



Environmental Policy

How to use this policy

This policy summarises our general intents and aims. Detailed action points are regularly updated within the Environmental Action Plan. (Current version is included in the appendix of this document.)

The contents of this policy and our action plan are informed from regular consultation with our staff team.

The policy will be reviewed annually. This policy was approved on the **14/06/17**

It will be reviewed **14/06/18**

The environmental policy and actions are lead by Indepen-dance's two green champions. The current champions for the organisation are:

Catherine Hotchkiss

Danielle Banks

We will continue to hold regular environmental creative sessions and socials every three months, inviting staff, volunteers, participants and board members to contribute to these sessions. These will be informal, relaxed and fun. The sessions will give us

the opportunity to raise awareness of various environmental issues we need to address as an arts organisation. It also gives our participants and opportunity to tell us about the environmental issues that concern them. We will share any outcomes via our weekly workshops, our newsletter and website.

Themes and motivations that have particularly informed our policy as given by staff:

consumerism, scottish identity, appreciating nature, primitive lifestyles, science and micro-processes, the unappealing parts of nature, guilt, safe environments for dance and the importance of environments to dancers, protecting the environment for those who come after, using art to make change, the cycles of life and death, recycling, learning, improving, personal choices, diet, human effect on the planet and the body.

Environmental Programming, Education & Awareness

Indepen-dance will build environmental themes into new work creation. Wider learning about environmental themes will also be incorporated into our schools work through education packs and workshops, augmenting the curriculum for excellence environmental theme.

Environmental collaboration

Indepen-dance will participate in regular quarterly meetings and projects with the Briggait Green Team, also informing venue issues on a more regular basis, such as the green starter packs, the green team newsletter and the cycling program.

Indepen-dance also attends Creative Carbon Events and Green Teas.

Travel

Indepen-dance employs lift sharing and encourages the use of public transport. We also have a company bike.

Indepen-dance record their carbon usage through transport by recording travel through the Creative Carbon ran website – Claimexpenses.com

It should be noted that many of Independence's clients require the use of non sustainable travel such as private cars and taxis and they should not be made to feel negatively for this.

Independence also tours and works with national and international groups and individuals. We will lay out actions related to these aspects of our work in the environmental action plan. But in the short term, we are keeping an eye on the map to ensure we do not double up on journeys and making use of digital conferencing.

Waste and Recycling and purchases

- We aim to reduce, where appropriate, all printed material produced by Independence
- We actively encourage people to receive emails rather than letters, brochures and flyers.
- We actively encourage people to visit our website for information rather than relying on printed material.
- We print at least 50% of our materials on recycled paper with vegetable ink.
- In office, we aim to print less, doing so by printing double sided and by encouraging all to use digital communication and not print out emails.

When procuring goods or services, sustainability should be taken into account alongside cost effectiveness. A financial cost can be justifiable in return for a large environmental saving.

- All providers should be asked to supply their environmental policy with a quote, which can help us to make decisions and also influence their own sustainability. If they do not have an environmental policy, we will ask for some details of how they're working towards greater sustainability.
- Where physical goods are being sourced, at least one of the options looked at should be for a more environmentally sustainable option.

Within the office we recycle plastic, glass, paper and cardboard and measure the amount of waste created by the business. We participate in alternative recycling schemes as offered to us such as batteries, biscuit wrappers and food waste.

Within outside venues, staff aim to reduce waste, recycle where possible and reduce their personal carbon footprint

Monitoring and energy

*Indepen-dance switches off electronic equipment when not in use.

*Indepen-dance measures temperature and makes use of heating on that basis.

*Indepen-dance has made adjustments to it's core working spaces by installing carpets to reduce energy use.

Learning

Indepen-dance staff will collect and research current best practise, resources and information on relevant green initiatives to inform Indepen-dance's environmental policy. This will be stored on the Team Drive under Green Initiatives. This folder will also document input from social and creative environmental events given by members, volunteers, staff and the board.

Environmental data will be analysed and evaluated on a yearly basis.

Appendix

Environmental Action Plan March 2017:

Indepen-dance Environmental Action Plan 2016 – 2021

Policy

16/17

-Develop environmental policy engaging staff inclusively, through dance and regular discussion of environmental issues.

-Develop environmental action plan.

17/18

- Follow actions plan

- Review policies to ensure no discrepancies between environmental policy and existing policies.

18/19

- Review environmental policy with staff input
- Review roles and responsibilities included in policy
- Continue to follow action plan

19/20

- Continue to follow action plan

20/21

- Review action plan and policy.
- Share learning and practise with wider network of organisations.

Environmental Programming, Education & Awareness

16/17

- Small quartet create new piece set outdoors. This was recognised as having environmental value which was then built on.

17/18

- Small quartet to tour and workshop Four Go Wild In Wellies, encouraging young audiences to spend time in nature.
- Four Go Wild In Wellies Education pack developed by Emma Smith incorporating outdoor play, dance, and inclusion themes.
- Feedback and input from staff and members gathered on the big environmental issues that they care about to inform future work.
- Young performing company to travel to highlands to create work in idyllic location (Findhorn).
- sign up to Julie's bicycle program for 2018 with our activities.

18/19

- New piece of dance work stems from ideas lead by consulted members and dance staff. (Possibly young 1z piece as it has been developed in Findhorn.)
- Gathered together festival to have environmental and/or site specific work included in program and collaboration with the hidden garden.

19/20

- Members and staff continue to contribute to ongoing creative, environmental aspects at social events and consultations (I.e. film screening, food events, environmental creative sessions, campaigns such as plastic free July.)

-Stemming from the Gathered together environmental feedback and discussion. We'll develop an international creative environmental project.

20/21

- Members and staff will create a new piece of work focused on the environment.
- International environmental project will contribute to 20/21 Gathered Together Festival.

Environmental collaboration

16/17

Participation with The Briggait Green Team. Contributing to Pass It On Week activity, Briggait Green Starter Pack and Food Waste Collection, sharing best practise.
Attending Creative carbon events.

17/18

Continue to develop projects with Briggait Green Team. Volunteer member to become third green champion to attend green team meetings.
Work together with eco drama to improve environmental aspects of our organisation as a whole.
Forge 1 new environmental partnership.
Attend Creative Carbon Events

18/19

Continue to develop projects with Briggait Green Team. Review how volunteer green team member is contributing to these meetings and develop project as a result of their contribution. Volunteer member Activities inform and feed directly into developing operations with the Briggait Creation Centre. Moving on, volunteer finishes their responsibilities, reviews how they feel and is signposted to education, employment or training. A new member volunteer is offered the opportunity.
Set up international environmental working group through Festival programming (each performing company will have a nominated environmental member who will contribute to an environmental creative activity at the festival.)
Attend Creative Carbon Events

19/20

Continue to develop projects with Briggait Green Team. Volunteer member is actively contributing to projects. Volunteer member Activities inform and feed directly into developing operations with the Briggait Creation Centre. Moving on, volunteer finishes their responsibilities, reviews how they feel and is signposted to education, employment or training. A new member volunteer is offered the opportunity.
Set up international environmental working group through Festival programming (each performing

company will have a nominated environmental member who will contribute to an environmental creative activity at the festival.)

Attend Creative Carbon Events

20/21

-Indepen-dance review our contributions to The Briggait team as a whole. Volunteer member Activities inform and feed directly into developing operations with the Briggait Creation Centre. Moving on, volunteer finishes their responsibilities, reviews how they feel and is signposted to education, employment or training. A new member volunteer is offered the opportunity.

- International group uses learning from previous festival and further built as part of the Gathered Together Festival this year. Contributes a creative activity as a result of work discussions over the previous two years. Network decides whether to continue activities together leading on from this.

-Attend creative carbon events.

Transport

16/17

Indepen-dance monitors carbon, encourages public transport and lift sharing, raises awareness of sustainable travel through creative group activities, makes use of company bike.

17/18

Continue to monitor carbon and explore ways to measure non expenses related travel (i.e. walking or non expensed travel.)

Indepen-dance reviews their use of transport over the last three years. Patterns are identified. Travel and Vehicle policy is reviewed to include an action plan, which will include targets, as a result of this.

18/19

Action plan for travel is implemented by all staff.

Continue to measure carbon. Continue to hold creative group activity addressing travel.

Festival travel is documented and shared for all performing groups.

19/20

Action plan for travel is reviewed and continued to be implemented.

Carbon measuring and group activity continues.

20/21

Indepen-dance reviews travel for the past three years. And develops a new plan of action.

Gathered together festival travel is documented and shared.

Carbon measuring and group activity continues.

Printing and paper

16/17

Indepen-dance encourages people not to print email, discourages unnecessary printing in office, collects information on how people most like to be contacted.

Printers are set to economical settings (double sided and black and white)

Newsletters are printed on recycled paper with vegetable ink.

17/18

Minimising printing of registers by moving admin staff and freelancers towards digital forms. This may require more training and data protection advice.

Setting a realistic goal of moving towards a paperless office by collecting more email addresses.

Research recycled paper which is made without toxic impact on water supplies.

18/19

Review how this system is working.

Research and consultation into accessibility of digital formats compared to paper formats.

Work towards targets and find further ways of improving focused on suppliers and actions.

19/20

Continue to follow targets.

20/21

Indepen-dance is a paperless office.

Review and share successful process with other organisations.

Energy**16/17**

Raising awareness about turning off electric devices and heating during evenings and weekends.

Installing carpet to reduce heat loss.

Indepen-dance has a thermometer on wall to measure temperature.

17/18

Sticking to daylight hours, encourage staff not to work late and to come in earlier when there is daylight.

Heaters are kept in less accessible locations and their use is defined by a set temperature.

Thermometre is made more use of. Temperature is measured for a set period of time.

Carpet is installed in sister office.

18/19

Research alternative, more efficient equipment in terms of energy.

Use learning from temperature measurements to inform further actions.

19/20

Continue to try to find ways of lessening energy use.

Follow actions related to temperature measurements.

20/21

Review energy use for the past three years. Form a new action plan.

Waste**16/17**

Measure waste

Engage in unusual recycling projects such as providing the Briggait with Terracycle biscuit wrapper recycling programme and food waste pilots.

Learning more about what can and cannot be recycled within Glasgow City environs.

Sourcing 2nd hand jackets as a feature of Young 1z piece, Jayket Pokit Jig.

Planning and participating in the Briggait swap shop.

17/18

Disseminating more information to staff about what can and cannot be recycled.

Researching more durable office supplies and equipment.

To be more considered with healthy/green snacks for Ind events.

Set realistic target for moving towards using only green providers eg. Newsletter printers, office supplies, tech gear.

18/19

Festival is planned in partnership with tramway with more provision for recycling, fewer disposable items. Building on our partnership with the Glasgow Gurdwara, who stress the importance of avoiding wasted food.

Reviewing with staff how we can improve recycling and waste avoidance at all venues and review how staff are doing with green actions in general and create an action plan that all are involved in.

Review progress of task of having more thoughtful food options at general events

19/20

Consider the props, costumes and items used in work production and how we can lessen waste in this part of the company.

Follow action plan on waste reduction at venues, and in office.

20/21

Review our waste measuring for the previous three years. Review our system for measuring waste.

Plan festival with learning from previous year's festival.

Review how action plan is going and adjust.

On top of this, Green Champions will also compile a resource of research about green initiatives and options.