

1.0 Our Operations - 'we drive progress'			
We will take internal action to improve our own environmental performance and will openly share our journey and learning with partners.			
Focus Area	Action	We will make it happen by:	Success
1.1 Office management & culture	APT working group to meet quarterly to review organisational practices and identify where improvements can be made	A working group is established and meets quarterly to learn together and develop our approach, policies and practices.	Improvements identified and implemented.
	Tag 'Environmental Sustainability' in Goalscape capture to show progress and what is emerging from APT's work through a bi-annual report.	Action planning process includes opportunities for wider team to share actions that contribute to ES. Regular prompts to the team of the importance of tagging their work. Informing new starters of this process as part of Environmental Sustainability induction and Goalscape induction. Sharing Goalscape/Claude highlights with the team	Impact of changes assessed and shared internally and externally (where appropriate) The team's contributions to ES more easily tracked and more comprehensive reports produced. Detailed Goalscape/Claude ES reports reviewed 2x p.a. by APT ES working group and findings inform our learning and future work.
	Support team learning and increase awareness of environmental sustainability APTs policy and practice (including use/purchase of equipment).	Use the annual staff survey and PDR process to understand how confident the team are about including environmental sustainability considerations within their role and support they need. Environmental sustainability included in 2 team sessions per year Signpost team members to external learning opportunities All new team members complete environmental sustainability induction	Increased evidence of environmental sustainability related actions in decisions, plans and strategies across the team on Goalscape, case studies etc. Reduction in APT waste and carbon footprint
1.2 Governance	Embed environmental sustainability considerations into strategic	Board and panel papers will draw out any environmental positive/negative impacts to be	100% of relevant decisions consider environmental sustainability

	decision-making processes in Board meetings	considered and any actions will be minuted and carried out. Board Environmental Champion will nudge/challenge staff team and board members to proactively consider environmental sustainability in discussions. CEO report to include environmental sustainability updates where significant	
1.3 Greenhouse gas reductions	Develop and maintain robust measurement and reporting of APT's environmental impact	Share environmental sustainability reporting within the organisation's financial and public reporting	Carbon Footprint published on MoM website annually
		Use the Environmental Sustainability Maturity Matrix to review APT's progress and identify areas for development/improvement across the 6 themes.	Annual review completed and maturity benchmark set.
		All team members track mileage, purchases and waste on quarterly basis to inform annual carbon footprint	Carbon footprint tracking tools are embedded in practice of team
		Evidence-based carbon reduction plan created based on carbon emissions data	APT moves up matrix from starting/progressing to progressing/sustainable in carbon emissions theme A reduction of emissions per head achieved by 2030
1.4 Travel	Promote the most sustainable form of business travel to the team using policy interventions, education and incentives.	Sustainable travel is incorporated in all relevant policies	All team members are aware of and abide by relevant policies relating to business travel by Oct 2026 Reduced emissions per employee
1.5 Events	Understand and use initiatives to reduce carbon footprint of APT organised events	Prioritising venues which champion environmental sustainability in appropriate locations (i.e. central and accessible via public transport)	Reduce emissions linked to APT organised events and meetings from 2025/26 benchmark

		Capturing travel emissions and promoting sustainable methods of travel to all events (public transport, active travel, carsharing). Reducing waste produced by an event. No single use plastics, reduce paper and products. Using locally sourced produce, with more sustainable produce (i.e. more organic, vegan and vegetarian options)	
1.6 Circular economy	Procurement policies and guidance developed and implemented to improve circular economy	Procurement guidelines shared with the team for use. Procurement policy written, approved and shared with members of the team. Environmental sustainability commitment/performance of all current long-term suppliers/partners reviewed. Requirement to environmental sustainability commitment/criteria written into new invitations to quote documentation and considered as part of the 'appointment' criteria including (but not limited to): - Banking/investment - SLAs & Partnership Agreements - Purchasing and contracts	Sustainable procurement embedded and applied to the majority of contracts
	Develop environmental sustainability operating standards/ checklist to be added to SLAs/Partnership agreements as part of due diligence process	Operating standards/checklist added to SLA & Partnership Agreements templates Baseline capture through SLAs to understand funded organisations' approach to environmental sustainability and carbon footprint.	Increasing the number of environmentally sustainable organisations APT knows the of the environmental sustainability history/aims of the organisations we work with/fund. The number of organisations we work with, with sound/accredited policies and practices in place has increased.

2.0 Support and capability building (workforce) -‘we influence progress’

We will work to ensure partners understand how they can play their part, have the capability to contribute to the collective vision to realise a positive and regenerative physical activity sector.

Focus Area	Action	We will make it happen by:	Success
2.1 Learning opportunities	Promote tools and resources to partners, clubs and community groups in the sector that support sustainability	Promoting opportunities, tools and resources including: Buddle, Sport England resource hub and BASIS materials, through the APT ES webpage, e-newsletters and APT social media	Increased engagement in and number of tools, resources and stories shared
		Capturing and sharing minimum of 2 stories annually of local organisations actively embedding sustainability through their work, alongside PA	
		Convene at least one session per annum for partners on environmental sustainability e.g. Talking Space, workshop at conference etc.	Learning opportunities are accessed by diverse organisations from across the counties
		Share feedback with BASIS and Sport England to influence the resources and support being developed	Learning is used to develop and shape support, training and resources available
2.2 Networks & Influence	Proactively raise awareness of links between physical activity/climate justice/ inclusion in network and partner discussions.	Champion environmental sustainability aligned with APT's priorities in regional, county and district level networks. Including those focused on: reducing inequalities, sustainable travel, nature recovery, flood prevention, air quality and biodiversity	Increase knowledge of partners and networks to understand the interconnectivity between sustainability and PA Sustainability linked to movement is proactively considered in project planning/strategic planning discussions
	Increase engagement with climate change officers and environmental sustainability leads across local authorities in Derbyshire and Nottinghamshire to develop relationships, signposting links and shared opportunities linked to MOM and place-based working.	Understand the existing links climate and environmental sustainability leads have with the physical activity sector to broker connections and support with signposting. Shared opportunities to take positive action are identified and action is initiated.	Relationships developed across Derbyshire and Nottinghamshire between LA officers and APT team Relationships developed across Derbyshire and Nottinghamshire between LA officers and local sport and community organisations

2.3 Tackling Inequalities / EDI	Increase understanding of climate-related inequalities across the team and wider sector partners, which leads to action.	Increase community voice about climate change and sustainability through place-based work. Utilise an EDI space to learn together and understand the intersectionality of climate related inequalities with our communities where people experience the greatest inequalities.	Faith, race, health and wellbeing, climate, and social inequalities outcomes are developed holistically rather than in silos.
	Embed environmental sustainability considerations through Place Partnership, PUO and Walking funded actions/activities	Proactively include discussions about ES considerations into the network meetings deciding how funding will be spent. Capturing the positive and negative impacts of investment Bringing in external expertise/resources into discussions when needed	Approaches/activities funded by PP and PUO funding will have no negative impact on ES. All funded approaches/activities will have positive impact or at least be neutral
2.4 Active Design	Active Design is embedded into partner organisation's policies, strategies and operations to enhance environmental sustainability and support physical activity	Identify opportunities to develop and embed Active Design into local operations, training, policies and strategies that can enhance environmental sustainability, including; • Nature recovery strategies, • Local plans, • biodiversity plans, • facility developments, • flood prevention priorities • regeneration plans Share examples of good practice with the wider system	Active Design is evident in practice and policy of system partners
2.5 Funding	Advise sports clubs and community groups of the requirement to consider environmental sustainability in their funding applications and signpost to resources to help them develop proportionate sustainability actions.	Promote funding for organisations to supports improved sustainability in the sector. Provide information about ES requirements of SE Movement Fund on MOM website (when developed).	More physical activity investment in Derbyshire & Nottinghamshire aligned to environmental sustainability Number of applications with sustainability as a key focus show a year-on-year increase

3.0 Advocacy - 'we influence others'			
We will use our collective influence to drive progress across the system and through our work with people and communities.			
Focus Area	Action	We will make it happen by:	Success
3.1 Comms Plan / Approach	Use imagery, videos and case studies developed by APT, SE and others to support our advocacy role with partners and stakeholders.	Capturing and sharing stories and successes of system partners and local organisations actively embedding environmental sustainability through their work. Generating a local bank of images, videos and case studies/stories used to support our narrative	Stories shared at key events/meetings. System partners ask for our support to develop/share their work on ES
	Promote campaigns through our networks, raising environmental sustainability awareness and behaviour change materials, developed by Sport England and others, to community organisations, grassroots sports, physical activity sector and system partners.	Increasing the presence of environmentally sustainable message across our media platforms. Linked to relevant campaigns via social media e.g.: - Sustrans Big Walk & Wheel (March/April) - Earth Day (April) - Biodiversity Day (May) - Active Travel Week (May) & Derbyshire Travel Smart Week (May & October) - Great Big Green Week (June) - Bike Week (June) - Clean Air Day (June) - Zero Emissions Day (Sept) - International Day against Climate Change (Oct) Active travel campaigns are developed and promoted through Walk Derbyshire and Walk Notts to raise awareness, linking active travel and environmental sustainability messages	Increased environmental sustainability content Increased engagement in Environmental Sustainability related content each year More people choosing to walk, wheel or cycle
3.2 Connect agendas internally and externally	Strategically influence and join up policies, strategies and approaches connecting physical activity, inequalities and environmental	Identifying opportunities to influence local policies, strategies and approaches to ensure a joined-up approach to environmental	Evidence provided of influence to policies, strategies and approaches across sustainability issues to reduce inactivity.

	sustainability in district, county and regional partnerships/networks, including EMCCA, active travel strategies	sustainability that has a line of sight to physical activity Developing relationships with partners in wildlife trusts, parks departments, Peak Park, countryside services etc. to improve opportunities for physical activity in the natural environment. Developing relationships with local authority planners to increase their knowledge of PA and how the quality of built and urban spaces where physical activity can be improved. Sharing community insights and learning linked to physical activity and environmental sustainability, captured from sports clubs and community groups into district, county and national networks.	Increased cross sector collaboration that includes the community Increase in number of positive relationships with land managers/land management organisations.
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