



Globe of Honour 2026 Question Set and Marking Scheme

Background

This marking scheme relates to the written application component of the 2026 Globe of Honour scheme. The final marks for each submission will be determined by reference to applicants' performance in the written application only. The results of the Five Star Audit process will not be considered other than as a right of entry to the awards.

Please note that the marking descriptors are indicative by nature. For example, two organisations may adopt differing approaches to the written application and score equally well. Nonetheless, high-scoring organisation will typically answer all aspects of the question, clearly following the marking scheme, provide site-specific references (evidenced and referenced through the audit report) and fully utilise, but not exceed the specified word allowance per response.

Scoring criteria

- A maximum of 60 marks are available for the written application. Applicants must score a minimum of 45 marks to remain eligible for the award.
- A minimum of two individual responses must be scored within the top mark band (11-15 marks).
- Submissions will become ineligible for the Globe of Honour award should any individual responses be scored within the lower mark band (0-5 marks).
- Responses to each sub-question must not exceed 750 words per sub-question (i.e. 3,000 words overall per submission).
- The two optional questions for the Innovation and Development award will be marked separately by a panel. The grades for these questions will not be included in the overall score of the main application.

A sample number of applicants will be randomly selected to validate the responses given on their application in a virtual interview. This selection will be made following the application submission deadline on 14 September 2026, and the selected applicants will be notified with a Microsoft Teams placeholder invite for the week beginning on 28 September 2026

	11-15 marks	6-10 marks	0-5 marks
1. With relevant reference to the outcomes from your recent Five Star Environmental Audit, explain how the site ensures the participation of all employee groups in the establishment and/or continual improvement of environmental programmes.	• A full explanation of how the organisation ensures participation by all relevant employee groups and how those groups were identified, for example through a RACI assessment, workforce mapping or job-family analysis. • The response fully discusses the methods and practical arrangements used to encourage and facilitate participation, such as focus groups, environmental or sustainability forums, consultation arrangements and suggestion schemes. • Clear examples show when and how participation has contributed to continual improvement, stronger environmental performance and cultural improvement. All examples are linked to relevant outcomes from the recent Five Star Environmental Audit.	• An adequate explanation of how the organisation encourages participation by relevant employee groups, with some reference to how those groups were identified. • The response refers to methods used to encourage and facilitate participation but lacks depth regarding the practical arrangements or coverage of all groups. • Some examples demonstrate a contribution to continual improvement or cultural improvement and are linked to outcomes from the recent Five Star Environmental Audit.	• A basic description of employee participation, with no clear explanation of how all relevant groups were identified or included. • There is limited discussion of the methods and arrangements used to encourage and facilitate participation. • Examples are limited or do not explain how participation contributed to continual improvement, environmental performance or culture; few or none are linked to the recent Five Star Environmental Audit.
2. With relevant reference to the outcomes from your recent Five Star Environmental Audit, explain how the organisation will prioritise, govern and deliver actions from the audit to improve environmental performance during the next year.	• A full explanation of how audit findings and recommendations will be evaluated, prioritised, assigned, resourced and integrated into environmental plans and operational controls during the next year. • The response describes clear governance, ownership, milestones, performance measures, assurance and escalation arrangements, supported by a range of relevant planned campaigns, programmes or initiatives. • Measures may include energy and water use, waste and recycling, emissions, incidents, legal compliance, nonconformities, action completion and external benchmarking. All examples are linked to outcomes from the recent Five Star Environmental Audit.	• An adequate explanation of how audit findings and recommendations will be translated into actions to improve environmental performance during the next year. • The response includes relevant initiatives, ownership or measures, but lacks depth in governance, prioritisation, resourcing, assurance or tracking. • All or most examples are linked to outcomes from the recent Five Star Environmental Audit.	• A basic explanation of how the audit output may be used, with limited detail about prioritisation, ownership, resourcing, milestones or governance. • Few relevant initiatives or measures are identified, and there is little evidence of a structured delivery plan for the next year. • Few or no examples are linked to outcomes from the recent Five Star Environmental Audit.

3. With relevant reference to the outcomes from your recent Five Star Environmental Audit, describe how operational management and front-line supervisors lead and manage the organisation to improve environmental performance both now and in the future.	• A full description of how operational management and front-line supervisors are defined at the site and how they both lead and manage the environmental agenda day to day. • The response identifies their significant contribution to compliance, culture and engagement and explains how they drive continual improvement now and in the future through targets, operational controls, initiatives, campaigns, worker participation and visible leadership. • Clear examples demonstrate planned or completed actions to improve environmental performance. All examples are linked to outcomes from the recent Five Star Environmental Audit.	• An adequate description of how operational management and front-line supervisors are defined and how they lead and/or manage the environmental agenda. • The response identifies their role in compliance, culture and engagement and shows some appreciation of short-term and long-term considerations but does not fully explain their contribution to continual improvement. • Some relevant examples are clearly linked to outcomes from the recent Five Star Environmental Audit.	• A basic description of operational management and front-line supervisors, with little or no distinction between leading and managing the environmental agenda. • The response focuses mainly on compliance and gives limited consideration to culture, engagement, future priorities or continual improvement. • Few or no examples are linked to outcomes from the recent Five Star Environmental Audit.
4. With relevant reference to the outcomes from your recent Five Star Environmental Audit, explain how the organisation will use the audit output to strengthen environmental culture, participation and engagement during the next year.	• A full explanation of how the audit output will be used to improve environmental culture, participation and engagement across the organisation during the next year. • The response provides a range of relevant campaigns, programmes or initiatives and explains how leaders, employees and other stakeholders will be engaged, how feedback will be gathered and how behaviours and participation will be reinforced. • The response identifies appropriate cultural and engagement measures, such as participation levels, employee feedback, survey results, completion of local initiatives, stakeholder feedback and external benchmarking. All examples are linked to the recent audit and clearly focused on the next year.	• An adequate explanation of how the audit output will be used to improve environmental culture and engagement. • The response includes a range of relevant campaigns, programmes or initiatives and some reference to employee participation, feedback or cultural measures. • There is some reference to the next year, and all or most examples are linked to outcomes from the recent Five Star Environmental Audit.	• A basic explanation of how the audit output may support environmental culture or engagement. • Few relevant campaigns, programmes or initiatives are identified, with little or no reference to participation, feedback, measures or stakeholder engagement. • There is no clear focus on the next year, and few or no examples are linked to outcomes from the recent Five Star Environmental Audit.