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Document	CSCICP05 Environmental Policy
Compiled by	
Scope	This policy aims to set out the core values, best practice, learning and actions of Creative Sustainability that support staff, volunteers, mentors and participants to consider their role and their commitment to a sustainable future for people and planet.
Approved by	Anna Bonallack (CSCIC)
	Christopher Jockel

Version	Description	Date
1	Version 1	October 2015
2	Addition of UN Sustainable Development Goals	October 2018
3	Addition of Green Impact Framework as procedural framework	January 2020
4	Reviewed of our approach and adoption by Director CJ	November 2022
5	Reviewed including rail travel holiday for staff	February 2023

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1. Introduction

Creative Sustainability aims to create inclusive, resilient communities that can support mental, emotional and physical health and wellbeing for everyone.

We believe that in order to achieve health and wellbeing for everyone we need to have a healthy, biodiverse natural environment. Without nature our mental, emotional and physical health, and economic health, is not viable.
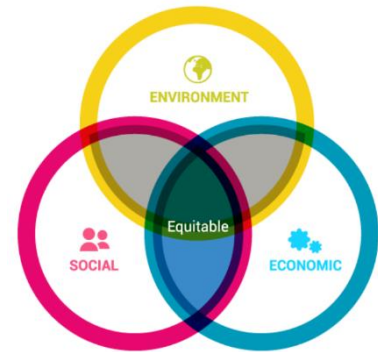
Our three core values underpin a way of thinking and working that supports social environmental justice – the equitable achievement of human and environmental rights – Inclusion, Empowerment and Sustainability:

Inclusion: ensuring inclusion of marginalised people, supporting autonomy, raising expectations and access to learning, work, leisure, belonging and health;

Empowerment: advocate for people, facilitating them to become more enabled, empowered and have a confident voice in their local and global community;

Sustainability: developing knowledge and understanding of social, climate and natural environment issues, strengthening resilience of people and our local communities;

While we realise the limitations of the global, national and local structures which restrict our ability to make comprehensive change without deep systemic change, we strive as organisation to think radically in making a difference to our practices and behaviours.

2. General Principles

Creative Sustainability is committed to leading the way in minimising the impact of its projects and activities on the environment.

- When designing, planning and delivering all our projects and activities we prioritise the positive impact they might have on the natural environment.
- We do not do any work that will have a detrimental impact on the local, regional or global natural environment and we explain our position if needed.
- We will not work with people or organisations that do not share our commitment to protection and enhancement of the natural environment.
- Our day to day operations are guided by the Green Impact Framework.
- We welcome and support the UN Sustainable Development Goals and do what we can in our place and position in our communities, and ensure all our activities are aligned with at least 3 goals.
- We are responsible as an organisation to support our staff, volunteers and participants to participate in positive action to minimize their individual impact on the environment.

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3. Our Learning Journey

We encourage everyone who works with us to develop their knowledge, understanding, skills and confidences and, through discussion, reading, researching, thinking and doing, to:

- consider the dependency of humans on the natural environment in terms of physical, mental and social health.
- consider the difference between inherent value of nature and value of natural resources to humans.
- explore the possible solutions to problems and the meaning of sustainability in different contexts and on different scales.
- consider the impact that business, government, communities and individuals can have on the natural environment and associated responsibilities.
- recognise the interconnectedness of things, natural and constructed systems.
- consider the range of threats to the preservation of local and global natural environments and systems.

4. Our approach to becoming effective, engaged and active

We aim to support staff, volunteers and participants to become effective, active and engaged with the issues, and to be:

4.1 Comfortable dealing with ambiguity
- To consider the value of open-ended activities which have no pre-determined outcome or success criteria.
- To allow unforeseen creative responses to activities or tasks.
- To participate in primary decision making and definition of tasks.

4.2 Willing to take risks to make a difference
- To recognise risk and how to deal with those risks, be they physical, mental or social.
- To think about risk in terms of positive risks and negative risk.

4.3 More interested in solving problems than taking credit
- To explore different ways to solve a problem such as envisaging, thinking through, testing.
- To consider problems as opportunities.

4.4 Both effective advocates and listeners
- To participate in creating an environment where asking questions is safe and positive.
- To develop confidence to challenge others from a position of knowledge and understanding.
- To recognise that views are contextual and there is a difference between opinion and evidence based views.

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4.5 Eager to imagine and implement daring multifaceted solutions – together

- To recognise the merit of working together and sharing thinking to find solutions.
- To explore effective ways to work with others to achieve a common goal.

5. Day to Day Practice

We use the NUS Green Impact Environmental Accreditation Scheme as a framework for day-to-day actions.

- We are constrained in some areas where all aspects of building mitigation is out of our control.
- We use the framework very effectively to:
    o improve our spaces, our day-to-day practice and choices;
    o measure our progress over time;
    o Allow staff choice to lead on any number of tasks according to interests and responsibilities.
    o Embed tasks in everyday practice;
- The areas of focus are as follows:
    o Water;
    o Energy;
    o Travel;
    o Procurement;
    o Health & Wellbeing;
    o Waste & Recycling;
    o Biodiversity & Community;
    o Embedding & Communication;

6. Special Projects

Environmental programmes and activities have always been the foundations of our work. Our Access Bike Programme epitomises our approach to people and planet, and we prioritise specific activities for participants in line with the framework, i.e. textiles repair workshops, spending time in nature, land-skills, travel planning, energy conservation, and a library of environmental books, magazines and journals available to all on site.

7. Specific Staff Expectations and Benefits

Our environmental values have a strong impact on expectations for and of staff where:

- Recruitment questions include discussion of personal values and environment related choices.
- Staff and Volunteer Induction includes this policy, and familiarisation with the Green Impact framework.
- Staff are given two extra holidays each year to allow for train travel to European Destinations.
- Staff can take time off specifically to join with relevant protests and actions that align with CS values.
- Training in Facilitation for Sustainable Development offered.

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8. Green Impact Framework

Latest progress information, and updates to be input into the spreadsheet here:

- o *Green Impact Framework Creative Sustainability.xlsx*

9. UN Sustainable Development Goals (SDGs)

Whilst a number of the SDGs are outside of our scope, most of them have relevance to our work. In 2021 we conducted a review of our activities against the SDGs and found that every project had at least 3 alignments. This test to be part of our annual strategic review process.

- End poverty in all its forms everywhere.
- End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
- Ensure healthy lives and promote well-being for all at all ages.
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- Achieve gender equality and empower all women and girls.
- Ensure availability and sustainable management of water and sanitation for all.
- Ensure access to affordable, reliable, sustainable and modern energy for all.
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.
- Reduce income inequality within and among countries.
- Make cities and human settlements inclusive, safe, resilient, and sustainable.
- Ensure sustainable consumption and production patterns.
- Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy.
- Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
- Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
- Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
- Strengthen the means of implementation and revitalize the global partnership for sustainable development.

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The Sustainable Development Goals

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