

**green impact**



**2026-27**

# Green Impact for Healthcare

A UNESCO award-winning programme employee engagement programme to embed environmentally and socially sustainable practice across your teams and departments.



Green Impact activity at  
University Hospitals Plymouth  
NHS Trust

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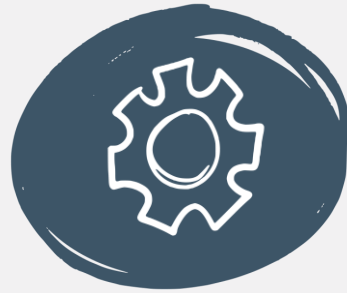
# SOS UK is transforming education, so people protect the climate and nature

SOS UK delivers the Green Impact programme across the UK

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We unite people from every background, inside and outside of formal education, because protecting our earth matters to each and every one of us.



Alongside our work in the education sector, we transform healthcare providers, museums, research institutes, housing providers, and public and the private sector.



We are a not-for-profit charity so working with us is an affordable and ethical choice that can bring social value to your supply chain.



UNESCO recognise SOS UK as a global leader of education for sustainable development, and we believe that lifelong learning is an important part of that.

# What is Green Impact?

Green Impact transforms organisations through our **United Nations award-winning programme** that makes **environmental and social sustainability achievable for everyone.**

We empower your teams to achieve ambitious sustainability goals by **bringing people together, focusing on solutions, and turning passion into action.**

The programme is tailored to your organisation to **strategically support** your local targets and strategies.



20

Green Impact has been running for 20 years

2,288

We have supported more than 2,288 organisations to use the Green Impact model

7

Green Impact has been delivered in seven countries globally

# Why do we run Green Impact?

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## Climate and health are inextricably linked

Climate change affects the social and environmental determinants of health and is **expected to cause approx. 250,000 additional deaths per year** between 2030-2050

## Healthcare is a major contributor

The **NHS is responsible for 4% of England's total carbon footprint**, with a huge potential for improvements in day-to-day operations to reduce the total footprint

## Engaging with staff is key

Staff working in healthcare are becoming more aware of Net Zero targets and want to take action on climate change, but they often **do not know where to start**

## Sustainable healthcare is quality healthcare

Improving the sustainability of healthcare provision can **lead to higher quality patient care and satisfaction, at a lower cost** - it should be a priority

# How it works

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Green Impact suggests actions for staff and guides them how to achieve it. We supports teams to embed the organisation's sustainability strategy into everyday practices, breaking down barriers to engagement.



## Teams

Collaboration and collective impact, engaging staff from all areas of the organisation



## Online toolkit

Guidance on locally relevant actions to take covering all areas of sustainability improvement



## Monitoring

Feedback and audits to support progress, incorporate different perspectives, and assess impacts



## Awards

Celebrate and recognise achievements across the organisation



# Outcomes

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Carbon savings,  
cost savings,  
and waste  
reduction



Departments get  
**awards** and  
**recognition** for  
their effort and  
achievement



Staff  
**understand**  
what the  
organisation is  
doing on  
sustainability



Isle of Wight awards /  
NOSY Creative Agency

Staff **engage**  
with existing  
sustainability  
priorities and  
initiatives

Staff across the  
organisation  
form a  
**community** and  
**act** for  
sustainability



Staff learn  
and access  
development  
opportunities,  
creating  
**widespread**  
sustainability  
literacy



# The cycle



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We have **six steps to success** over around **12 months**, which can be adapted to suit your needs, objectives and work culture.

Green Impact is so successful in part because it responds to the local environment and offers bespoke solutions to engagement.

# The toolkit

**Easy to follow:** Each action is tagged to make it easy for teams to filter by the most relevant actions.

**Evidence:** it's not just a tick-boxing exercise! Teams provide comments and evidence as they go to build accountability, support reporting, and gather good practice.

**Competition and recognition:** Teams can see their progress towards their award, as well as see how other teams around them are doing in the leaderboard!

**Community:** Actions within the toolkit can be assigned to different members, and users from across the team can work together on the toolkit.

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The toolkit covers all aspects of sustainability and is customised for your organisation. The criteria are transformed into an accessible and easy to use online platform.

☆ O001 **Communications**

Criteria	Further information	How you will be audited	Comments & evidence
Environmental issues, including Green Impact participation, are regularly raised at staff meetings.			

Total Points: 1

- N/A
- NOT DONE
- IN PROGRESS
- DONE**

Assigned to: Kate Winters

**Starred Actions** ☆

★ O005	NO STATUS
★ O006	NO STATUS
★ O007	<b>DONE</b>

**Assigned Actions** ✓

✓ O001	<b>DONE</b>
✓ O002	NO STATUS
✓ O009	NO STATUS

**Awards Progress** ☰

View your team's progress towards completing this Toolkit's awards.

<b>Bronze</b> ✓	<b>DONE</b>
▶ Complete 5 or more of All Actions	100%
<b>Silver</b> ○	<b>IN PROGRESS</b>
▶ Complete award: Bronze	100%
▶ Complete 10 or more of All Actions	60%

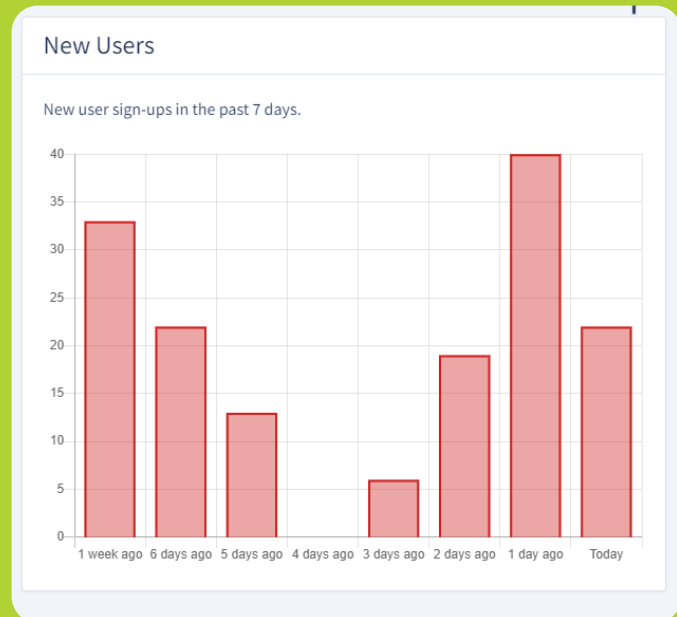
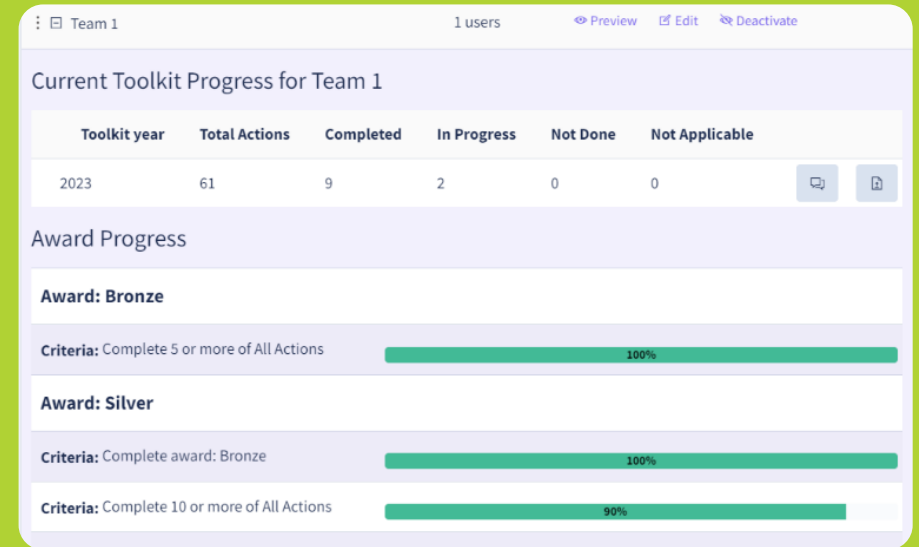
# The toolkit (2)

**Live reporting:** You will be able to see your teams' progress at any time via the live admin dashboard. Monitor what has been completed, see where additional support may be required, and report towards internal sustainability targets!

**Fully customisable:** Images, text and pages within the toolkit can be customised to align with your local messaging. You can also signpost to other local initiatives or any resources you want from within the site.

**Multi-lingual:** The toolkit can run in English, Welsh, French, and Dutch, with users easily able to switch between languages.

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# Over 20 years...

13,946

13,946 Green Impact **teams** have formed across participating organisations

61,805

61,805 **people** have actively been part of Green Impact teams

3,679,706

Green Impact teams have **reached** over 3.6 million people with their activities

9,684

9,684 **students** provided with training and development opportunities

628,940

628,940 **actions** completed by teams and verified by student auditors

1,116

More than 1,116 learning **workshops** delivered with students and staff

28,500

Over 28,500 tonnes **CO<sub>2</sub>** saved (estimated from available data)



**We are working with over 50 organisations, including universities, research centres, local councils and NHS Trusts**

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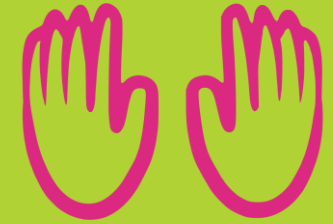


UNIVERSITY OF  
BIRMINGHAM



# A regional collaboration: Green Impact runs across primary care too!

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Green Impact runs in primary care nationwide, so many primary care practices in your ICB region are probably already using Green Impact.

Working with key partners in the primary care sector, we have created three primary care toolkits for general practice (nationwide), dentistry (nationwide), community pharmacy and optometry (Wales only).

These are funded centrally, so are free-to-access for primary care practices. By running Green Impact in your Trust, you can create a regional banner for sustainability action across primary and secondary care, with shared branding and reporting.



# Benefits to you

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## Tried and tested

The programme covers the whole sustainability agenda, increasing staff's **sustainability attitudes, knowledge and behaviours**

## Meet your targets

The customised toolkit links to your **sustainability strategy**, using behavioural change theory rather than changes having to be enforced

## Get everyone involved

Whatever your work setting, all staff from across the organisation can be involved, with tangible actions for **different areas**

## Show your commitment

Taking part improves your **reputation** amongst shareholders and customers, while improving your PR and your position in league tables

## Builds community

Through improving collaboration and community, Green Impact gives champions a tangible role and improves **staff morale and pride**

## Verified impact

All actions are **audited** by students trained in an [ISEP approved](#) auditor course, delivered by us, allowing for insightful student **feedback**

## Added capacity

As **sustainability experts**, we add to your sustainability capacity and engage your teams with **learning and development opportunities**



# Benefits to your teams

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90%

of participants know more about how to use their knowledge to make changes to their daily life

81%

of volunteer student auditors feel the experience has positively enhanced their employability

100%

of organisations report they've seen positive changes in pro-environmental behaviour

89%

of participants would rate Green Impact as Good or Excellent overall

97%

of participants identified new skills or knowledge gained from taking part in Green Impact

77%

of participants identified changes to their own habits or behaviour from taking part in Green Impact



# Costs

SOS UK is a registered charity so partnering with us is an affordable and ethical choice. Our pricing model is not-for-profit, covering our time and resources. Our fee varies depending on the size of your organisation and the scope and nature of the support required.

The annual cost to run Green Impact is typically between £11,300 and £17,000 +VAT per year.

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The activities and support detailed on the next four pages are included in your Green Impact programme fee, and we have several bolt-on packages available to add to your programme.

Regardless of what support you choose for your programme, you will have a dedicated Project Manager from SOS UK to support you with local delivery of the project.

**Please get in touch for a detailed quote:**

**[hello@sos-uk.org](mailto:hello@sos-uk.org) or at [greenimpact.nus.org.uk](https://greenimpact.nus.org.uk).**



## What is included?

The online  
toolkit,  
audits and  
reporting

Communication  
and resources

Project  
management  
and bespoke  
support

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# The online toolkit, audits and reporting

- Support to develop, review and host your **bespoke Green Impact toolkit** on our online system, which collates evidence and comments.
- Reactive **technical support** for toolkit users, with feedback informing system improvements.
- Live progress **dashboard** and **leaderboard** for teams and departments, and local admin access to monitor overall progress.
- Coordination of ISEP-approved **student auditor training and team audits** at the end of the year to verify award levels.
- **Annual report** to demonstrate reach, impact and achievements.
- **Monitoring and evaluation** of participants and student auditors to capture attitudes, learnings and feedback from the programme.

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## Communication and resources

- Access for team members to a series of nationally-coordinated Green Impact **support events** and **resource banks**.
- Opportunity to **profile your teams** and innovations through our international communications.
- **Certificate** templates, **digital badges**, and **award winner graphics** for all Green Impact teams and student auditors.
- Centrally coordinated **Special Awards** to recognise local actions and impacts on an international stage.
- Opportunity to shape the strategic development of the programme and **celebrate** the collective achievements across the sector.
- Coordination of sustainably sourced **slate awards** at cost price (optional).

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# Project management and bespoke support

Your Project Manager will deliver bespoke support activities after you mutually decide the most effective support for your teams.

- A **dedicated Project Manager** from SOS UK to support you with local delivery of the project. Ongoing support for your local coordinator includes regular meetings, project timeline support, and reactive email support.
- Optional support can include, but is not limited to:
  - In-person bespoke workshops and/or online webinars on a variety of sustainability topics.
  - Support calls for teams throughout the year to check in on progress.
  - Creation of communication materials to support staff teams (posters, recorded videos, graphics, templates).
  - Presentations at launch or award events to share the national context and impact of Green Impact.

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Students and staff  
leading positive  
sus  
on the  
Get involved at:  
[www.nus.org.uk/greenimpact](http://www.nus.org.uk/greenimpact)

# What extra support is available?

Green Impact  
Project Assistants

Communications  
support

Green Impact  
Laboratory  
Accreditation

Carbon Literacy  
Training

# Extra support: Green Impact Project Assistants

The Green Impact Project Assistants (GIPA) scheme provides development opportunities for local students as well as extra support for your programme. It's proven successful in many organisations both on and off-campus.

SOS UK train students to become GIPAs, who join Green Impact teams to offer support and additional resource. Through the scheme, students develop a range of transferable skills, gain experience of a professional workplace, and increase their sustainability knowledge. GIPAs also add capacity to your Green Impact teams and act as a link between local students and staff at your organisation.



Tier 1	Tier 2	Tier 3
Delivery of the initial training of your GIPAs and guidance and templates for you to support them over the year.	Tier 1 AND two additional days of training or support for your GIPAs, ongoing check-ins, and a wrap-up event to support with your GIPAs' career development.	Tier 2 AND payment of GIPAs for their work. Payments to be at least living wage and approximately 1 hour per week for 36 weeks.
£1,000 (+VAT)	£2,925 (+VAT)	Contact for quote

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# Extra support: Communications support

Engagement takes time, resource and perseverance! We know the best Green Impact programmes are those that **provide consistent and high-quality communications** for and between teams, but many organisations don't have the resource to deliver this internally.

We've created two tiers of **additional support** that you can add to your programme. We will discuss with you how best to use this time to build recognition of, and engagement with, Green Impact across the organisation.

\*If you do not choose this bolt-on, you can still use your bespoke support time for communications! This package is designed to add capacity.



Tier 1	Tier 2
Four additional days of support to boost communications. This could include the creation of monthly newsletters, social media content or 1-2-1 communications with your teams*.	Seven additional days of support to boost communications.
£1,825 (+VAT)	£3,175 (+VAT)

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# Extra support: Green Impact Lab Accreditation

Green Impact Laboratory Accreditation (GILA) is an additional support package we offer with actions specific to a research laboratory setting.

Our research laboratory-specific module of 54 nationally standardised actions supports sustainable lab practice. This **fulfils the criteria of funding bodies** to participate in a sustainability programme (e.g. Wellcome Trust; Cancer Research UK).

Each laboratory completes the necessary actions, is audited, then receives a GILA certificate. The certificate **demonstrates progress towards embedding sustainability in research.**



Tier 1	Tier 2	Tier 3
A remote Q&A session with your teams and an approved GILA certificate per participating lab (for up to 40 labs).	A remote Q&A session with your teams, additional lab-specific auditor training and audit period, and an approved GILA certificate per participating lab.	Tier 2 AND for GILA to be hosted as a separate toolkit, with a separate lead contact and different timeline.
£451 (+VAT)	£2,125 (+VAT)	£4,800 (+VAT)

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# Extra support: Carbon Literacy training

This bolt-on is to **upgrade one of your included support days** to deliver Carbon Literacy training and certification for up to 20 staff. Running Carbon Literacy training alongside Green Impact can build local capacity and offers an exciting **professional development** opportunity with an **externally-verified certification** for learners.

Carbon Literacy is defined as: “An awareness of the carbon dioxide costs and impacts of everyday activities, and the ability and motivation to reduce emissions, on an individual, community and organisational basis”.

Carbon Literacy  
Project



The training provides attendees with introductory science on the climate crisis, with a focus on climate justice, and the inter-related nature of carbon emissions and wider environmental concerns such as biodiversity loss.

During the training attendees will begin to develop their own plan for acting on and communicating the climate crisis. The course lasts around 12 hours and includes online training elements and self study.

This training is certified by [The Carbon Literacy Project](#). Upon successful completion of the training, learners will be awarded a Carbon Literacy certificate and a digital badge.

£1,875 (+VAT)  
For up to 20 learners

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Eva Rodericks



Project Manager

Lauren Walia



Project Manager

Jamie Agombar



Executive Director

# Meet the team

Dr Holly Jenkins



Senior Project Manager

Meg Briar



Director

Swetha Guruprasad



Project Manager

Lucy Tallis



Project Manager

We represent a range of academic and professional backgrounds from education to biology, and with specialisms in communications and research.



If you have any questions or would like to sign-up, please contact the Green Impact team on

[hello@sos-uk.org](mailto:hello@sos-uk.org)

[greenimpact.nus.org.uk](http://greenimpact.nus.org.uk)

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