



# Environmental Sustainability Policy

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## **1. Introduction – a Children’s Rights-Based Approach to Environmental Sustainability**

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Starcatchers was founded to provide our youngest children with the opportunity to experience theatre and the arts. Integral to that is the role that the arts play in enabling babies and young children to experience their rights, particularly their right to access arts and culture but also how the arts can be a means of realising their rights more broadly and this includes the environmental rights enshrined within the United Nations Convention on the Rights of the Child (UNCRC) namely Article 24, the right to a healthy, safe environment, and Article 29, the right to develop a respect for the environment. As an organisation that has embedded a rights-based approach, Starcatchers takes the responsibility we have to consider all the rights that babies and young children are entitled seriously and seek to understand how our work, in this instance in relation to Environmental Sustainability can positively impact on them.

Starcatchers recognises that our world is in a climate crisis. With our youngest children at the heart of all our work, we have a responsibility to find new ways of working that reduce our impact on the planet and our carbon emissions. Environmental Sustainability is a key component of Starcatchers’ strategic priorities, and our activities should contribute to children having a greener, healthier environment to grow up in. Now more than ever we need to take meaningful action to protect our planet and Scotland’s future generations.

## **2. Environmental Commitments**

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We have identified several environmental commitments, which we apply across all areas of our work. We recognise that a socially-just operational model puts the welfare of both people and the planet at the heart of decision making, and our environmental commitments are central to our Policy and Action Plan for 2024/25.

- We commit to monitoring, managing, and minimising our environmental impact and continually improving our environmental practices through our Creative Carbon Scotland’s Green Arts Initiative membership.
- We will support all staff, artists, and board members to agree to and apply this policy in practice. The policy is incorporated in the contract of employment, and it is a part of the induction process.
- We will monitor the effectiveness of this policy and update annually in accordance with new legislation.
- We will identify training opportunities for the team and guidance will be provided for key decision makers.
- We will develop a Climate Adaptation Plan to be in place by Summer 2024.

### 3. The six aims of this policy are to:

- Reduce** our carbon impact and continually strive to improve our sustainability.
- Adapt** our approach to embed sustainable practices within Starcatchers to help tackle the climate emergency.
- Ensure** protected time for artists we work with to enable them to explore a sustainable approach to their practice.
- Integrate** and promote the consideration of environmental concerns and impacts into our decision-making and activities.
- Advocate** for Scotland’s very youngest children, and their grown-ups to limit inequity in who is burdened with environmental costs.
- Strive** towards City of Edinburgh’s net-zero target by 2030 and meet Scottish Government’s net-zero target by 2045.

### 4. Action Plan

We have identified five areas to target external and internal actions more effectively across the organisation:

- Core company functions.
- Programme and creative teams.
- Our audiences
- Freelancers and suppliers
- Partners and venues

Aim	Area	Objectives	Dates	Lead	Progress	Next Steps
<b>Reduce</b> our carbon impact and continually strive to improve our sustainability.	Core company functions	Monitor and reduce the carbon footprint and environmental impact of the Baby Studio and office space in Wester Hailes, as well as offer guidance on steps to take to improve energy efficiency when working from home. <ul style="list-style-type: none"> <li>• Switch off all electronic equipment when not in use.</li> <li>• Use recycling facilities at locations we work in.</li> </ul>	Ongoing	Head of Operations	Ongoing activity across the organisation	

		<ul style="list-style-type: none"> <li>Where possible regular communication will be undertaken by email. Information will also be made available to access and download via the website. Printing should be kept to a minimum where possible.</li> </ul>				
		Provide appropriate guidance and resources to staff and artists to meet the commitments of this policy, through training, advice, and information and to encourage them to develop new initiatives.	Ongoing	Head of Operations, Green Team		
		Communicate our environmental and sustainability commitments and practices to our board, staff, artists, audiences, and our communities and encourage their support and participation.	Ongoing	Head of Operations, Evaluation & Marketing Staff	Included in Freelancers welcome pack and contracts.	
		Use local printers and printing of all publicity materials on sustainable paper. All paper supplies purchased for office will be FSC certified recycled paper.	Ongoing	Evaluation & Marketing Staff		
		Provide opportunities to explore the positive impact of greener arts through our artist development programme.	Ongoing	Head of Artist Development	Sessions delivered on sustainability and Ecoscenography have taken place in 23-24 and more planned.	

<p><b>Adapt</b> our approach to embed sustainable practices within Starcatchers to help tackle the climate emergency.</p>	<p>Core company functions. Our audiences and participants Freelancers and suppliers</p>	<p>Offer Carbon Literacy Training to all staff, core artists, and board members as a baseline target, and endeavour to provide ongoing guidance, resources, and training to further support knowledge and understanding of the climate crisis.</p> <ul style="list-style-type: none"> <li>• Track carbon usage across all our activity to see where we can improve.</li> <li>• Utilise video-conferencing and digital shared-working platforms, where appropriate, to prevent unnecessary travel.</li> <li>• We will reuse or recycle materials across organisational activities to reduce waste and increase efficiency.</li> <li>• Minimise the amount of printed material produced. Where printed materials are required, we will aim to use recycled paper stock.</li> <li>• Each team member will receive a set of green guidelines on point of contract.</li> <li>• The company's environmental policy forms part of the Company Handbook and new team members will be introduced to the policy when their contract begins. With support from Starcatchers' core team, they will be encouraged to</li> </ul>	<p>Ongoing for all</p>	<p>Head of Operations</p>	<p>Majority of staff and some Board have participated in Carbon Literacy Training with plans (budget dependent) on further training in 24-25.</p> <p>Positive uptake from Starcatchers Artists to reusing/recycling materials across programmes to reduce waste.</p> <p>Some sessions have taken place</p>	
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		<p>work towards achieving all practicable objectives and to participate in the company's environmental actions.</p> <ul style="list-style-type: none"> <li>• Starcatchers' Green Team and Green Champion will lead regular all-staff sessions to share progress, updates, and new ideas to ensure the team remain well-informed and involved in our work towards environmental sustainability.</li> <li>• We will seek to appoint a member of the board as Environmental Champion to work with the Green Team to monitor climate actions.</li> </ul> <p>Share learning with staff, board, artists, communities, and audiences via regular communications.</p> <p>Work with our artists to explore alternative purchasing with suppliers who can evidence environmental policies and seek to buy materials that do the least damage to the environment.</p> <ul style="list-style-type: none"> <li>• Keep an up-to-date Green Suppliers Guide to support all staff, including freelance team, to purchase from environmentally friendly places.</li> </ul>		<p>Green Team and Green Champion</p> <p>Head of Operations</p> <p>Evaluation &amp; Marketing staff</p> <p>Head of Artist Development</p> <p>Head of Artist Development &amp; Producer</p>		<p>Series of meetings scheduled for May – July 24 to facilitate creation of Carbon Adaptation Plan</p> <p>For discussion at future Board Meeting</p>
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<p><b>Ensure</b> protected time for artists we work with to enable them to explore a sustainable approach to their practice.</p>		<p>Offer protected time for artists in our team and freelance artists to enable them to explore a sustainable approach to their practice.</p> <p>Provide opportunities to explore the positive impact of greener arts through our artist development scheme, Playspace.</p>	Ongoing	Head of Artist Development & Producer	Artist led sessions on environmental issues have taken place in 23-24	Identify artists and specific issues to explore in 24-25
<p><b>Integrate</b> and promote the consideration of environmental concerns and impacts into our decision-making and activities.</p>	<p>Programme and creative teams.</p> <p>Partners and venues</p>	<p>Purchase reusable items as standard, followed by recyclable and biodegradable items. Single use items will be purchased on request and upon approval.</p> <p>Follow the Baseline framework of the Theatre Green Book for productions.</p> <p>Arrange tour schedules to minimise travel. Think about the life cycle of old sets, props, materials, costumes and reduce, reuse, recycle.</p> <p>Choose accommodation that is listed in the Green Tourism Business Scheme.</p> <p>Work with venues to build an understanding of our audiences' travel behaviour and explore ways to encourage audiences to use public transport.</p>	Ongoing for all	<p>Head of Artist Development &amp; Producer</p> <p>Evaluation &amp; Marketing staff</p> <p>Producer</p>	Theatre Green Book was trialled with the production of Laaunch! in 2024	Theatre Green Book to be used on all production from 2024 onwards.





<p>and their grown-ups to limit inequity in who is burdened with environmental costs.</p>		<p>environmentally friendly working and arts practices to our audiences and participants.</p> <ul style="list-style-type: none"> <li>Continue to ask the families with whom we work, and our community partners, what we can do to support them with local ideas and signpost them to relevant organisations.</li> <li>Offer ideas for using household items to engage little ones in creative play at home.</li> </ul> <p>Include environmental themes/messages in our productions.</p>		<p>Head of Artist Development</p>	<p>organisations and retailers who advocate environmentally sustainable practices.</p> <p>Themed weeks within the Starcatchers' Baby Studio that have environmental themes that are explored with families and raise awareness</p>	<p>parents and carers to share information, model good environmental practices.</p> <p>Development of new productions that have explicitly environmental themes, including <i>Adventure, Every Colour of Light</i> and <i>The Last Iceberg</i></p>
<p><b>Strive</b> towards City of Edinburgh's net-zero target by 2030 and meet Scottish Government's net-zero target by 2045.</p>	<p>Core company functions. Partners and venues Freelancers and suppliers</p>	<p>We will work together as a team to develop a Climate Adaptation Plan and ensure buy-in across the organisation.</p> <p>Starcatchers will collaborate and share learning with other organisations to reduce carbon impact, recognising that collaboration is an essential component of carbon reduction.</p> <p>We will continue working closely with Creative Carbon Scotland</p> <p>Encourage staff to travel by public transport wherever possible unless time, access needs or money make it impractical. For example:</p>	<p>by Summer 2024</p> <p>Ongoing for all remaining</p>	<p>All staff</p> <p>All staff</p> <p>All Staff</p>	<p>This is happening where possible. At times travel to London and Northern</p>	<p>Biggest challenge currently is our limited financial and human resources. To fully implement the use of rail/ferry travel to the islands, Ireland, and mainland Europe needs much more planning and financial resourcing. We need to understand how we can do this in the future and the evolving understanding of carbon budgeting alongside our annual</p>



		Scotland's goal of lobbying hiring companies to make electrical vehicles available.				
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## **5. Implementation**

This Policy is publicly available on our website.

It is given to all staff and forms part of the Contract of Employment terms and conditions and the induction process.

Training will be provided where required.

The Board reviews all policies annually.

The Risk Register contains information around failure to meet the aims and objectives of this policy and is reviewed at least quarterly by the Finance & Risk Committee of the Board of trustees.

Updates will be made as required to remain consistent with legislation. Employment procedures and practices this policy adheres to:

- Creative Scotland's Climate Emergency and Sustainability Plan
- Securing a green recovery on a path to net zero: climate change plan 2018–2032 - update
- IPCC's Synthesis Report
- Edinburgh City Council 2030 Climate Strategy
- Scottish Government 2019 Climate Change Act
- Climate Change (Emissions Reductions Targets) (Scotland) 2019
- United Nations Paris Agreement
- IPCC report 2022
- Sustainable Development Goals (SDGs)