



Environmental Sustainability Policy

Document Control

ITEM	DETAILS
Policy Number	GP15
Policy Title	Environmental Sustainability Policy
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Applies To	Board of Directors, Volunteers, Contractors, Stallholders, Performers and anyone undertaking activities on behalf of Gravesham Pride CIC
Related Policies	Event Management Policy, Health, Safety & Safe Working Policy, Risk Management Policy, Financial Management Policy
Related Legislation	Environmental Protection Act 1990, Waste (England and Wales) Regulations 2011, Climate Change Act 2008, Equality Act 2010 (where accessibility and inclusion intersect with environmental decisions)

1. Purpose

Gravesham Pride CIC is committed to delivering Pride events in a way that minimises environmental impact while continuing to provide safe, inclusive and enjoyable experiences for our communities.

We recognise that even small organisations have a responsibility to protect the environment and to consider the long-term impact of the decisions we make.

The purpose of this policy is to establish the principles that guide our approach to environmental sustainability.

Through this policy, we aim to:

- reduce waste wherever reasonably practicable
- encourage responsible use of resources
- minimise unnecessary environmental impact
- promote sustainable event practices
- protect the venues and public spaces we use
- encourage environmentally responsible behaviour among volunteers, contractors and attendees
- continuously improve our environmental performance

We recognise that environmental sustainability is an ongoing journey.

We are committed to making practical, proportionate improvements that reflect the size and nature of our organisation.

2. Scope

This policy applies to all activities organised or delivered by Gravesham Pride CIC.

This includes:

- Pride events
- community events
- fundraising activities
- meetings
- volunteer activities
- procurement
- contractor engagement
- marketing materials
- event planning

This policy applies to:

- Board Directors
- Volunteers
- Contractors
- Suppliers
- Stallholders
- Performers
- Delivery Partners
- Anyone acting on behalf of Gravesham Pride CIC

Environmental sustainability should be considered throughout the planning, delivery and review of organisational activities.

3. Definitions

Environmental Sustainability

Environmental sustainability means meeting the needs of today while minimising unnecessary harm to the environment and protecting resources for the future. For Gravesham Pride CIC, this means making practical decisions that reduce waste, use resources responsibly and protect the venues and communities where we operate.

Sustainable Procurement

Sustainable procurement means considering environmental, social and ethical factors when purchasing goods or services, alongside cost, quality and suitability.

Waste Reduction

Waste reduction means avoiding unnecessary waste wherever reasonably practicable and encouraging the reuse, recycling or responsible disposal of materials.

Recycling

Recycling means ensuring that recyclable materials are separated and disposed of appropriately wherever suitable facilities are available.

Environmental Impact

Environmental impact refers to the effect that organisational activities may have upon the natural environment.

Examples include:

- waste generation
- energy use
- transport
- emissions
- resource consumption
- litter
- damage to parks or public spaces

4. Our Commitment

Gravesham Pride CIC is committed to making environmentally responsible decisions wherever reasonably practicable.

We will:

- consider environmental impact during planning
- reduce unnecessary waste
- encourage recycling
- minimise the use of single-use plastics where practicable
- protect the venues and public spaces we use
- encourage sustainable travel where appropriate
- work with contractors and suppliers who share our commitment to responsible environmental practices
- promote continuous improvement

We recognise that environmental sustainability must be balanced with accessibility, safety, affordability and the practical needs of delivering community events.

5. Policy

5.1 General Principles

Environmental sustainability should be considered during all significant organisational activities.

When making decisions, Gravesham Pride CIC will seek to:

- minimise environmental impact
- avoid unnecessary waste
- use resources responsibly
- encourage reuse where practicable
- comply with relevant environmental legislation
- support sustainable community events

Environmental considerations should form part of organisational planning rather than being considered only after decisions have been made.

5.2 Sustainable Planning

Environmental considerations should be integrated into the planning of Pride events and other organisational activities.

Planning should consider:

- venue suitability
- waste management
- recycling facilities
- transport arrangements
- energy requirements
- procurement decisions
- environmental risks
- protection of public spaces

Where reasonably practicable, environmental impact should be considered alongside safety, accessibility, financial sustainability and community benefit.

5.3 Sustainable Procurement

When purchasing goods or services, Gravesham Pride CIC will seek to obtain value for money whilst considering environmental responsibility.

Where reasonably practicable, procurement decisions may take account of:

- durability
- reusability
- recyclability
- repairability
- environmental credentials
- local suppliers where appropriate
- reduction of unnecessary packaging

Environmental considerations should be balanced alongside quality, safety, affordability and operational requirements.

5.4 Responsible Use of Resources

Gravesham Pride CIC will encourage the responsible use of organisational resources.

Examples include:

- avoiding unnecessary printing
- making appropriate use of digital communications
- switching off equipment when no longer required
- reducing unnecessary energy consumption
- using reusable equipment where practicable

Small improvements made consistently can have a positive cumulative impact over time.

5.5 Waste Management

Gravesham Pride CIC is committed to reducing waste generated through its activities wherever reasonably practicable.

When planning and delivering events, consideration should be given to:

- reducing unnecessary waste
- avoiding disposable items where suitable alternatives exist
- encouraging reuse of materials
- providing appropriate waste disposal facilities
- working with contractors to minimise waste

Volunteers, contractors, stallholders and attendees are encouraged to dispose of waste responsibly and help keep event sites clean and welcoming.

5.6 Recycling

Where suitable facilities are available, recyclable materials should be separated and recycled appropriately.

Gravesham Pride CIC will seek to encourage:

- recycling of paper and cardboard;
- recycling of plastics, glass and metal where local facilities permit;
- responsible disposal of electrical items and batteries;
- recycling of event materials wherever reasonably practicable.

Recycling arrangements should be communicated clearly to volunteers, contractors and attendees during events.

5.7 Reducing Single-Use Plastics

Gravesham Pride CIC recognises the environmental impact of unnecessary single-use plastics.

Where reasonably practicable, we will seek to:

- reduce the purchase of single-use plastic items
- encourage reusable alternatives
- promote refillable water bottles
- minimise unnecessary plastic packaging
- work with suppliers and contractors to reduce plastic waste

Environmental improvements will be implemented progressively, recognising that practical, safety or financial considerations may sometimes require the use of disposable materials.

5.8 Energy and Water

Gravesham Pride CIC will encourage the responsible use of energy and water during organisational activities.

Examples include:

- switching off equipment when no longer required

- avoiding unnecessary lighting
- reducing unnecessary electricity consumption
- encouraging responsible water use
- selecting energy-efficient equipment where reasonably practicable

Where generators are required for event delivery, they should be used efficiently and only for the period necessary.

5.9 Sustainable Travel

Travel is often one of the largest environmental impacts associated with community events.

Where reasonably practicable, Gravesham Pride CIC will encourage:

- walking
- cycling
- public transport
- car sharing
- efficient vehicle movements during event planning

The organisation recognises that travel choices must remain practical, safe and accessible for volunteers, attendees, contractors and performers.

Accessibility requirements will always take priority over environmental preferences where the two cannot reasonably be achieved together.

5.10 Protecting Venues and Public Spaces

Gravesham Pride CIC is committed to leaving the venues and public spaces we use in a clean, safe and respectful condition.

When using parks, gardens, streets or community facilities, we will seek to:

- minimise damage to the environment
- avoid unnecessary disturbance
- protect trees, plants and wildlife
- remove litter promptly
- restore event areas following activities wherever reasonably practicable

We recognise that Pride events are guests within our communities, and we have a responsibility to care for the places that welcome us.

5.11 Contractors and Suppliers

Environmental responsibility is a shared commitment.

Where reasonably practicable, Gravesham Pride CIC will encourage contractors, suppliers and partners to:

- minimise waste
- comply with environmental legislation
- manage waste responsibly
- reduce unnecessary packaging
- use environmentally responsible practices where appropriate

Environmental performance may be considered alongside quality, cost, safety and reliability when selecting suppliers.

5.12 Environmental Incidents

Any incident that could significantly affect the environment should be reported promptly.

Examples include:

- fuel or oil spills
- significant littering
- pollution
- damage to trees or protected areas
- hazardous waste
- inappropriate disposal of materials

Where appropriate, the organisation will:

- assess the situation
- take reasonable steps to minimise further impact
- notify relevant authorities where required
- review lessons learned following the incident

5.13 Continuous Improvement

Gravesham Pride CIC recognises that environmental sustainability is continually evolving.

We are committed to reviewing our practices and identifying opportunities to improve.

This may include:

- learning from events
- considering volunteer feedback
- adopting new sustainable practices
- reducing waste year-on-year
- reviewing procurement decisions
- improving recycling arrangements
- working collaboratively with community partners

We do not expect perfection. Instead, we are committed to making steady, meaningful improvements that are achievable and proportionate for our organisation.

6. Roles and Responsibilities

6.1 Board of Directors

The Board of Directors is responsible for:

- approving this policy;
- promoting environmental sustainability;
- considering environmental impacts during strategic decision-making;
- supporting continuous improvement;
- reviewing organisational performance against this policy.

6.2 Directors

Directors are expected to:

- consider environmental impacts when planning activities
- support environmentally responsible decision-making;
- encourage volunteers and contractors to follow this policy;
- report significant environmental concerns.

6.3 Volunteers

Volunteers are encouraged to:

- dispose of waste responsibly
- recycle where facilities exist
- avoid unnecessary waste
- protect event venues and public spaces
- report environmental concerns
- support the organisation's commitment to sustainability

Every volunteer can make a positive contribution through small everyday actions.

7. Monitoring and Compliance

The Board of Directors is responsible for ensuring that environmental sustainability remains an integral part of the planning, delivery and review of Gravesham Pride CIC activities.

Compliance with this policy will be monitored through:

- review of event planning arrangements
- consideration of procurement decisions
- review of waste management arrangements
- post-event debriefs
- volunteer and stakeholder feedback
- consideration of environmental incidents or concerns
- identification of opportunities to reduce environmental impact

Environmental sustainability is a shared responsibility.

The organisation recognises that continuous improvement is achieved through regular review, learning and practical action rather than through one-off initiatives.

Where opportunities for improvement are identified, the Board will consider proportionate actions that reflect the size, resources and activities of the organisation.

8. Equality Statement

Gravesham Pride CIC recognises that environmental sustainability and accessibility should work together.

Environmental initiatives should never create unnecessary barriers that prevent individuals from participating in our activities.

When making environmental decisions, consideration will be given to:

- accessibility
- inclusion
- health and safety
- affordability
- reasonable adjustments
- community benefit

This policy will be applied fairly and without unlawful discrimination on the grounds of:

- age
- disability
- gender reassignment

- marriage or civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Where environmental and accessibility considerations appear to conflict, the organisation will seek practical solutions that balance both objectives wherever reasonably practicable.

9. Policy Review

This policy will normally be reviewed every two years. An earlier review may be undertaken where:

- environmental legislation changes
- recognised good practice develops
- organisational activities change significantly
- environmental learning identifies opportunities for improvement
- the Board determines that revisions are required.

The Board of Directors is responsible for approving any amendments to this policy.

Appendix GP15-A

Practical Examples

The following examples demonstrate how this policy should be applied in practice.

Example 1 – Refillable Water Bottles

Situation

Volunteers are provided with free drinking water throughout the event.

Expected Practice

Volunteers are encouraged to bring refillable water bottles where reasonably practicable, reducing the need for disposable plastic bottles.

Inappropriate Practice

Providing unnecessary single-use plastic bottles when suitable refill arrangements are available.

Example 2 – Event Clean-Up

Situation

The Pride event has finished and volunteers begin packing away.

Expected Practice

Waste is collected, recyclable materials are separated where facilities exist and the venue is left clean and tidy.

Inappropriate Practice

Leaving litter or event materials behind for the venue owner or local authority to remove.

Example 3 – Sustainable Purchasing

Situation

The organisation needs to purchase replacement gazebos.

Expected Practice

The Board considers durability, expected lifespan, repairability and overall value for money alongside cost before making a purchasing decision.

Inappropriate Practice

Selecting equipment solely because it is the cheapest option, despite poor quality and a short expected lifespan.

Example 4 – Protecting Green Spaces

Situation

Volunteers are setting up equipment within a public park.

Expected Practice

Equipment is positioned carefully to avoid unnecessary damage to trees, flowerbeds, lawns and other natural features.

Inappropriate Practice

Driving vehicles or placing heavy equipment in areas where avoidable environmental damage may occur.

Example 5 – Waste Reduction

Situation

Information leaflets are being prepared for an upcoming event.

Expected Practice

The organisation prints only the quantity reasonably required and uses digital information where appropriate to reduce unnecessary waste.

Inappropriate Practice

Printing excessive numbers of leaflets that are unlikely to be used.

Example 6 – Sustainable Travel

Situation

Several volunteers are travelling from the same area to assist with event set-up.

Expected Practice

Where appropriate and practical, volunteers choose to travel together or use public transport, provided this does not reduce accessibility or create safety concerns.

Inappropriate Practice

Discouraging volunteers from attending because sustainable travel options are not reasonably available to them.

Example 7 – Contractor Practices

Situation

A contractor leaves significant amounts of packaging and waste following event build.

Expected Practice

The contractor is reminded of the agreed waste management arrangements and works with the organisation to dispose of waste responsibly.

Inappropriate Practice

Ignoring unnecessary waste simply because responsibility sits with an external supplier.

Good Environmental Principles

Everyone involved with Gravesham Pride CIC should remember:

- Reduce waste where reasonably practicable.
- Reuse equipment whenever possible.
- Recycle where facilities exist.
- Protect parks, venues and public spaces.
- Use resources responsibly.
- Think before printing.
- Support sustainable purchasing.
- Report environmental concerns.
- Leave every venue cleaner than we found it whenever reasonably practicable.

Small actions, taken consistently, make a meaningful difference.

Appendix GP15-B

Related Legislation and Governance Documents

Primary Legislation

This policy should be read alongside relevant legislation, including:

- Environmental Protection Act 1990
- Waste (England and Wales) Regulations 2011
- Climate Change Act 2008
- Equality Act 2010
- Health and Safety at Work etc. Act 1974 (where environmental controls support safe event delivery)

Related Gravesham Pride CIC Governance Documents

This policy should be read alongside the following Gravesham Pride CIC governance documents:

- Articles of Association
- Governance Handbook
- GP01 – Code of Conduct
- GP02 – Equality, Diversity, Inclusion & Accessibility (EDIA) Policy
- GP03 – Safeguarding Policy
- GP04 – Conflict of Interest Policy
- GP05 – Confidentiality & Data Protection Policy
- GP06 – Speaking Up (Whistleblowing) Policy
- GP07 – Complaints & Concerns Policy
- GP08 – Volunteer Management Policy
- GP09 – Volunteer Code of Conduct
- GP10 – Health, Safety & Safe Working Policy
- GP11 – Risk Management Policy
- GP12 – Financial Management Policy
- GP13 – Document Control & Records Management Policy
- GP14 – Communications, Branding & Social Media Policy
- GP16 – Event Governance & Delivery Policy

Good Environmental Governance Principles

This policy supports Gravesham Pride CIC's commitment to:

- environmental responsibility
- sustainable event delivery
- protection of public spaces
- responsible procurement
- waste reduction
- resource efficiency
- community stewardship
- continuous improvement

Review and Version Control

This appendix will be reviewed whenever there are significant changes to:

- environmental legislation
- recognised good practice

- organisational activities
- related Gravesham Pride CIC governance documents

Our Commitment to Environmental Sustainability

Gravesham Pride CIC believes that celebrating our communities should go hand in hand with caring for the environment we share.

We are committed to delivering Pride events that are welcoming, inclusive and environmentally responsible by making thoughtful, proportionate decisions that reduce waste, protect public spaces and encourage sustainable practices.

While we recognise that no organisation can eliminate its environmental impact entirely, we believe that every positive action, no matter how small, helps build a more sustainable future.

By working together with our volunteers, contractors, partners and community, we will continue to improve our environmental performance while ensuring that accessibility, safety and inclusion remain at the heart of everything we do.