.

Staff also contribute to calculating Sported's carbon footprint by reporting on their own activities and emissions resulting from our work, providing them with information on their role in reducing emissions.

We will seek and promote learning opportunities for our network, through signposting and collaboration with expert organisations in this field.

Partnerships

Sported will engage with partners across multiple sectors to share good practice, foster collaboration and increase impact. Where relevant, we will join and actively contribute to alliances and working groups within sports, to ensure community voices are heard and influence wider actions.

Currently, Sported is a member of Basis, the Grassroots Goes Green initiative with Street Games and Active Partnerships, and sits on Sport England's Sustainability External Reference Group.

We will embed sustainability into procurement policies to reduce our impact on the planet, raise awareness and foster collaborative ambitions. We will also seek to engage partnerships with environmentally regenerative funders, such as The National Lottery Community Fund, where possible.

Funding

We recognise money plays a crucial role in both causing and mitigating climate change. We will review where our money is kept and, where possible, seek to move Sported funds into ethical banks.

We will also seek funding to support our work around environmental sustainability, with an initial target of £20k in 2025/26 for Sported's core team, and rising each year. In addition, we will work with the Partnerships team to leverage money for community groups impacted by climate change.

3. Our intentions

Our role in combatting climate change and contributing to a healthier planet can be summarised under three core areas:

1. Addressing Sported's own contribution to environmental sustainability
2. Advocating for the community/grassroots sector in sport: ensuring our network's voices are given a platform and can contribute to sector-wide solutions
3. Equipping our network with knowledge and capacity to address climate change.

We have identified how these areas align with and contribute to the UN SDGs:

Goal 3: Good Health and Well-being



What this goal means to us

We are convinced that good health and well-being are essential to the future of our society and planet and of the importance of regular sport and physical activity. Our core mission is to ensure that every community has access to the life-changing benefits of sport.

We understand the benefits of access to natural capital (green and blue spaces) on physical and mental health. By emphasising the importance of utilising and

protecting these spaces, both Sported and our groups can contribute to not only a healthier environment, but also to the broader goals of good health and well-being.

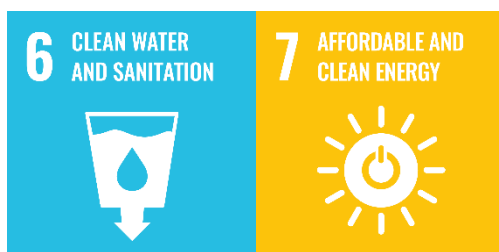
What we'll do in Sported

- Provide staff with two wellbeing days in addition to annual leave – all staff to have 2 wellbeing days – highlight ways to incorporate nature into those days to increase wellbeing
- Equip staff with knowledge of harmful impacts of climate change on health so they can avoid/mitigate (see staff training proposal Appendix 1)
- Promote Active Travel to office/meetings: cycle to work scheme

What we'll do to support our network

- Highlight the positive impact of green and blue spaces on physical and mental health and signpost how to integrate these into sport and physical activities. We will host a webinar on Integrating Nature with Sport and Physical Activity for our network in July 2025
- Facilitate access through sport to mental health support services for group leaders and their young people and promote social prescribing opportunities to our network
- Underline the links between climate and human health e.g. share information on air and water quality and how to integrate these in practice into activities. E.g. through Breathe London and Vodafone partnership

Goals 6 and 7: Affordable and Clean Energy and Clean Water and Sanitation:



What these goals mean to us:

We do not own our own facilities, but we are committed to identifying opportunities to reduce our energy consumption and improve water efficiencies wherever possible.

What we'll do in Sported

- Share tips and advice with staff on saving energy and water e.g. via Greenly trainings and Teams channels
- Join our building's Sustainability Group and actively contribute to solutions to climate change (once launched)

What we'll do to support our network

- Work with Network Services to add resources to the Hub on becoming more energy and water efficient, work with potential partners to host webinars e.g. the Key Fund, Octopus Energy etc
- Signpost our groups to water quality information via the Hub
- Work with Volunteer Experience Lead to recruit volunteer consultants who can support our groups to transition to greener and more efficient energy solutions

Goal 10: Reduced inequalities



What this goal means to us

Sported network work with a range of young people facing multiple disadvantages, demonstrating knowledge and lived experiences of disadvantaged people:

- 51% of groups are located in IMD 1-3
- 69% work with disabled young people
- 76% work with Ethnically Diverse Communities
- 77% work with women and girls

Sustainable solutions require innovative thought. As the Sport England's Chair stated, "the status quo is no longer an option"³ and therefore new approaches are needed. Diversity has proven to be a key enabler of innovation⁴ and by consequence would naturally be a strong contributor to sustainable solutions. Our

³ [Sport England tells its sports: funding will depend on fighting climate crisis | Sport England | The Guardian](#)

⁴ [Diversity Confirmed To Boost Innovation And Financial Results \(forbes.com\)](#)

groups cover a wide range of marginalized voices and must be part of discussions to ensure sport is more environmentally sustainable.

What we'll do in Sported

- Ensure this strategy is reviewed by our EDI leads , and the Sported Sustainability network (to be launched autumn 2025)
- Run an "Open Spaces" session on intersectional environmentalism/climate justice to equip staff with increased knowledge and understanding (see Annex 1)
- Ensure all training opportunities on climate change are accessible to differently disabled staff.

What we'll do for our network

- Signpost information and resources via the Sported Hub to our network to mitigate impacts of climate change
- In collaboration with Insight and Grants team, advocate for and acquire dedicated funding for those who need it most to mitigate the impacts of climate change and integrate sustainable practices. Through Insight, demonstrate how community groups are being impacted and where e.g. via mapping tool with Vodafone and focus group in June 2025, share feedback with Sport England Sustainability External Reference Group.
- Seek to promote and integrate participatory approaches into funding, research and strategy to ensure these activities positively impact those they intend to reach e.g. ensure marginalised voices are included in the creation and shaping of environmental strategies in sport e.g. via Sport England Sustainability External Reference Group.
- Ensure all advice and support we provide on climate is accessible, inclusive and representative of all communities by working with Sported's Inclusion Champions, EDI leads, diverse partners and network groups.

Goal 11: Sustainable Cities and Communities:



What this goal means to us

We connect our community groups with like-minded organisations and into local systems. These networks support sharing of not only knowledge and experience, but also resources and facilities, leading to reduced emissions and waste.

What we'll do in Sported

- Minimise the impacts of transport, travel and food by reducing journeys, offering employee schemes such as salary sacrifice schemes for electric vehicles and bicycles, and encouraging responsible habits.
- **What we'll do to support our network**
- Continue to develop networks and hubs so groups can work collectively to strengthen and improve their communities, whilst reducing their carbon footprint – encourage resource sharing and collective learning in these networks.
- Seek opportunities with partners to develop and signpost to guidance on environmentally friendly facilities to increase sustainable practices in sport and physical activity e.g. Knight Frank.
- Work with partners to find collaborative solutions to facility issues e.g. with Active Partnerships to support use of alternative facilities, community asset transfers etc.
- Refer groups to their local council's Active Travel plan, and encourage responsible travel.

Goal 12: Responsible Consumption and Production:



What this goal means to us

We are committed to reducing waste, through reduction, recycling and reuse. We will also encourage the partners, suppliers and funders we choose to work with to be environmentally responsible.

What we'll do in Sported

- Ensure recycling and composting capabilities within offices, and encourage staff to do the same at home

- Repair, donate or recycle unwanted electrical equipment
- Hold a sustainable procurement policy and provide training to equip staff to incorporate environmental sustainability into decision-making (see Annex 1)
- Regularly (at least annually) review current suppliers via Greenly platform to check their sustainability policies and practices and seek climate friendly alternatives where possible
- Reduce printed collateral and go paperless where possible
- Seek to eliminate single-use plastic by working with suppliers and partners, ensuring our own events do not include single-use plastic
- Create a framework to evaluate partnerships from an environmental lens and ensure the planet is featured within these decision-making processes

What we'll do to support our network

- Provide support, guidance and resources to our network on how to reduce waste, reuse and recycle
- Facilitate networking among network to share existing good practice among community groups
- Empower network to research and choose environmentally responsible suppliers, sponsors and partners

Goal 13: Climate Action:



What this goal means to us

With over 5,000 community sports groups within our network, we can play a role in raising awareness and improving education on mitigation, adaptation, and impact reduction of climate change.

The impacts of climate change are not equal across society, creating issues of environmental justice.⁵ This means many of Sported's groups are suffering from the worst effects of climate change, such as exposure to air pollution and access

⁵ [The state of the environment: the urban environment - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/the-state-of-the-environment-the-urban-environment)

to inadequate facilities. Yet, sustainable actions are out of reach of many marginalized and low-income communities. It is essential that these groups are equipped with the knowledge to understand the impacts of climate change and have a say in environmental policies and efforts in sport to ensure that they are not further excluded through the creation of new barriers, even if well-intentioned. These strategies should strengthen the ability of groups to deal with climate change impacts, but they risk being ignored due to being too small or considered to have too small an impact.

What we'll do in Sported

- Assess our contribution to greenhouse gases emissions and reduce our carbon footprint by at least 2% annually, seeking to stretch where possible towards 10% in line with UN Climate Change (UNFCCC) findings

What we'll do to support our network

- Share good practice and champion network who are leaders in this area
- Educate and raise awareness of climate change to our network and how they can act
- Encourage network to use free resources to calculate their own carbon footprint to see where they can make reductions
- Advocate on behalf of our groups, by capturing their concerns, challenges and the impacts they encounter and presenting these to Sports Councils, National Governing Bodies and national and local government
- Promote climate change trainings to community groups.

Goal 17: Collaboration



What this goal means to us

We recognise our impact is far greater when we collaborate with others. Good practice already exists, including within sport, and we can learn from this as well as share our own experiences and insights.

What we'll do in Sported

- Ensure transparency and open communications for Sported staff to contribute to our strategy, adding their knowledge of different areas and realities
- Collaborate with other organisations to ensure we contribute to the sector, do not duplicate existing efforts, share resources where possible, foster a culture of shared learning and maximise impact.

What we'll do to support our network

- Integrate key questions into our surveys to capture the relevancy of this topic to our network and their needs
- Establish a climate network to further identify how we can best support groups
- Promote good practice from within our network
- Support the creation of additional networks to share resources and facilities

4. How we'll monitor our progress

We will create an annual action plan with measurable objectives and targets. Sported's CEO will have ultimate responsibility for this plan and all staff will actively contribute to it. Regular monitoring will be carried out by our Environmental Sustainability Lead and reported quarterly at Senior Leadership and Board level.

5. How our policy fits with Sported's values

Demonstrate integrity –	We are diligent and committed to taking actions that we believe are achievable and impactful
Champion inclusion –	We will advocate for and take climate action through an equitable lens
Transform together –	We will collaborate with and support colleagues, volunteers, our network and partners to foster greater change

Drive change – We strive for continuous improvement and to take meaningful action that will result in tangible social and environmental improvements

6. Appendix 1: Staff training proposal to be approved

Network webinars/trainings:

- The benefits of integrating nature with sport (network webinar, July 2025)
- Meet the Funder: Sport England's the Movement Fund (network webinar, Sept 2025)
- Harmful effects of climate change on sport and how to mitigate them (tbc)

Internal trainings:

- All new starters to complete 12 modules by 31 March 26. Modules are sent to staff on a monthly basis but can be completed as and when staff wish.
- Our carbon footprint 24/25 (August tbc):
 - o Go through the Greenly report and identified actions
 - o Sustainable procurement: how to review existing and new suppliers for all staff
- Climate justice/intersectional environmentalism, Autumn 2025: a learning lunch/open spaces to explore where climate and social outcomes support each other and when they sometimes clash to make us mindful of holistic approaches and avoid excluding communities
- [UN Sports for Climate Action Courses](#) (introductory and advanced)