

'How we got to grips with making positive changes in our organisation'

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St Thomas Centre Home of GMCVO



Case Study – GMCVO at the St Thomas Centre – the Process

- Visit / Audit
- Report
- Gather Feedback
- Develop Action Plan
- Identify Support Required
- Take Action
- Give Feedback
- Support other Organisations

8 Key Areas

- Food & Drink
- Purchasing & Procurement
- Energy & Water
- Travel
- Buildings & Local Neighbourhoods
- Inclusion & Participation
- Partnership & Promotion
- Waste

Visit / Audit

- Employee Rep Group involvement (workshop)
- Identify relevant staff to lead
- Audit review of office and conference space
- Audit produced by MERCi

Report

- Covers 8 key areas
- Suggested changes (actions)
- Review with MERCi – be realistic
- One step at a time

Gather Feedback

- Employee Rep Group
- Ongoing – amendments to action plan

Develop Action Plan

Actions to take forward from Audit Report (March 2009)	Target Date	Progress / Comments
Actions to take forward from Audit Report (March 2009)	Target Date	Progress / Comments
Food & Drink <ul style="list-style-type: none"> • Write to caterers explaining process currently going through, ask suggested questions from report, H&S policy • Add recommendation from report to policy; sourcing local, ethical and environmentally responsible food and drink 		Andrew Tanya
Purchasing and Procurement <ul style="list-style-type: none"> • Look into suggested websites for ethical purchasing • Promote use of local businesses for purchasing good 		Tanya
Energy and Water <ul style="list-style-type: none"> • Awareness raising for staff • Send usage of energy and water annually – reiterate sensible use of each and ways to decrease use • Speak to brokers re: green tariff 		
Travel <ul style="list-style-type: none"> • Add secure cycle shed requirement to STC development plan • Devise travel plan (in consultation with staff) support required from Merci • Offer individual travel plans for staff on induction 		Andrew Tanya Tanya
Buildings and Local Neighbourhoods <ul style="list-style-type: none"> • Write to council explaining process currently going through; ask about potential loft insulation and double/secondary glazing • Look into audit for grounds; promoting biodiversity 		Andrew
Inclusion and Participation <ul style="list-style-type: none"> • Include sustainability issues in staff inductions (GMCVO to review full staff induction) • Develop a formal procedure for the reviewing of policies within a set time-frame 		Tanya
Partnership and Promotion <ul style="list-style-type: none"> • Promote work done through Sustaining Change programme and improvements made on website (once improvements made) 		Tanya
Waste <ul style="list-style-type: none"> • Contact Emerge; monitor amount of waste produced by GMCVO and monitor • Raise staff awareness by signage around office 		Andrew Tanya/Andrew

Identify Support Required

- Lead people (Andrew/Tanya)
- Board and staff buy in
- “Green Group” – developed in conjunction with Employee Rep Group
- Support from MERCi – ongoing/regular meetings

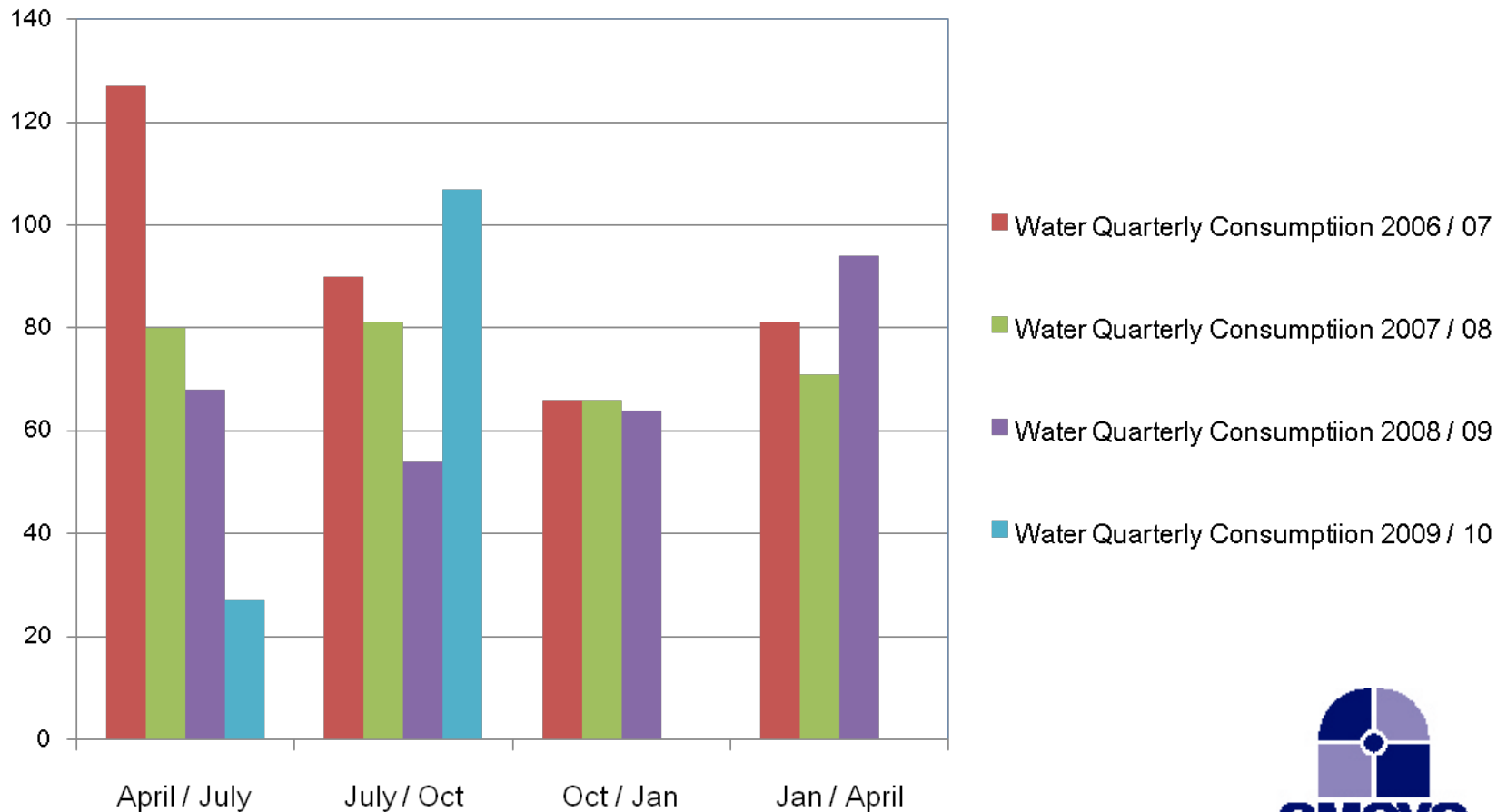
Take Action

- Benchmarking
- Support
- Consultation
- Content
- Monitoring
- Responsibility
- Training & Awareness
- Review
- Develop sustainability / environmental policy

Give Feedback

- Importance to ongoing awareness
- Various ways; staff meetings, Employee Rep Group, posters, circulars, email etc.....
- **CELEBRATE SUCCESSES**

Water Consumption by Quarter



Support Other Organisations

- GMCVO trailblazer organisation
- MERCi
- Local Authority
- Energy Savings Trust
- Local CVS
- 10:10 Campaign
- “Sustainability” in Funding Applications

Summary

- Questions
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