YOUTH SPORT TRUST
SUSTAINABILITY ACTION PLAN
September 2026 - August 2028

YST Key Move	Sport England Maturity Tool		Sustainability Objectives	Actions	Owner	Outputs	Outcomes	Target Level
	Topic	Current Level						
Reduce our carbon footprint and improve environmental sustainability practices	**Carbon emissions:** Reducing greenhouse gas emissions	L3 - Sustainable	**Define, measure and take action to reduce our largest environmental impacts**	Annually report on our carbon emissions - Scope 1, 2, 3 (Categories 6 & 7) and Head Office water consumption	Janette	- Annual Carbon Emissions Report produced and published - Annual Sustainability Statement produced and published - Baseline and year-on-year emissions data established for Scope 1, 2 and relevant Scope 3 categories - Head Office water consumption reported	- YST's carbon footprint and water consumption are better understood and monitored - Scope 1 and 2 emissions reduce by 1% year on year - Scope 3 Categories 6 and 7 emissions reduce by 5% per employee year on year	L4 - Restorative
				Encourage and incentivise more sustainable travel	Janette/ Holly	- Feasibility of EV and Bike2Work schemes assessed, with viable schemes introduced where appropriate - Car-sharing expenses incentive maintained and promoted - Sustainable travel and car-sharing opportunities regularly communicated to staff	- Staff are better enabled and encouraged to choose lower-carbon travel options - Scope 3, Categories 6 and 7 emissions reduce by 5% per employee year on year	
				Reduce the carbon footprint of our training and events	Sarah	- At least 80% of flagship event venues meet agreed sustainability criteria - At least 50% of meals served at one flagship event are meat-free/low-carbon - Surplus-food arrangements considered for all catered flagship events and implemented where practicable, compliant with food-safety requirements - Sustainable travel information included in 100% of relevant joining instructions - All flagship event venues are within a 15-minute walk of suitable public transport links, where practicable - Digital-first event materials used at all flagship events (Event App) - Single-use water bottles and tea/coffee cups eliminated from YST-controlled internal events, where practicable	- The environmental impact and carbon footprint of YST training and events are reduced (Measure 2028 YST Annual Conference) - Sustainable event practices become embedded in the planning and delivery of YST events	
	Circular economy: Reducing material consumption and avoiding waste	L1 - Starting	**Embed a "Reduce, Reuse, Rethink" circular economy approach across our organisation**	Implement sustainable procurement practices that prioritise responsible suppliers, low-impact products and efficient purchasing	Lesley	- Sustainability criteria incorporated into relevant supplier selection and purchasing processes - Appropriate local suppliers (e.g. in Ireland, Scotland and Wales) onboarded where this reduces transportation and supports programme delivery - Procurement Policy and purchasing procedures updated - Sustainable procurement guidance produced and communicated to staff	- Sustainability credentials are considered for 100% of relevant goods/product suppliers - Procurement increasingly favours lower-impact, sustainably sourced and reusable/recyclable products - Avoidable single-use plastics in YST-procured goods/products are reduced and eliminated where viable	L3 - Sustainable
				Reduce event equipment and paper consumption, increase recycling of printed resources, and ensure all paper is sustainably certified	Lesley	- 100% of YST-purchased paper is sustainably certified (e.g. FSC or equivalent) - Central store/process established to enable reuse of event equipment and excess stock - SportPark printing volumes monitored and reported - iPad/tablet booking process implemented for event use - Digital-first approach adopted for event materials, with printing retained where required for accessibility or operational reasons	- Consumption of new event equipment and printed materials is reduced - SportPark printing volumes reduce year on year - More event equipment and printed resources are reused or recycled rather than discarded	
				Improve waste management processes at our Head Office.	Annette	- SportPark waste audit completed and priority actions identified - Recycling-bin locations and labelling reviewed and optimised - Waste-reduction and recycling guidance communicated to staff - Available waste/recycling data obtained and monitored	- Head Office waste is reduced and a greater proportion of waste is reused or recycled - Staff understanding of correct waste and recycling practices is improved	
				Improve kit recycling	Lesley	- Year-round collection point/process established for unwanted kit - Annual kit clear-out implemented - Appropriate reuse/recycling partnership(s), including Kitlocker, where applicable, established - Clear routes identified for redistribution, reuse or recycling of YST and programme kit	- The proportion of unwanted and excess kit that is reused, redistributed or recycled is maximised - Disposal of usable kit as general waste is minimised	
	Enabler: Organisational knowledge and capacity (Internal)	L3 - Sustainable	**Embed sustainability considerations into our operations and decision making**	Improve staff knowledge and awareness of sustainability through the induction process and training opportunities	Janette/ Holly	- Sustainability responsibilities included in relevant job descriptions - All new staff receive sustainability content as part of induction - Sustainability Guide produced, communicated and kept under review - Relevant national sustainability moments and practical actions communicated to staff - Sustainability Action Plan communicated to all staff - Relevant Team Action Plans include sustainability actions	- Staff have increased knowledge, confidence and capability to incorporate sustainability into their roles - Sustainability becomes more consistently embedded in team planning and day-to-day practice	L4 - Restorative
				Better integrate sustainability considerations into our decision-making	Janette	- Board-level Sustainability Champion appointed - Sustainability implications included in relevant Board papers and decisions - SLT receives at least one sustainability progress update each year - Staff receive at least one sustainability progress update each year	- Sustainability is routinely considered in relevant organisational decision-making - Board, SLT and staff have greater visibility of YST's sustainability commitments and progress	
				Review our project lifecycle processes to incorporate sustainability considerations	Janette	- QP6 and QF12 updated to incorporate relevant sustainability considerations - QP7 and QF3/QF8 updated to incorporate relevant sustainability considerations - AI Policy updated to include 'responsible use' - Revised processes and requirements communicated to relevant staff	- Sustainability considerations are more consistently embedded in programme design, funding proposals and delivery - Environmental impacts and opportunities are considered earlier in the project lifecycle	
	Enabler: Organisational knowledge and capacity (External)	L1 - Starting	**Harness the context of play/sport to raise awareness of climate change and sustainability across our networks**	Utilise (YST) networks to raise awareness	Katy/ Josh	- Sustainability-related criteria incorporated into Well Schools accreditation - Sustainability guidance/resources produced or curated for the Learning Academy and relevant networks - Sustainability content incorporated into relevant Learning Academy delivery - Relevant networks signposted to the BASIS Resource Hub and other appropriate resources	- YST networks have increased awareness of sustainability and access to practical support - More schools and partners are enabled to consider sustainability within sport and physical activity delivery	L2 - Progressing
				Appropriately raise awareness through our Corporate Communications and YST Ambassadors	Holly	- Sustainability messaging incorporated into relevant corporate communications and Ambassador activity - At least one sustainability-related case study produced and shared each year - Sustainability webpage reviewed and refreshed at least annually	- YST's sustainability commitments, progress and good practice are communicated consistently and credibly to external audiences - Stakeholders have greater visibility of YST's approach to sustainability	
				Support Young Leaders ("YLs") to consider sustainability in/through sport, through YST leadership opportunities	Izzy	- Sustainability content incorporated into the YST Leadership Framework and relevant resources - Sustainability content included within YL training on planning and delivery - Practical sustainability guidance/resources made available to Young Leaders - Young Leaders are offered opportunities to lead or influence sustainability-related activity	- Young Leaders have increased awareness, confidence and opportunities to take positive action on sustainability through sport - Sustainability becomes more visible within YST youth leadership activity	
				Build a 'Sustainable Practice' component into the judging criteria for applicable YST Awards	Sarah	- 'Eco Award' retained within SGO Impact Awards, judged by sustainability experts - Sustainability criteria incorporated into applicable 2028 YST Conference Awards - Sustainability incorporated into applicable 2028 YST Young Changemaker Awards - Sustainable materials specified for YST- controlled award trophies and canvases, where practicable	- Sustainable practice is recognised and incentivised through applicable YST awards - Award processes increasingly showcase and reinforce positive sustainability behaviours	
				Promote sustainability education through sport	Josh/ Katy	- Practical hot-weather and wet/extreme-weather guidance signposted to or provided for relevant audiences - Climate-risk assessment template introduced for relevant deliverers - Opportunities/resources linking physical activity, nature and care for the environment identified and, where appropriate, piloted or incorporated into delivery	- Relevant staff, partners and deliverers are better equipped to adapt sport and physical activity safely to climate and weather impacts - Sustainability and environmental awareness are increasingly supported through sport and physical activity	
	Tackling inequalities: Action to address climate-related inequalities/ impact on under-served communities	L1 - Starting	**Address climate-related inequalities/ impact on under-served communities through sport, play and education, by improving awareness and understanding, and tackling barriers**	Increase the understanding and consideration of the impact of climate-related inequalities in our programme design and delivery	Katy	- BASIS 'Tackling Inequalities Guide' and Resource Hub shared with relevant staff - BASIS 'Tackling Inequalities Guide' and Resource Hub shared with relevant Well Schools - Climate-related inequalities incorporated into relevant programme/place-based discussions, guidance or planning tools - Relevant examples or learning captured to inform future programme design	- Climate-related inequalities are better understood and more consistently considered in relevant YST programme design and delivery - YST activity is better informed by the barriers and environmental risks experienced by under-served communities	L3 - Sustainable
				Champion Youth Voice and the representation of all young people, including those from under-served communities	Izzy	- Appropriate diversity of representation monitored across our Youth Board and Young Leader cohorts - Youth Board Sustainability Champion appointed as a formal link between the Sustainability Management Group and Youth Board - Youth Board consulted on relevant sustainability priorities and activity, with feedback provided on how their views have informed the work - Climate-related inequalities appropriately reflected in relevant inclusion/DIAP activity	- Young people, including those from under-served communities, have meaningful opportunities to influence YST's approach to sustainability and climate-related inequalities - YST sustainability activity is better informed by diverse youth perspectives	